



**ENQUIRY INTO PAY AND ALLOWANCES
OF THE
OFFICERS OF THE MAJOR PORT TRUSTS
AND
DOCK LABOUR BOARDS**

REPORT

**BY
OFFICER ON SPECIAL DUTY**

**VOLUME-II
1978**

**GOVERNMENT OF INDIA
MINISTRY OF SHIPPING AND TRANSPORT**

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CHAPTER - VI

CALCUTTA PORT TRUST

6.1 Calcutta has two major dock systems viz. Kidderpore Dock with 21 berths and Netaji Subhash dock with 9 berths. In addition there are two jetty systems viz. Garden Reach Jetties with 3 berths and Calcutta Jetties with 2 berths. It has, however, been decided to close down the Calcutta Jetties. There are also a number of river moorings where ships load/unload overside cargo. The Kidderpore Dock is entered through a lock capable of receiving vessels of 515 feet length and 72 feet beam and the Netaji Subhash Dock through a lock capable of receiving vessels of 565 feet length and 82 feet beam. The maximum draft available at Kidderpore Dock is 29 feet and Netaji Subhash Dock 28.5 feet.

6.2 There is an oil terminal at Budge Budge which is used mainly for handling products. The main oil terminal has now shifted to Haldia 56 miles down stream from Calcutta. The new dock complex at Haldia has six berths for handling coal, iron ore, fertilisers, salt, general cargo and containers. The Haldia dock is entered through a lock capable of receiving vessels with a maximum length of 860 feet and a maximum beam of 122 feet. The maximum

draft available at present inside the Haldia dock is 33 feet.

6.3 The Pilots board the inward vessels at Sandheads about 126 miles off Calcutta where the Pilot Vessel cruises. The pilotage distance from sandheads to Haldia is about 70 miles and from sandheads to Calcutta about 125 miles. The River Pilots pilot vessels from Sandheads to Garden Reach which is about $2\frac{1}{2}$ miles from the Kidderpore Dock and $1\frac{1}{2}$ miles from the Netaji Subhash Dock. The movement of ships from Garden Reach to the lock is effected by the Harbour Pilots and from the lock to the berths by Berthing Masters. Between Calcutta and Sandheads there are 13 bars which are subject to seasonal and sometimes sudden changes. Drafts permissible for ships entering and leaving the Port, vary from day to day. Although the maximum available draft is about 28.5 feet, a draft of 26 feet and over is available for only 50/60 days in a year. Of the 13 bars, 12 bars have improved considerably as a result of release of waters from the Farakka Barrage. Balari bar, however, continues to pose severe restrictions. The port has a well-staffed set up to study the river behaviour and suggest measures for improving its navigability. It has executed a number of river training works to improve the navigation channel

6.4 The port has its own railway system with track kilometreage of 350 and route kilometreage of 37. It has 823 wagons and 62 locomotives. However, these wagons and locomotives are for local use and do not go out of the port system. It has a fleet of 11 dredgers including 5 river dredgers 22 tugs including 9 river tugs and 78 other floating crafts. It has 127 shore cranes. It has five dry docks capable of receiving vessels with a maximum length of 565 feet and a maximum beam of 79 feet. It maintains a well-equipped workshop capable of undertaking repairs to all equipment including floating crafts, rolling stock, lock gates, shore cranes, etc.

6.5 The Port has 37780 employees including those attached to Haldia Complex and 714 Class I and Class II Officers. It maintains two hospitals with a total of 232 beds.

6.6 It has a large estate of about 3000 acres in Calcutta of which about 1250 acres are rentable, about 1100 acres are in operational use and the rest are taken up by warehouses, residential quarters etc. Of 5890 acres of land acquired at Haldia, 3300 acres are used for the dock facilities and 750 acres for the residential zone. The balance i.e. 1840 acres are rentable, of which

1350 acres have been rented out.

6.7 Haldia Dock complex is headed by a General Manager who is assisted by 50 Class I and 50 Class II officers and about 1200 other employees. It has a residential colony with a school, market facilities and a hospital with 10 beds.

Secretary's Department

Planning and Research Cell:

6.8 The Planning and Research Cell in Calcutta Port is attached to the Secretary's Department. It is stated that the Cell is concerned inter-alia with trade promotion and organisation and methods. It functions as a multi-disciplinary team in its approach to port management problems. The officers feel that despite the important work handled by it, the Cell has not been given sufficient personnel or adequate status and incentives in terms of allowances and promotional avenues. It has been demanded that the present set-up should be re-designed into a Management Services and Research Division and treated as an independent Department.. A structure in that behalf has been suggested. It has been proposed that the Head of the Management Services and Research Division should have a pay scale of Rs.2,000-2250 and there should be a Joint Manager on the scale of Rs.1700-1900 and Deputy Managers and Assistant Managers on the scales of Rs.1200-1500 and Rs.800-1350.

6.9 Presently, the Cell functions under an Officer of Special Duty in the scale of Rs.1700-1900. The post was created in July 1976. It is not within my purview to suggest re-structuring of the organisation. I have proposed the revised scales taking into account the duties and responsibilities of the various posts and all other relevant

factors including the fact that some of the posts have been created and evaluated only recently.

Assistant Registrar, Institute of Port Management.

6.10 The present scale of the post is Rs.500-800. The post was created in August, 1975. Its duties include making arrangements for the various activities and programmes of the Institute such as orientation courses, seminars, symposia, etc. The Assistant Registrar is also responsible for the preparation and publication of information brochures of the Institute, selection and purchase of books for its library as also for its general upkeep and maintenance. It is stated that the Assistant Registrar being the only full time executive of the Institute has to assume considerable responsibility. With the decision taken in July 1976 to make research oriented studies on port facilities, higher and greater responsibilities have been imposed on the Assistant Registrar. It has been suggested that for the purposes of revision, the post should be treated as if it were on the scale of Rs.475-1100.

6.11 I have proposed the new scale having regard to all the relevant factors.

Vigilance and Security Organisation

6.12 The port vigilance and security organisation is attached to the Secretary's Department and is headed by a Vigilance and Security Adviser on the scale of Rs.1200-1500. Under him there are three Security Officers on Rs.590-1040, one for security, one for vigilance and one for dock permits. There is also one Assistant Security Officers (Vigilance).

6.13 The port security organisation is concerned with anti-pilferage measures. The total strength of the force is about 950. The vigilance set up consists of nine vigilance watchers of the rank of security guards and eight other vigilance employees of various ranks under the Security Officer (Vigilance).

6.14 In the representations submitted to me it has been suggested that the Vigilance and Security Adviser should be given the status of a Head of Department with appropriate pay scale and position. It is claimed that his duties and responsibilities are much higher than those of the Chief Security Officer of a Zonal Railway or a Deputy Inspector General of Police. It is claimed that with the withdrawal of port police and the induction of the Central Industrial Security Force, the main burden of security responsibility has fallen on the port security organisation as the Central Industrial Security Force is confined to customs enclosures. It is contended that the duties of the port security organisation are comparable with those of the Central

Industrial Security Force or the Railway Protection Force. The responsibilities of the Vigilance Wing are also stated to have increased. It is claimed that they are onerous in nature. The officers have demanded the following scales of pay:-

Vigilance and Security Adviser:	Rs.2500-125-3000.
Security Officers (PSO):	Rs.1400-60-1700-100-2000-EB-125-2450 (with higher starting pay of Rs.1600).
Security Officer (Vigilance):	Rs.1400-60-1700-100-2000-EB-125-2450 (with a higher starting pay of Rs.1500).
Security Officer (Permits):	Rs.1400-60-1700-100-2000-EB-125-2450.
Assistant Security Officer (Vigilance):	Rs.1000-50-1300-EB-75-1600.

A special pay of Rs.200 per month for the Vigilance and Security Adviser and Rs.150 per month each for the Security Officers, has also been demanded in addition to the concession of rent-free quarters.

6.15 The port security and vigilance organisation is essentially a watch and ward set up whose duties and responsibilities are comparable with those of the Central Industrial Security Force or the Railway Protection Force, which are equipped with arms and have statutory powers of arrest. Vigilance set up is also small. The permit issuing function is limited in scope and highly routinised. I have proposed the revised scales having regard to all these and other relevant factors.

6.16 The officers of the organisation are liable to be called out at odd hours of the day and night. They have also to pay surprise visits. In the police and other security organisations, it is customary to provide rent-free accommodation to such officers. It is recommended that the Adviser, the three Security Officers as also the Assistant Security Officer may be given the concession of rent-free unfurnished quarters. As far as possible they should be allotted port accommodation near their place of work. The concession of rent-free accommodation should not be given to those who refuse to occupy the accommodation allotted to them.

6.17 The question of provision of transport to the Chief Vigilance and Security Adviser was also raised during the hearings. It was stated that the port had provided him with a vehicle, without a driver, and had in addition given a motor car allowance of Rs.291 per month. The expenditure on petrol oil and lubricants was supposed to be met by the officer himself.

6.18 The arrangement appears to be somewhat anomalous. The officer should either be provided with free transport including petrol oil and lubricants for the distance travelled on duty without motor car/conveyance allowance in addition, or he should be given motor car/conveyance allowance in accordance with the general recommendations that I have made. The Port Trust may like to review the arrangement.

Labour Department.

6.19 The Labour Department is concerned with promotion and settlement of industrial disputes through bilateral talks, conciliation and adjudication, welfare activities, administration of residential colonies of Class IV employees, settlement of injury cases under the Workmen's Compensation Act, administration of welfare funds, liaison with Labour Department of the State and the Central Governments. It is headed by a Labour Adviser and Industrial Relations Officer on the scale of Rs.1400-1800, who is assisted by a Deputy Labour Adviser and Industrial Relations Officer on the scale of Rs.1200-1500, and six Labour Officers on the scale of Rs.475-1100. The minimum qualifications prescribed for the Labour Officers are a university degree with a diploma in social welfare or a post-graduate diploma in social welfare and at least 3 years' experience in labour work.

6.20 It has been stated that when fully commissioned, Haldia will have about 3500 employees as against 37,000 class III and class IV employees in Calcutta. However, the Personnel and Industrial Relations Wing of the Haldia Dock Complex is headed by a Manager on the scale of Rs.1700-2000, assisted by a Deputy Manager on Rs.1400-1700 and Assistant Manager on the scale of Rs.1200-1500 and Junior Assistant Managers on Rs.800-1350. There is no requirement for a post-graduate diploma in social welfare for the Haldia posts unlike the posts at Calcutta. A

scale of Rs.1200-1500 has been demanded for the Labour Officers and of Rs.1400-1700 for the Deputy Labour Adviser & Industrial Relations Officer. As for the Labour Adviser and Industrial Relations Officer, it has been demanded that his scale should be on par with the scales of other heads of departments. It has also been suggested that since there is no promotional opportunity for the Labour Officers, provision for selection grade posts as well as stagnation increments should be made.

6.21 The functional structure of the posts in Haldia is different. Presently, the Personnel & Industrial Relations Department is stated to be responsible not only for industrial relations but also for recruitment, promotion, training, etc. of personnel as well as maintenance of service records and preparation of pay bills etc. Comparison with Haldia is, therefore, not apt. The lack of promotional opportunities, qualifications required for the various posts and all other relevant factors have been taken into consideration in proposing the revised scales.

6.22 The Labour Officer, Industrial Relations, and Labour Officer, Headquarters, have important functions in the field of industrial relations. Considering their duties and responsibilities, it will be appropriate if these posts are on a scale higher than that of the other four Labour Officers. As the officers are inter-transferable and also as upgradation of posts falls outside my terms of reference, I have not suggested a higher scale myself.

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I would, however, recommend that the administration may consider raising them to the level of the revised scale of Rs.1300- .1900.

Accounts Department

6.23 The Accounts Department is responsible for the maintenance and compilation of the accounts of the financial transactions of the Port Trust and drawing up of budget estimates of its income and expenditure. It exercises budgetary control over the expenditure and administers a system of internal audit of the financial transactions of the port. It also renders financial advice.

6.24 The department is headed by ^{the} / Financial Adviser and Chief Accounts Officer, who is assisted by two Deputy Chief Accounts Officers (Senior) and two Deputy Chief Accounts Officers (Junior). There was also a temporary post of Additional Chief Accounts Officer which has been abolished with effect from the 1st November, 1977. The Accounts Divisions are in charge of Senior Accounts Officers who are assisted by Junior Accounts Officers.

6.25 In the memorandum submitted by the Calcutta Port Accounts Officers Association it has been stated that the size and number of transactions involved are large. The Department has to arrange and check disbursement of wages of about 38,000 employees amounting to about Rs.35 crores a year. It has to scrutinise the purchase and procurement of stores of an annual value of about Rs.5.31 crores and payment for other civil engineering work of the order of about Rs.4 crores a year. The scrutiny includes checking of tenders and other proposals, placement of orders and estimates, etc. It has to ensure correct

recovery and realisation of port charges which generate a revenue of more than Rs.27 crores.

6.26 It has been complained that the officers of the Accounts Service did not get adequate justice from the Desai Committee. Quoting from the observations made by the Third Pay Commission in its report, it has been urged that the salaries of port services should be broadly comparable with those doing similar work in comparable employment outside. Comparisons have been made with other public sector organisations like the Shipping Corporation of India, the Life Insurance Corporation of India and nationalised banks and a scale of Rs.1400-2000 has been demanded for the post of Junior Accounts Officer. Providing for differentials for higher responsibilities and vertical relativities, the under-mentioned scales have been demanded for the other posts:

(a) Senior Accounts Officer	Rs.1900-60-2500
(b) Deputy Chief Accounts Officer (Junior)	Rs.2200-70-2550-75-2700
(c) Deputy Chief Accounts Officer (Senior)	Rs.2400-75-2700-100-2900
(d) Additional Chief Accounts Officer & Manager Finance, Haldia.	Rs.2700-150-3150
(e) Financial Adviser & Chief Accounts Officer.	Rs.3500 (fixed)

6.27 It has also been urged that the pay of the Financial Adviser and Chief Accounts Officer should not be less than that of any other head of department as he has to give financial advice on proposals emanating from the other heads.

6.28 When comparisons are made with levels of salaries obtaining in outside employment they have to be made with salaries "that obtain in alternative occupations under similar conditions of service". (Para 21, page 32, Volume I of the Report of Third Pay Commission). The expression 'conditions of service' has very wide implications which are not restricted to merely the nature of work. Such short comparisons are, therefore, not fruitful for the present purpose. The port operations do not bear comparison with the operations of the Shipping Corporation of India, the Life Insurance Corporation of India or the nationalised banks to which a reference has been made, either in their size or in their nature or complexity. The selection of posts with which comparisons have been made by the Association in other undertakings, is also not apt. The responsibilities of some of the operational heads in the port set up are more onerous than those of the Financial Adviser and Chief Accounts Officer. It will not, therefore, be appropriate to say that his scale of pay should not be less than that of any other head of department. Financial advice is tendered to the Chairman and it is his judgment that obtains in the final analysis. Financial Adviser cannot by himself over-rule the other heads of department in the matter of financial advice.

6.29 I have proposed the new scales having regard to the qualifications prescribed for the various posts,

their duties and responsibilities, status and position of Financial Adviser and Chief Accounts Officer vis-a-vis other heads of department as also all other relevant factors.

Treasurer and Inspector of Audit & Accounts

6.30 The present scale of the post of Treasurer is Rs.680-1040. It has been suggested that having regard to the scale of Rs.900-1200 given to the First Assistant Treasurer by the Wage Revision Committee, the Treasurer's scale should be revised to Rs.1400-2000. The appointment of the Treasurer is made by promotion from the post of Deputy Treasurer which is a promotional post for the First Assistant Treasurer.

6.31 The posts of Inspector of Audit & Accounts were created in 1975 and classified as class II. They are intermediate posts between the Office Superintendent and the Junior Accounts Officer. Their principal duties are auditing of accounts and other financial transactions. They are filled by promotion by selection from among class III clerical supervisory cadres. It has been stated that since the highest post in the clerical class III supervisory cadre has been given a scale of Rs.900-1200 by the Wage Revision Committee, a scale of Rs.1200-1700 should be given to the Inspectors of Audit and Accounts as against the present scale of Rs.500-800.

6.32 I have proposed the new scales having regard to all the relevant factors.

Grant of Special Pay to Senior Accounts Officer,
Cash and Pay Section

6.33 It has been demanded that the Senior Accounts Officer, Cash & Pay Section, should be given a special pay of Rs.200 per month on the ground that he has to work beyond normal hours - until about 7.30 p.m. - as a regular feature. The Cash Clerks who are sent out to disburse wages at various points do not return to the head office during the normal office hours and even if they do so, it takes time to complete the accounting work required to be done by him. Also, the Cash & Pay Section gets a relatively larger number of bills towards the closing hours of the afternoon and it takes some time beyond office hours to process them.

6.34 During the course of the hearing it was stated that cash counters are closed at 3.00 p.m. but Cash Clerks who go out to make disbursements are unable to return in time with the result that the officer concerned has to stay beyond normal working hours as a regular feature. It can be argued that if the cash counter is closed at 3.00 p.m., the affairs should be so regulated that all work is finished before the close of normal office hours so that the incidence of overtime is minimised all round. Processing of bills which are received late can be postponed to the next day unless absolutely unavoidable. However, it is likely that by the very nature of his work the officer has to sit beyond his normal office hours to

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to wind up the affairs and close the accounts. A special pay of Rs.100 p.m. would appear to be justified and is recommended.

Land Department

Deputy Land Manager ---
Assistant Land Manager.

6.35 The Land Department is responsible for management of the Port Trust lands and buildings including warehouses at Calcutta, Howrah and Budge Budge. It examines and approves building plans and plans for public utility services with a view to co-ordinating them. It undertakes valuation of lands and buildings and fixes rents of the Port Trust properties. It prepares lease documents in respect of the tenancies and collects rents.

6.36 The estate covers an extensive area of about 5.25 square miles in Calcutta, Howrah and Budge Budge. There are about 2500 leases of which 1900 are short term and 600 long term. The revenue from the estate is about Rs. 3.75 crores per annum.

6.37 The Land Department is headed by a Land Manager on the scale of Rs. 1400-2000. He is assisted by a Deputy Land Manager on the scale of Rs. 800-1350 and three Assistant Land Managers on the scale of Rs. 475-1100. The estate is divided into two divisions, each in the charge of an Assistant Land Manager who is responsible for collection of revenue amounting to about Rs. 1.5 crores per annum.

6.38 The present scale of the post of Assistant Land Manager is Rs. 475-1100. It has been represented that the Port Trust has sanctioned a post of Assistant

Manager on a scale of Rs. 1200 - 1500 for Haldia where the rentable area is only 3300 acres as against 5.25 square miles in Calcutta, Howrah and Budge Budge and revenue only about Rs. 25 lakhs as against Rs. 3.75 crores in Calcutta etc. Of the 3300 acres in Haldia, 2900 acres are leased out or meant for major industries, the balance only being earmarked for small tenants. The Haldia estate is, therefore, much easier to manage as compared to the estate in Calcutta. It is stated that there is complete lack of promotional opportunities, there being only one post of Deputy Land Manager against three posts of Assistant Land Manager. It is demanded that for the purpose of revision, Assistant Land Manager should be considered as being on the scale of Rs. 1200 - 1700.

6.39 A similar representation has been made in respect of the post of Deputy Land Manager also. It has been requested that the grade of Deputy Land Manager should be so revised that the anomaly vis-a-vis the post in Haldia is removed and the gap between the scales of Land Manager and Deputy Land Manager is reduced.

6.40 The work of the Assistant Land Manager is essentially one of rent collection. Scrutiny of plans is principally a civic matter, the responsibility of the Land Department being restricted to fulfilment of Port Trust's own requirements. Preparation of lease documents is more or less standardised. It is stated by the Administration

that the pattern in Haldia is different. The corresponding division in Haldia is responsible not only for estate management but also for the maintenance of civil engineering works, administration of residential areas, etc. The work and responsibilities of the officers in Haldia are, therefore, not comparable with those of the Assistant Land Manager or Deputy Land Manager in Calcutta. I have taken all the relevant factors into consideration in proposing the new scales for the two posts.

TRAFFIC DEPARTMENT

6.41 It has been stated that the primary function of the port is to load and unload cargo to and from ships. In this operation, the Traffic Department has a major role to play. In Calcutta, the Traffic Department accounts for 40 per cent of the total staff strength and 73 per cent of the total earnings of the port. The department also undertakes additional responsibility of loading the import cargo into railway wagons and road vehicles. It handles foodgrains and fertilisers in the port area by its own labour force. It also undertakes the stevedoring functions in respect of coal vessels in as much as the trimming operations are performed by the department as a service to the trade. Unlike Bombay, the Traffic Manager, Calcutta Port Trust, is the head not only of the Shipping Branch but also of the Port Railway. It has also been stated that the Traffic Officers have to shoulder higher responsibilities and have to be alert at all times particularly as their contact with the public is the most among officers of all the departments. The Association has demanded restructuring of the pay scales and a substantial upward revision of the emoluments at all levels as also upward revision of allowances in the nature of reimbursement of expenditure incurred in the discharge of duties.

6.42 The Assistant Superintendents are responsible for accountal, correct disposal of goods, correct recovery

charges, etc. It is stated that they have under them 150 to 200 class III and 300 to 500 class IV employees each, whose work, conduct and discipline has to be controlled by them. Though they shoulder heavy responsibilities ⁱⁿ past they have to wait for 20 years before they can due to the recruitment policies followed in the/hope for promotion as Superintendents. Previously, promotion was available by 10th or 12th year of service.

6.43 It is stated that each Superintendent is a section incharge. He supervises the work of about 3 to 15 Assistant Superintendents and 800 to 900 class III employees. Planning of optimum utilisation of the facilities available in his section is done by him. Superintendents have to keep check on all shipping and railway commercial work in each section.

6.44 The Deputy Docks Managers are zonal heads of their respective zones in respect of all matters. The Deputy Docks Manager (Labour) is responsible for the entire labour set up consisting of 7000 labour/class III supervisory employees. Normally, an officer has to work as Superintendent for 10 to 12 years before he can hope for promotion as Deputy Docks Manager. By that time he has only 3 to 4 years of service left. The Docks Manager is in charge of the entire docks/jetties in respect of all matters, operational, commercial, labour, railways, planning, etc. It has been urged that the duties and responsibilities of the officers of the Traffic Department have gone up since 1948 because of decasualisation of

port labour, sanction of various allowances and other benefits such as children's education allowance, leave travel concession, etc., technological advances in shipping and cargo handling, introduction of various piece-rate and other incentive schemes and other measures. However, the pay scales of the officers have not improved in any significant manner over the years. Opportunities for promotion have in the meantime been going down. It has been contended that the recommendations of the Desai Committee did not restore the pay scales of the Traffic Manager and the Docks Manager to their correct and justifiable position. The Deputy Docks Managers in Calcutta were downgraded in comparison with those in Bombay and the special pay attached to the post of Superintendent (Coal) was discontinued. It has been complained that the Traffic Manager has been relegated to the 6th position; at one time he was next only to the Chief Engineer. It has been demanded that the Traffic Manager should be restored to the position of the senior-most operational head of department and his pay for the purpose of the present revision should be reckoned as Rs. 2150-2500 as on the 1st January 1969 and further revision made from that stage. It has also been demanded that the biennial increment in the scale of Rs. 800-1350 should be made annual and the special pay of the Superintendent (Coal) which was abolished by the Desai Committee be restored and enhanced.

6.45 The Association has also stated that disturbance of relativities in the emoluments of class III and IV employees and those of officers has undermined the morale of the officers. It has also complained of distortion of relativities between officers of the same department as also of other departments. It has been demanded that inadequacies of the Desai Committee's recommendations should be rectified by reckoning the basic pay as on the 1st January 1969 as Rs.650 and building up the fresh pay structure on that. A minimum of Rs.1250 basic pay after merger of house rent allowance has been suggested. Because the Traffic Manager in Calcutta is responsible for transportation including port railways, he should be placed higher than the Docks Manager in Bombay and the Docks Manager should be placed at par with Docks Manager, Bombay. It has also been urged that the pay of the Deputy Traffic Manager in Calcutta should be at par with the Additional Docks Manager at Bombay.

6.46 The Traffic Department has an important role to play in port operations. However, the degree of importance varies from port to port depending upon the volume and nature of the traffic handled. Mono commodity traffic handled in bulk by mechanical means does not generate the same degree of work and responsibility as a general mix of break-bulk cargo. While in Calcutta the Traffic Manager is responsible for the port railway in addition

to shipping, the Docks Manager in Bombay is responsible for handling a much larger volume of traffic. During the hearing it was conceded that the port railway could be regarded as a large marshalling yard and that its operations did not bear any comparison with even a railway division on the trunk railways. The Desai Committee observed (para 5.23) "Even after taking into account the complications involved in a riverine port, the area of operations and the variety of traffic handled, the number of officers in Calcutta at present appears to be on the high side. The increase in the number of officers in the lower category has naturally made the base of the officers cadre wide with a consequent reduction in promotional opportunities." I share the view expressed by the Desai Committee. Inadequacy of promotional opportunities which arise out of a faulty set up cannot be rectified by revision of the pay structure; it has to be rectified by restructuring the organisation itself. I have made my recommendations having regard to all the relevant factors including the various submissions made by the Association.

Superintendent (Coal Dock)

6.47 Superintendent (Coal Dock) was in receipt of a special pay of Rs. 150 per month, which was discontinued after the pay scale recommended by the Desai Committee was implemented. It has been stated that the Desai

Committee did not specifically consider and recommend the continuance or otherwise of this allowance. The Port Administration has, however, discontinued the allowance on the basis of the general recommendations made by the Desai Committee that unless otherwise specifically provided for the special pay and allowances should be discontinued. It has been demanded that the special pay should be restored and enhanced.

6.48 The Superintendent (Coal Dock) unlike other Superintendents has to control coal labour force of about 900 men and his duties in this regard are similar to those of the Deputy Docks Manager in charge of shore labour. His duties include trimming operations on board, a function which is ordinarily done by Stevedores and is disagreeable in nature. It is a case where the post would attract a higher pay in comparison with other equivalent posts because of arduous nature of duties. A special pay would, however, make for greater administrative flexibility. Considering the present scale of operations, a special pay of Rs.100 per month should be adequate and is recommended.

Allowance for out of pocket expenditure

6.49 It was stated that the Traffic Officers have occasionally to work in two shifts at a stretch. The Desai Committee had recommended an allowance of Rs. 5 per

occasion. However, the Port Administration did not implement the recommendations. In similar circumstances, the class III employees got compensation amounting to Rs. 30 to Rs. 50 for each such occasion. It has, therefore, been claimed that an officer required to work in two consecutive shifts at a stretch should be paid a sum of Rs. 50 for each occasion.

6.50 The Desai Committee had made a similar recommendation in respect of the officers of the Bombay Port and I understand that the recommendation has been implemented in that port. On such occasions the officers have to incur extra expenditure on transport and one meal. Taking these factors into account, I recommend that an allowance of Rs. 10 per occasion may be paid in such cases.

Medical Department

6.51 The Calcutta Port Trust Doctors Association has urged that because of the longer time taken in acquiring the medical qualifications particularly the post-graduate qualifications which are preferred by the ports, the doctors should be given a higher pay scale than the engineers or general graduates. Since the age at entry into the service is higher (it is contended that average age is 32/35 years), the doctors should get a higher initial pay and generally better scale so that their retiring benefits compare well with those of other officers. Lack of promotional opportunities, the essential nature of their service, the odd hours at which they may be called upon to attend on the patients, etc., should also be taken into consideration. They have suggested that there should be an integrated scale for the present three scales of Rs. 425-1040, Rs. 525-1350 and Rs. 750-1400. They have demanded the following scales :

Assistant Medical Officers and Senior Medical Officers	Rs. 1600-3000
Specialists/Administrative Officers	Rs. 1800-3200
Medical Superintendent/Chief Surgeon/Chief Physician	Rs. 2500-3500
Chief Medical Officer	Rs. 3000-4000

6.52 It has been stated that a large number of Medical Officers possess post-graduate qualifications and do

special jobs in different specialist fields of medicine. They should be given recognition as specialists. Some of them do administrative duties and assume increased responsibility including liability to work for all the 24 hours. They should be given a special pay of Rs.200 or in the alternative a scale of Rs. 1800-3200. The Resident Medical Officers should be given an allowance of Rs. 250. Non-Practising Allowance should be allowed at the rate of 50 per cent of pay without any ceiling. A uniform allowance of Rs. 300, overtime as admissible to marine officers, night duty allowance of Rs. 50 per night, post-graduate qualification special pay of Rs. 400 have also been demanded. It has been further demanded that medical examination fees of Rs. 50, Rs. 30, Rs. 20 and Rs. 10 should be paid to the Medical Officers, for medical examination of the candidates for recruitment to Class I, Class II, Class III and Class IV posts, respectively. It has been stated that medical officers in domiciliary service cannot finish their work during the normal hours of duty. They should be given extra duty allowance for having to work late hours.

6.53 The time taken in acquiring medical qualifications, the limitations on promotional opportunities because of separate fields of specialisation and the obligation to work at odd hours or outside normal hours and all other relevant factors have been taken into consideration in

proposing the new scales. The Non-Practising Allowance should also be deemed to cover work outside the normal working hours. The suggestion that all doctors possessing post-graduate qualifications should be treated as specialists and should be given a special pay or a specialist grade cannot be accepted. Most of the treatment is for common ailments which do not require the attention of specialists. Specialist grade/special pay can be considered only for selected posts designated as such with prescribed duties and qualifications appropriate to the institution of specialists. Possession of post-graduate qualifications is appropriately recognised by grant of advance increments as is the practice at present. Overalls are supplied by the port authorities, where appropriate. The question of granting a uniform allowance does not arise. Medical examination of candidates for recruitment to posts in the Port Trust is part of the duties of the medical officers. No extra fees can be given on this account. The duties of the marine officers are not comparable with those of the doctors and the consideration for which the former are given overtime allowance, are not relevant to the grant of a similar allowance to the doctors. Overtime allowance/extra duty allowance would also be incompatible with the grant of Non-Practising Allowance which the doctors receive.

6.54 Senior Assistant Medical Officers have submitted a separate memorandum in which they have opposed the demand for an integrated scale on the ground that it will eliminate the scope for promotion and create stagnation and frustration. They have made their own recommendations in regard to pay scales as under :

Chief Medical Officer	Rs. 2000-200-2600-300-3200
Medical Superintendent) Chief Surgeon) Chief Physician) Registrar, Dock Hospital)	Rs. 1600-150-2350-200-2750
Resident Medical Officer (24 hour duty holders - 7 posts)	Rs. 1250-100-1750-150-2500
Senior Assistant Medical Officers	Rs. 1000-75-1300-100-1800-150-2250
Assistant Medical Officers	Rs. 750-50-1150-75-1450-100-1850

*Non-Practising Allowance equal to 50 per cent in all cases (Maximum Rs.1250)

6.55 I have taken their demands and suggestions also into consideration along with those of the Association in making my proposals.

6.56 An upward revision of the Health Officers' scale has also been sought. It is understood that the Desai Committee had recommended a scale of Rs. 525-1350 for the post but having regard to its responsibilities the scale was raised to Rs. 750-1400 with effect from the 1st May 1975. It has not been shown that there has been any material change since then in his duties and responsibilities.

Stores Department

6.57 The department is administered by a Controller of Stores (Rs.1400-1800), assisted by a Senior Deputy Controller of Stores (Rs.1200-1500), Deputy Controller of Stores (Rs.800-1350) and six Assistant Controllers of Stores (Rs.475-1100). There is also an Accountant (Government purchases) on Rs. 425-1040. It has been stated that the Stores Department deals with 10,000 stock items and about 24,000 non-stock items. The total value of its annual purchases is in the neighbourhood of Rs. 10 crores of which petroleum products and coal account for about Rs. 6 crores. It is also stated that the minimum qualifications required for the Assistant Controller of Stores are similar to those of Junior Executive Engineers of the Chief Engineer's Department or of the Chief Mechanical Engineer's Department. Considering their duties and responsibilities and the qualifications they should be treated at par with the Junior Executive Engineers. The Senior Deputy Controller of Stores should be redesignated as Additional Controller of Stores and given a scale equivalent to that of Additional Chief Engineer of Stores. The Deputy Controller should be on par with the Deputy Chief Engineer and in any case, higher than the Senior Executive Engineer. In addition, the officers of the Stores Department should be given conveyance/car allowance at the same rate as given to corresponding officers in the Civil Engineering Department.

6.58 Pay scales cannot be fixed on the basis of qualifications only. Duties and responsibilities and other relevant factors have also to be taken into consideration. The posts in the Chief Engineer's Department are not comparable. However, considering the volume and value of annual purchases the scale of the Controller of Stores does merit some improvement. I have proposed the revised scales having regard to all the relevant factors.

Chief Engineer's Department

6.59 A memorandum has been submitted by the Engineer Officers Association of the Civil Engineering Department. It has been stated that the duties of the engineers associated with port transport industry are distinctly different from those of their counterparts engaged in other public bodies. The engineers of the port industry have not only the expertise in dock and harbour engineering, but have also to be competent in other branches of civil engineering. The Calcutta Port Engineers have added expertise of handling all kinds of river training works due to the unique location of the port. It has been stated that promotional opportunities have been seriously impaired by the recruitment of a large number of engineers at the entry point in 1968-69 to meet the requirements of the Haldia Dock Project. With the gradual completion of the Project, the conditions have become worse, leading to frustration among the officers. It has been added that the position of senior officers is no better. They have been stagnating at the maximum of their pay scales for a number of years. To overcome the absence of promotional opportunities and problems of stagnation, a time-bound telescopic scale of Rs.1000-2600 has been suggested, covering the ranks of Assistant Engineers to Superintending Engineers. It has also been demanded that the Junior Executive Engineers and

Senior Executive Engineers of the Department should be designated as Executive Engineers and Superintending Engineers respectively.

6.60 I have already stated elsewhere that I do not favour such telescopic timebound scales which provide for higher pay without regard to work requirements and do not have incentives for assumption of higher responsibilities. Civil engineering work requires division into various levels for purposes of direction, control and supervision. It will be impossible to fulfil that requirement and maintain efficiency in a system of timebound telescopic scales which among other things will only lead to indifference to work. Stagnation in senior posts is inevitable where promotions have been fast. Stagnation at the lower levels in Calcutta Port Trust and lack of promotional opportunities have arisen due to faulty organisation and unplanned recruitment. These are organisational problems of a temporary nature and have to be taken care of by the Administration. I cannot take them into account in determining pay scales which are of a more durable character.

6.61 I have proposed the revised pay scales having regard to the qualifications required for the various posts, their duties and responsibilities, their workload, the multi-disciplinary character of civil Engineering in port industry and all other relevant factors.

6.62 The demand that Senior Executive Engineers and

Junior Executive Engineers should be converted into Superintending Engineers and Executive Engineers cannot be accepted. Job content is a relevant factor. It has not been established that the ^{Senior} Executive Engineer do the same work as Superintending Engineer.

Haldia Allowance

6.63 The officers of the Haldia Dock Project are eligible for Haldia Allowance at the rate of 15% of their pay subject to a limit of Rs.150 per month. This allowance is in the nature of a project allowance and is temporary. The project has been nearly completed and various civic amenities have been developed. It is time now to review its continuance. I suggest that it should be withdrawn from the 1st January, 1979. In the meantime, it may continue at the present rate.

River Training Allowance

6.64 River Training Allowance is admissible to officers connected with river training work at the same rate as Haldia Allowance. It has been demanded that this should be enhanced to 25 per cent of pay instead of the present 15 per cent.

6.65 River Training works unlike the Haldia Project are likely to continue for a long time to come. Having regard to the rise in cost of living, the upper limit of Rs.150 may be raised to Rs. 200 p.m., other conditions of admissibility remaining unchanged.

River Allowance

6.66 It is stated that the officers are deployed on the river training works from Jangipur/Farraka right upto the estuary and they are exposed to similar hazards and hardship as officers of the Marine Department. They are engaged in construction of marine structures inside the river bed and stay on the river from 10 to 12 hours at a stretch. They have to stay away from their families for months together and are provided with only chummy accommodation. They should, therefore, be given Away from Base Allowance, as also Mess Allowance in addition to the River Training Allowance.

6.67 During the hearing it was conceded that Away from Base Allowance could not be claimed in addition to the River Training Allowance. I have already recommended raising the limit of River Training Allowance to Rs. 200 p.m. It is not necessary to give any mess allowance in addition.

Permanent Way Inspectors.

6.68 It has been stated that the Permanent Way Inspectors of the Calcutta Port Trust have to carry greater workload and work in more adverse conditions than those on the trunk railways. It is also urged that their duties are of an essential nature. A scale of Rs. 1000-1900 excluding all allowances has been demanded. In addition, rent free accommodation has been asked for on the ground that their duties are of

essential nature. A consolidated monthly Break Down Allowance of Rs. 300, and a Conveyance Allowance of Rs. 200 have also been demanded.

6.69 The present scale of the post is Rs. 500-800. On the trunk railways, I understand, the Permanent Way Inspectors are class III employees on the scale of Rs. 700-900. In Bombay, the Chief Permanent Way Inspector is on the highest Class III scale of Rs. 900-1200. Appointment to the post of PWI is made from among Assistant PWIs (Class III) on the WRC scale of Rs. 645-1000. They are diploma holders. The revised scale has been proposed having regard to all the relevant factors.

6.70 It is part of the duties of the P.W.I. to look after break-downs in tracks. A special allowance for this purpose or rent free accommodation cannot be granted.

Senior Executive Engineers

6.71 A group of Senior Executive Engineers have submitted a separate memorandum. They have stated that the ratio between the increase in pay and allowance awarded by the Wage Board to the lowest class IV employees and that awarded by the Desai Committee to the officers at the lowest entry point was 1:5. The Wage Revision Committee has now awarded an increase of Rs. 59.64 to the lowest class IV employee. Therefore, officers at the lowest level should be awarded 5 times that increase, viz., Rs. 300. Having regard to this increase and

certain other factors, the officers have suggested a scale of Rs. 2700-3050 for the Chief Engineer with a special pay of Rs. 400 per month and CCA of Rs. 160. They have also made comparisons with scales given at Haldia and have suggested certain telescopic scales upto the level of Superintending Engineer.

6.72 I have already said that wage increases cannot be considered in arithmetical proportions. The concept of telescopic scales has also been discussed in dealing with the memorandum submitted by the Association. The request made by these officers cannot be supported.

6.73 It is also demanded that they should be given a Construction Allowance on the analogy of the Design Allowance admissible to officers in the Drawing office. The Design Allowance is given to officers of the Design Office for the high degree of mental contribution that they make in their work. Construction and other field duties are part of the ordinary duties of an engineer. There is no substance in the demand.

6.74 It has been stated that the present Haldia Allowance of 15% with a ceiling of Rs. 150 is subject to income-tax and also a deduction at 2½ per cent of pay for chummary accommodation without any ceiling. After deduction, the net amount received is negligible. It has been urged that the rent for chummary accommodation should be limited to Rs. 40 per month. Administration may consider whether this rent could be restricted

to the standard rent of the accommodation plus reasonable charges on account of water and electricity.

Junior Assistant Engineers.

6.75 Junior Assistant Engineers are on the scale of Rs. 425-1040. They are appointed by promotion from among Supervisors, a class III category on the WRC scale of Rs. 725-1100. They are diploma holders in Civil Engineering. It is their contention that their duties and responsibilities are identical to those of Assistant Engineers like whom they hold independent charge of a sub-section or sub-division whatever it may be called. In qualifications and experience they compare with diploma holders on the Mechanical Engineering side who are on a much higher scale. They have demanded a scale of Rs. 1300-1800 for this post with 20% House Rent Allowance, 15% CCA, Conveyance Allowance of Rs. 200 p.m. and a fixed Overtime of Rs. 100 per month in addition to DA and Additional D.A. as may be admissible.

6.76 The cadre of Assistant Engineers is meant essentially to prepare officers for assuming higher responsibilities. Their recruitment is from among graduates. Junior Assistant Engineers are generally diploma holders and do not as a class qualify for promotion as Junior Executive Engineer. The post of Assistant Engineer is a promotion post for them. They cannot be placed at par with the Assistant Engineers merely on the basis of similarities in duties

and responsibilities. They Junior Assistant Engineers also demand that they should be given the Foreman's scale in the CME's Department on the ground that the immediate lower post of Supervisor from which the Junior Assistant Engineers are promoted is on a scale of Rs. 750-1100. Similarly, Assistant Foremen from amongst whom Foremen in the CME's Department are appointed, are on the scale of Rs. 750-1100.

6.77 Such comparisons without reference to work content have no relevance to pay determination. Their duties and responsibilities of Junior Assistant Engineers are not comparable with those of the supervisory personnel or the electrical and mechanical engineering side. Possession of a seemingly similar qualification namely, a diploma is not enough to establish equivalence. The demand cannot be supported. The pay scales that I have suggested take into account all relevant factors.

Engineer-in-charge

6.78 The present scale of the post is Rs. 590-1040. The Engineer in-charge is responsible for running repairs, operation and maintenance of mechanical plant and equipment required for the civil engineering works. He has no workshop as such. It is stated that his workload and responsibilities have increased and there are no avenues of promotion. He is a diploma holder and claims that he is comparable to the Foreman in CME's Department on the scale of Rs. 800-1350 and therefore, should be given his scale.

6.79 The duties and responsibilities of the Engineer in-charge are in no way comparable to those of the Foreman in the CME's Department. Having regard to his responsibilities which are comparatively much simpler and smaller, he has been rightly equated in the past with the Foreman on the lower scale of Rs.590-1040 in CME's Department. The request cannot be supported.

Supervisor, Jetty Workshop

6.80 The post is on a scale of Rs. 590-1040. The minimum qualifications required are a licenciate in Mechanical Engineering. It is his contention that the posts with similar qualifications on the Mechanical Engineering side are on the scale of Rs. 800-1350 and that he should get the same scale.

6.81 Qualifications have to be considered along with all other relevant factors. The scale that I have proposed takes into consideration all the aspects.

Chief Surveyor

6.82 The post is on a scale of Rs. 590-1040. The qualifications required are diploma in survey or civil engineering. Appointment is made by promotion from among Surveyors. He claims that having regard to his qualifications he should be treated as on the scale of Rs. 800-1350 for the purposes of revision and he should be given a scale of Rs. 1600-2000 plus usual allowances.

6.83 I have taken all the relevant factors into consideration in proposing the revised scale.

Port Divers.

6.34 The Port Diver is on the scale of Rs. 590-1040 and Shipwright Diver on Rs. 425-1040. Shipwright Diver is in the line of promotion to the post of Port Diver. Their claim is that their duties are hazardous and the Diving Certificate is obtainable only from the Indian Navy Diving School. Their work calls for years of experience. The duties involve underwater examination, maintenance and repairs of underwater portion of caissons, Capatans, lock grooves etc. They also attend to examine of ship's propellers and salvage of cargoes. Previously Port Diver was on a higher scale than Assistant Engineer, Berthing Master and Assistant Traffic Superintendent. They have claimed a scale equal to the scale of Assistant Dock Master for the Port Diver and a scale higher than the scale of Assistant Engineer/Berthing Master and Assistant Traffic Superintendent for the Shipwright Diver. They have suggested a scale of Rs. 1800-2000 for the Port Diver and Rs.1800-2100 for Shipwright Diver.

6.35 I have taken all the relevant factors into consideration in proposing the revised scale. I have also recommended revision of the diving allowance from Rs.200 to Rs.250 per month in the case of Port Diver and from Rs.150 to Rs.200 per month in the case of Shipwright Diver and Dress Diver.

Chief Mechanical Engineer's Department

6.86 The Chief Mechanical Engineer's Department is responsible for the following operations and maintenance:-

- i) Cargo handling equipment like mobile cranes, forklifts; etc.
- ii) Lock gates, caissons, penstocks and other hydraulic equipment;
- iii) Heavy and light vehicles;
- iv) Locomotives and railway rolling stocks;
- v) Quay cranes, Yard cranes, hydraulic cranes, heavy lift cranes;
- vi) Electrical sub-stations, convertor stations;
- vii) Illumination of sheds, yards, streets;
- viii) Operation of the pump house;
- ix) Airconditioning and refrigeration plants in hospitals, offices, docks; and
- x) maintenance of craft and vessels like dredgers, despatch vehicles, survey vessels, launches, tugs etc.
- xi) operation of floating cranes and some other crafts.

6.87 Heavy repairs are generally undertaken in various workshops viz. fitting shop, machine shop, diesel shop, boiler shop, foundry shop, forge shop, electrical workshop, shipwright workshop and marine workshop. Apart from repair and maintenance the department is also responsible for preparation of tender specifications, scrutiny of various offers, recommendation and placement of orders, approval of designs, inspecting, testing etc. of capital equipment required for replacement or renovation. The Department manages its own personnel and establishment

matters including training. It has on its rolls about 27 per cent of the Port Trust employees. It has four Divisions based on the nature of work involved—Mechanical Division, Electrical Division, Marine Division, Shipyard Division and a Development Wing.

6.88 A memorandum has been submitted by the Association of Port Engineers in the Chief Mechanical Engineer's Department urging for an upward revision of the pay scales having regard to the rise in the cost of living and bearing in mind the pay scales sanctioned for the officers of the Haldia Dock Complex. They have complained of lack of promotional opportunities in the four Divisions of the Chief Mechanical Engineer's Department. It has been contended that the officers do not get promotion for lack of vacancies though they have the ability and suitability to discharge the responsibilities of the higher posts. This results in frustration. It has been suggested that there should be elongated scales of pay with time-bound promotions so that there is no frustration and all Divisions provide equal opportunities for similar qualifications and experience in the various specialities. If any difference is to be maintained between the Head of the department and other executives, special pay might be given to him. It has also been stated that the pay scales offered by the port are not attractive compared to those in other organisations. They have suggested a single extended pay scale of Rs. 2500-4450 covering all officers

from the level of Junior Executive Engineer to the Chief Mechanical Engineer. It is also stated that the pay scales in the Chief Mechanical Engineer's Department compare unfavourably with those of posts with similar designations in the Chief Engineer's Department.

Responsibility-wise they are equal to if not more than the latter. There is also an enormous difference between the pay scales of the Chief Mechanical Engineer and the Deputy Chief Mechanical Engineer for which there is no justification. A Junior Executive Engineer supervises the work of Senior Engineer Incharge/General Foreman/Senior Shipwright. While the Junior Executive Engineers are on the scale of Rs.800-1350, the Senior Engineer Incharge, General Foreman and Senior Shipwright have a higher scale of Rs. 1,000-1,350 which is anomalous. This anomaly should be removed. There is also a wide disparity between the pay scales of marine officers and non-marine officers.

6.29 The concept of elongated scale covering all levels from the Junior Executive Engineer to the Chief Mechanical Engineer to ensure opportunities for promotion cannot be accepted. The officers are paid for the actual discharge of duties and responsibilities of the various posts and not merely for their ability and qualifications to perform them. An elongated scale of the type suggested provides for promotion without reference to work requirements and does away with the incentive and rewards

for assumption of higher responsibilities. Lack of promotional opportunities has to be met by other measures and not by elongated scales such as have been suggested. Manning patterns have to be determined on the basis of work requirements which may vary from Division to Division. It is, therefore, neither unusual nor unnatural for inequalities to arise in the opportunities for promotion. They cannot be helped though a suitable note can be taken in structuring the organisation. Also pay scales cannot be framed on inter-departmental comparisons on the basis of seemingly similar designations. The contents of duties and responsibilities of the various jobs have to be considered along with other relevant factors. The posts in the Chief Engineer's Department as also in the Chief Mechanical Engineer's Department were last evaluated by the Desai Committee. During the hearings and in the representations it has not been shown that any material change in the duties and responsibilities of the various posts has taken place since then. The claim for similar scales for posts with similar designations in the two Departments has not been established.

6.90 From the data furnished to me I find that in only one case namely that of Senior Shipwright is the work supervised by a Junior Executive Engineer. In all other cases the supervision vests in Senior Executive Engineers. In the case of the Senior Shipwright also the arrangement is temporary; the post of Senior Executive Engineer exists

bat has been temporarily kept vacant in lieu of a Junior Executive Engineer's post. The work of officers in the scale of Rs. 1,000-1350 is thus ordinarily supervised by Senior Executive Engineers in the scale of Rs. 1300-1500 and not by Junior Executive Engineers on the scale of Rs. 800-1350. Also, it is to be borne in mind that while the post of Junior Executive Engineer is a direct entry post, the posts of Senior Engineer Incharge/General Foreman/Senior Shipwright are 3rd or 4th in the level of promotion from the point of entry. It is not unnatural that that the scale of a post which is reached through a chain of promotions should be comparatively high. I do not, therefore, think there is an anomaly which needs to be set right. In any case if there is an anomaly, it has to be corrected organisationally by entrusting supervisions over the work of officers in the scale of Rs. 1,000-1350 to more senior officers than Junior Executive Engineers. The scale of Junior Executive Engineers has to be considered in its proper perspective. It cannot be upgraded merely to correct isolated and seemingly anomalous positions. As regards the grievance about the disparities between the marine and non-marine officers, some disparities become inevitable due to differences in qualifications, duties and responsibilities and other relevant factors. There cannot be any legitimate grievance in this regard.

6.91 I have suggested the revised pay scales bearing in mind the number and variety of equipment that the Chief Mechanical Engineer has to repair and maintain and

the workload that this imposes on him and his other officers.

Shri S.K. Das Gupta, Senior Executive Engineer (Marine), Chief Mechanical Engineer's Department.

6.92 The present scale is Rs.1200-1500. The recruitment rule for the post requires that he must hold a First Class Combined MOT certificate of competency and experience as Chief Engineer or Second Engineer for a period of 3 years on a merchant ship. The Senior Executive Engineer (Marine) is responsible for the repairs, survey and final commissioning of vessels and for administrative work relating to marine officers and staff afloat for running and maintenance of vessels under the direct control of the Chief Mechanical Engineer. The incumbent was originally in the Marine Department from where he was transferred by selection at his own request to the Chief Mechanical Engineer's Department. He has represented that he should be given the scale of a Marine Engineer in the Marine Department, preferably Engineer Superintendent or Deputy Engineer Superintendent. He also suggests that he should be paid Rs. 300 more than the Senior Executive Engineer in Bombay who is on the scale of Rs.950-1600.

6.93 The qualifications required for the post and the scale that has been suggested for the comparable post of Senior Executive Engineer (Marine) in Bombay, have been taken into consideration in proposing a revised scale for the post.

Shipwrights

6.94 A memorandum has been submitted by the Association of Shipwrights on behalf of the supervisory staff of the Shipyard Division under the Chief Mechanical Engineer, covering the following categories:

Senior Shipwright:	Rs. 1000-1350
Shipwright North Workshop:	Rs. 800-1350
Shipwright/Saw Mill Foreman:	Rs. 800-1350
Shipyard Foreman:	Rs. 590-1040

It has been represented that the pay scales of Senior Shipwright, Shipwrights and Saw Mill Foreman have been static since 1945 and of the Shipyard Foreman since 1949. With the implementation of the recommendations of the Second Pay Commission, grade increments were reduced and the existing dearness allowances abolished which adversely affected the emoluments of these categories. The recommendations of the Desai Committee which were implemented with effect from 1st January 1969 did not do adequate justice to these categories. While as a result of the various revisions, the wages of lower categories have gone up by 288 per cent in the last 20-22 years and of the Chief Mechanical Engineer himself by 54 per cent, the middle categories like the supervisory staff have not received proper justice. They have stressed the importance of the nature of their work, increase in their work-load over the years, the extra hours they have to put in, the heavy responsibility involved in the docking and dry docking of

the Trustees' vessels, etc. They also contend that they have to work in filthy conditions involving physical strain and stress. It has also been represented that their work is not only supervisory but also managerial as well as executive. They have to prepare estimates of costs, plan the execution of the work at every stage and then supervise its actual execution. They have to handle a vast variety of stores and materials, train personnel and manage them. They have complained of lack of avenues of promotion. They have made comparisons of their emoluments with those prevailing in the Garden Reach Shipbuilders and Engineers Limited, Calcutta, a public sector Undertaking. It has been stated that though the post of Senior Shipwright is a promotion post from that of Shipwright, the scales of both the posts are overlapping and that there is no material gain on promotion particularly if the officer has already reached the maximum of the scale in the lower post. They have demanded the following scales of pay:

Senior Shipwright:	2100-75-2400-200-3000
Shipwright, North Workshop:	1750-60-2050-75-2800
Shipwright/Saw Mill Foreman:	1750-60-2050-75-2800
Shipyard Foreman:	1450-50-1900-60-2200

In doing so, they have taken into account, inter-alia, the impact of income tax on the higher salaries in addition to House Rent Allowance, City Compensatory Allowance, Dearness Allowance, Additional Dearness Allowance etc.

They have also made the under-mentioned demands:

- i) Charge allowance of Rs. 150 per month for Shipwright, North Workshop;
- ii) Overtime allowance at a fixed rate of Rs. 300- per month for Senior Shipwright and Shipwright North Workshop and Rs. 250- for Shipwright and Rs. 200- per month for Shipyard Foreman.
- iii) Boiler Suit Allowance.

6.95 The minimum qualifications prescribed for the supervisory staff are a higher secondary or equivalent examination and a 5 years' apprenticeship in a reputed shipyard engaged in the construction and repair of various types of vessels and craft and/or a Diploma or an equivalent Certificate in Mechanical or Electrical Engineering with ship design and drawing as one of the subjects. In addition, various degrees of experience as a Shipwright in a recognised workshop are prescribed for various levels. The posts in the Garden Reach Workshops to which a reference has been made by the Association are really not comparable in their duties and responsibilities. I have considered the submissions made by the Association on behalf of the supervisory staff and have recommended the new scales having regard to all the relevant factors including their duties and responsibilities and the conditions in which they have to work. The fact that the post of Senior Shipwright is a promotion post for the Shipwright has also been taken into consideration in proposing a revised scale for them.

6.96 The present scale for the Senior Shipwright (Rs. 1000-1350) is a segment of the scale (Rs. 800-1350)

of the lower post of Shipwright, North Workshop, and Shipwright, which are feeder posts to the higher post of Senior Shipwright. It was mentioned that since the scale of the Senior Shipwright is a segment of the lower scale, the officer did not receive any real benefit on his appointment to the higher post, particularly if at the time of appointment his pay in the lower post was less than the minimum of the higher scale. In my proposals I have recommended the same scale for the higher as well as the lower posts with a provision for a special pay of Rs.100 per month for the Senior Shipwright. I also suggest that on appointment as Senior Shipwright, the pay of the officer should be refixed in the scale as if appointed on promotion and the special pay should be admissible in addition. This should correct the present anomaly. This should correct the present adequately.

6.97 Similar pattern has been suggested elsewhere for Senior Engineer-in-Charge (Electrical), Senior Engineer-in-Charge (Grain unloading), Senior Engineer-in-Charge, Workshop, Senior Engineer-in-Charge (Loco) and General Foreman on similar considerations in the Chief Mechanical Engineer's Department as also for the Senior Shipwright and Superintendent, Dry Dock in the Marine Department.

Charge Allowance

6.98 A charge allowance of Rs.150 per month has been demanded for the Shipwright North Workshop. The pay scale

of the Shipwright North Workshop has been proposed having regard to his work and responsibility. There is no justification to give him charge allowance in addition.

Overtime Allowance:

6.99 Consolidated Overtime allowance has been demanded at the following rates:-

Senior Shipwright	Rs. 300 per month
Shipwright North Workshop	Rs. 300 per month
Shipwrights/Saw Mill Foreman	Rs. 250 per month
Shipyard Foreman	Rs. 250 per month

It is stated that regular overtime work is absolutely necessary in the Shipyard so that repairs can be expeditiously completed and the dry docks and slipways vacated for their optimum utilisation. It is further

stated that about 340 operators work overtime for about

Overtime Allowance:
3 hours every day in the Shipyard Division. Responsible officers have also, therefore, to stay back to supervise their work. During my discussions with the Administration it was conceded that the supervisory staff of the Shipwright North Workshop Shipyard Division had to work overtime because of compulsions like the requirements of tide timings etc.

Senior Shipwright	Rs. 300 per month
Shipwright North Workshop	Rs. 300 per month
Shipwrights/Saw Mill Foreman	Rs. 250 per month
Shipyard Foreman	Rs. 250 per month

It was also conceded that whenever the lower technical categories were called out to work overtime, some supervisory staff had also to be deployed to supervise them. It was stated that the overtime work was shared by the supervisory staff and was thus intermittent in nature and not a regular feature for every officer. In

discussing the general question of overtime, I have not favoured the grant of overtime for work of an occasional and intermittent nature, it being inherent in the position and responsibility of an officer. It must be deemed to have been taken into consideration in devising his pay scale. I understand that the officers concerned have been allowed the benefit of rent-free quarters which adequately takes care of intermittent and occasional overtime they may have to put in. The benefit of rent free quarters should continue.

Boiler Suit Allowance:

6.100 It has been stated that the nature of work in the Shipyard compels every member of the supervisory staff to wear work uniform so that the ordinary clothes are not soiled and their life reduced. Provision of a boiler suit or an allowance of Rs. 50- per month as given to engineers of Calcutta Port Trust vessels under the Director Marine Department, has been demanded.

6.101 The request for provision of a boiler suit or grant of an allowance in lieu is reasonable. I recommend that the Administration may supply and maintain boiler suits for the use of the supervisory staff or the staff may be given Rs. 30- per month in lieu thereof. The marine engineers under the Director Marine Department are given a uniform allowance and not an allowance for boiler suit. It is not necessary that the boiler suit allowance should also be at the same rate as the

uniform allowance.

Hydraulic Study Department

6.102 This Department is concerned with various studies of Hydraulic balance of the river Hooghly and with working out details of projects for improving its navigability, planning and supervision of river training works, provision of electronic navigational aids for survey and dredging. It is headed by a Chief Hydraulic Engineer (Rs. 2100-2450) who is assisted by a Deputy Chief Hydraulic Engineer (Rs. 1200-1700) and other scientific engineers and marine officers. In the memorandum submitted by the officers of the Department, the importance and the scientific nature of the work carried out by it has been stressed. It has been urged that the Desai Committee did not adequately appreciate the applied research oriented character of the Department and the high technical competence demanded of its officers. It overlooked the pay scales of the scientific officers in other employments in the country. It gave a scale of Rs. 1200-1700 only to the Deputy Chief Hydraulic Engineer as against the scale of Rs. 1700-1900 to the Deputy Chief Engineer. It equated the post of Assistant Engineer and Assistant Scientific Officer by awarding a lower scale of Rs. 475-1100 though the superiority of the scientific officers had been recognised by the Government of India. The post of Scientific Assistant, a class II post was given the scale of Rs. 360-650 though the lowest scale of class II

employees was recommended as Rs.425-1040. All the Scientific Assistants had ^{opt} for class II status which they enjoyed before the Trustees decided to reclassify the post as class III from 1971. It also failed to recognise the inadequacy of avenues of promotion. They have suggested the under-mentioned revised scales and have demanded that so far as the Chief Hydraulic Engineer himself is concerned, the scale should be fixed on the same considerations as for a senior head of department:

Deputy Chief Hydraulic Engineer	Rs.2750-125-3000
Engineer on Special Duty	Rs.2750-125-3000
Senior Scientific Officer	} Rs.1750-75-2350- 100-2550.
Assistant Hydraulic Engineer	
Electronic Instrument Engineer	
Assistant Scientific Officer	Rs.1350-60-1900- 75-2250
Scientific Assistant	Rs.1250-45-1385- 50-1585-60- 2065

6.103 The duties and responsibilities of the Deputy Chief Hydraulic Engineer are not comparable with those of the Deputy Chief Engineer. The pay scales cannot be determined only on the basis of comparisons of positions in the hierarchy and similarity of designations in two different departments. Other relevant factors have also to be taken into consideration. Class II status of the Scientific Assistants is personal to the existing incumbents. The post itself is a class III post. That being the position, it is not necessary to consider

revision of the scales. It needs only to be restructured in the light of the new pattern. The various submissions made by the officers have been taken into consideration by me along with other relevant factors in proposing the revised scales.

MARINE DEPARTMENT

Pilot Service

6.104 Pilotage of ships to Calcutta covers a distance of about 126 miles from Sandheads (pilot vessel's cruising station). This is divided into two sections, viz. river pilotage section and harbour pilotage section. River pilots bring the ships upto Panchpara, Garden Reach, a distance of about 120 miles from Sandheads. Harbour Pilots take over from River Pilots and bring the ships upto river moorings/jetties or inside the lock entrance at Netaji Subhash Dock and Kidderpora Dock. The distance from Garden Reach to Netaji Subhash Dock is about $1\frac{1}{2}$ miles, to Kidderpora Dock about $2\frac{1}{2}$ miles and to River Moorings about 5 miles.

6.105 Ships are taken from Lock Entrance to the Dock Berths and vice versa by the Berthing Masters.

6.106 The same system is at present being followed at Haldia also.

6.107 Prior to 1964, river pilotage and harbour pilotage were performed out by members of two separate services, viz. the Hooghly Pilot Service and the Assistant Harbour Masters' Service. Recruitment to the Assistant Harbour Masters' Service was restricted

to Master Mariners (FG). For the Hooghly Pilot Service, Apprentices either straight from the 'Differin' or persons possessing 1st Mate's or 2nd Mate's Certificate (FG) were recruited and given intensive training, both practical and theoretical, for different periods upto 5 years, on completion of which and on passing the requisite examinations, they became Pilots.

6.108 However, in 1964 these two services were merged into a common service, viz. Calcutta Pilot Service. The existing officers of the two services were given the option to join the common service or to stay out. Facilities were also provided to the officers who opted for the common service to learn the duties of the other side in order to enable them to function as both River and Harbour Pilots.

6.109 With the constitution of a single pilotage service, it was also decided that, in future, only Master Mariners (FG) would be recruited to this service. Accordingly, initially only Master Mariners were recruited by the Calcutta Port Trust, but as difficulties were experienced in attracting Master Mariners (FG) to this service, the Port Trust decided to revert to the system which prevailed in the erstwhile Hooghly Pilot Service.

6.110 A plea has been made for special consideration for the Calcutta Port pilots. It is stated that the extraordinary length of pilotage (125 miles), the

narrow navigable channel, the strong current, the phenomenon of bore tides, bends in the channel that the ships have to negotiate, the sand bars that they have to navigate or cross, weather conditions that impair visibility, the strict passage schedule that the ships try to follow, to be able to navigate the shallow areas by taking advantage of the rise of tide, the small number of anchorages available, and the excessive amount of night work that the pilots have to do, make Calcutta pilotage more arduous than pilotage in any other port. Uluberia sailings (deep draft ships) take anything from 36 to 40 hours to reach the pilot station after leaving Calcutta. They have to anchor on the way twice, once at Uluberia and again at Kalpi Roads, waiting for the next tide so as to enable them to cross the Balari Bar. It has been stated that although the time spent is 6 to 8 hours at each anchorage, but it cannot be considered as a rest period, as the pilots are liable to be called up any time if the ship shears about or drags her anchors or the weather deteriorates.

6.111 Though the pilots are liable to be disturbed when the ships are at anchor, disturbances cannot but be rare and occasional. It is difficult to accept the contention that the time spent at anchor, which is fairly long should not be considered as a rest period.

6.112 It is stated that tide time sailings (about

19 ft. draft) take about 12 to 22 hours to reach the Pilot station depending upon the draft and speed. The inward ships are boarded at Sandheads and piloted to Calcutta either after anchoring at Saugor or straight from Sandheads on a single tide. In the latter case, it involves a minimum duty period of about 10 hours. Because of these conditions, the pilots have to undergo great stress and strain. Pilotage has become increasingly more hazardous in view of the size of ships, longer lengths of bars, effect of strong tides and winds, absence of sufficient number of anchorages and absence or inadequacy of navigational aids.

6,113. I have personally seen the conditions under which pilotage is performed in different ports including Calcutta. Pilotage in the river Hooghly does have many special features and many hazards which distinguish pilotage at Calcutta from pilotage at other ports, necessitating special training over a long period. At the same time, it must be observed that the lengths of ships navigating the Hooghly and calling at the port of Calcutta are restricted to 565 feet. With the commissioning of Haldia, larger vessels are handled in the Haldia Docks. The length of pilotage to Haldia is about 70 miles and provides much better draft and navigational conditions. With the release of waters from Farraka, the regime in the Hooghly has improved and there are reasons to believe that it will improve further with the numerous training works which have been undertaken. Of

the 13 governing bars, 12 have improved considerably permitting navigation of 26 ft. draft vessels for 180 days, as against only 68 days earlier. The number of vessels exceeding 565 ft. in length handled in Calcutta and Haldia together is much smaller as compared to some of the other ports. The special features and hazards which the river pilots have to contend with do not apply to the port pilots. Barring the phenomenon of bore tides, port pilotage does not present any problems. The pilotage distance ranges between $1\frac{1}{2}$ mile to $4\frac{1}{2}$ miles. There is a common cadre now of both port and river pilots. The qualification prescribed for recruitment to the Calcutta Pilot Service is a Certificate of Competency as Master, Foreigngoing. However, for some time now the Calcutta Port has been training and licensing pilots under its own programme. Marine Apprentices, as they are called, are recruited from among the cadets passing out from the Training Ship "Rajendra" and are put through a training programme extending over a period of five years during which they are instructed in the geography of the river, meteorology, ship handling techniques, instrumentation, ship architecture, etc. after which they pass examinations conducted by the Principal Officer, Mercantile Marine Department, upto the level prescribed for First Mates Foreigngoing, but excluding cargo handling and certain features of navigation on

the high seas. The training programme, while imparting all the skills and knowledge necessary for the safe navigation on the Hooghly and in the port, does not prepare or equip them for a seafaring career, as Chief Officer or Masters Foreign Going in the Merchant Navy. I understand that of the 86 sanctioned posts of port and river pilots, only 12 are now held by Master Foreign Going. The pilotage service is now predominantly manned by locally trained pilots and not by Masters Foreign Going. During the discussions with the Port Administration, it was stated that it would be in the interest of port operations, if the port could continue to attract to its pilotage service and other allied marine services Masters (Foreign Going) and it would be advantageous, particularly in emergencies, if some of the senior administrative posts were held by them. The minimum requirement for pilots in other ports continues to be a Certificate of Competency as Master Foreign Going or equivalent Naval Certificate of Service, though because of the continued shortage of Foreign Going Masters, there is some thinking in other ports too to recruit and prepare pilots based on a local programme such as that adopted by the Calcutta Port Trust.

6.114 During the hearing, it was suggested that Calcutta Port pilots be given the emoluments of Chief Officers in the Merchant Navy less such value as might be assigned to the comparative comforts and amenities

available in shore jobs. It was stated that the pilots and Chief Officers and Masters (Foreign Going) had a common background viz. training on the Training Ship Rajendra, and unless they were given adequate salaries, Calcutta port would not be able to attract suitable personnel.

6.115 Even if the port adopts its own training and licensing programme for the pilots, the argument runs, it would have to continue to contend with competition from the Merchant Navy so long as the source of recruitment to its Marine services and to Merchant Navy continues to be common. The common features of the training programmes, duties, responsibilities and conditions of work, special features and hazards that the pilot service as a whole has to contend with in Calcutta, the demand for and availability of personnel of the right type and the need to maintain smooth and efficient operations in the port have been taken into consideration by me in proposing the revised scales.

6.116 In pleading for special consideration for Calcutta, the pilots have asked for a differential of Rs. 500 over the pay scales of pilots in other ports. It is their contention that such a differential existed earlier but gradually got reduced in the course of various pay revisions. As for instance in 1948, the river pilots of Calcutta earned Rs. 2100 per month (Rs. 1400 as basic pay + Rs.700 night fees); the earnings

at Bombay were Rs. 1500 per month and at Cochin, Madras and Vizag Rs. 1150. It is contended by them that having regard to the special features, the differential should be restored. It is also contended that as the entry qualification is the possession of a Master's Certificate, the emoluments of such officers should be taken into consideration in determining a suitable scale. If the pay scales continue to be at par with other ports, the Calcutta Pilot Service will have a low preference because of its special problems. Drawing comparison with emoluments of the Chief Officers and Masters at sea, the members of the service have demanded the following scales of pay for the pilots:

Rs. 2250-50-2650-75-3025-100-3425.

6.1.17 Some of the special features, such as extended periods of time spent on board, length of pilotage etc. are compensated by special allowances such as Away from Base Allowance, overtime in respect of acts above the prescribed norm, etc. Such compensation was not admissible to the Calcutta Pilots when their earnings were ahead of the earnings of pilots of other ports by Rs. 500 or so, as claimed. Where special features are recognised separately by the grant of special allowance, they cannot again be taken into consideration in devising the pay structure. While the need for maintaining some differential with pilot services in other ports has been recognised by the previous Committees and has been taken into

consideration by me also, the justification for a differential of the order sought for by the members of the service has not been established.

6.118 As also stated earlier, till the end of 1963, there were two different pilot services, viz. the Assistant Harbour Master's service and the Hooghly Pilot Service. These services were reorganised into a single service known as the "Calcutta Pilot Service" with effect from 1st January, 1964. Before that re-organisation, the qualification and scales of pay prescribed for the Assistant Harbour Master's Service and the Hooghly Pilot Service were as follows:-

	<u>Qualification</u>	<u>Scale of Pay</u>
Assistant Harbour Master	Possession of a Master's Certificate (Foreign Going)	Rs. 900-50-1250-75-1400-50-1750.
Hooghly Pilot	(i) Possession of a passing out certificate from T.S. 'Dufferin'.	Rs. 350-350-400-400-425-EB-700-40-860-EB-900-40-1100-50-1250-100-1350-EB-1400. (plus night pilotage fees earned). Rs. 350-350-400-400-425-EB-900-40-1060-EB-1250-40-1450-50-1600-100-1700-EB-1750. (consolidated scale without night pilotage fees).
	(ii) Possession of Second Mate (Foreign Going Certificate)	Rs. 420/470/520-EB-700-40-860-EB-900-40-1100-50-1250-100-1350-EB-1400 (plus night pilotage fees earned).

Scale of pay

Rs. 420/470/520-EB-900-
40-1060-EB-1250-40-
1450-50-1600-100-
1700-EB-1750.

(consolidated scale
without night pilotage
fees).

It is apparent from the scales above that a different scale was in force for Hooghly Pilots who possessed a certificate from the T.S. Dufferin or Second Mate Foreign Going as against Assistant Harbour Masters with Master's Certificate Foreign Going. When the scales were last reviewed by the Desai Committee, the Committee assumed that the future policy of the Port Trust would be to recruit only Master Mariners and, therefore, it did not consider it necessary to recommend a new scale for apprentices. The revised scale (Rs. 1100-1950) that it prescribed was intended to be applicable to all future entrants to the Calcutta Pilot Service, with the qualifications of Master Mariner Foreign Going (Para 3.106 of the Desai Committee report). The Committee did not visualise, neither did it apparently intend, that that scale would be made applicable to those possessing a passing out certificate from the TS Dufferin or a Second Mate Foreign Going Certificate or any other lower qualification. As I have said earlier, the present position indicates that Calcutta Service is predominantly manned by persons with a passing out certificate from TS Dufferin who are drawing a scale which was not intended

to be applicable to them. This has created a serious distortion in the pay structure which cannot be ignored. Having allowed the Duffering Cadets the scale meant for Masters Foreign Going and having fixed their stipend also on that basis, it is not expedient or feasible to re-write the situation. However, at the same time it is essential to maintain a differential vis-a-vis Masters Foreign Going which existed earlier. Therefore, it would be right and appropriate if the Masters Foreign Going are started on a higher minimum commensurate with their qualifications and experience. It is also to be borne in mind that while the Master Mariners acquire the qualifications at their own cost and expense before they join the port and are allowed to be full-fledged pilots within a period of 24 months, the cadets recruited from the Rajendra are trained and equipped to be pilots for a period of 5 years entirely at the cost of the port during which period they also get substantial stipend along with allowances. Moreover, the minimum time required to acquire Master's Foreign Going certificate is 7½ to 8 years, as against only 5 years training required to become a pilot. In the above context, the claim that the pilots without Masters Foreign Going certificate should be given pay and allowances comparable ^{to those} of the Masters at sea or equal to or better than those of the Master Foreign Going in other ports/^{is} difficult to support. Taking all the factors into account, an appropriate scale has been suggested for the Calcutta pilots.

Administrative Posts:

Mooring Master, Assistant Mooring Master
and Officer-Incharge, Port Dredging.

6.119 It is stated that the senior officers of the Calcutta Port Pilot Service are reluctant to take up administrative posts such as Assistant Mooring Master, Officer Incharge Port Dredging, and Mooring Master because of the poor pay differential and loss of allowances on promotion. It is stated that these posts are operational-cum-administrative posts requiring the officers to be available beyond regular office hours and on all Sundays and holidays. The Officer Incharge, Port Dredging, has to look after the movement of all dredgers and hopper barges including the pilotage of dredgers. Some of these crafts are on double shift doing day and night dredging. The Mooring Master and the Assistant Mooring Master are also required to be available beyond office hours for operational work and to attend office on Sundays and holidays. They are called upon to do bore tide duty during any time of the day and night during bore tide periods. They are also incharge of mooring jetties and pontoons on the river and have in that connection to be away from Calcutta for long periods. It is demanded that in view of the administrative-cum-operational nature of these duties, they should be given three hours' overtime daily in addition to attractive pay scales.

6.120 As I have said elsewhere, allowances of an operational nature which are given in consideration of the special circumstances in which the operational officers have to work, cannot be continued or protected.

~~on appointments to administrative posts~~ or other posts where such special circumstances do not exist. The need for maintaining differentials to provide for incentives and rewards for assuming higher responsibilities has however been taken into consideration in proposing their revised pay scales. As has been discussed elsewhere, I am averse to recommending overtime for work of an occasional or intermittent nature outside office hours or on Sundays and holidays to senior officers particularly in administrative posts. Such work is inherent in the responsibilities that they carry and must be deemed to have been taken into consideration in structuring their pay scales. The claim for the grant of overtime for three hours every day cannot be accepted.

Harbour Master (Port), Deputy Harbour Master (Port) and Dock Master.

6.121 It is claimed that these officers are called upon to work on Sundays and holidays to arrange for the movement of ships and to look after the allocation of dry docks. They have to be available at all times beyond the regular office hours. A compensatory allowance of 25% of the basic pay has therefore been demanded. As I have said earlier, I am unable to agree to any overtime being paid in senior administrative positions for the duties of a nature for which it is now claimed.

Harbour Master (River)

6.122 He is the administrative head of the River Section of the Calcutta Pilot Service and responsible to the Director, Marine Department, for all work relating to river pilotage including administration and establishment. It is demanded that in keeping with his

responsibilities, the pay scale of his post should start with an increment of Rs.400/ above the top of the scale of Deputy Harbour Master (River) with two additional increments of Rs.75 each.

6.123 The higher responsibilities of the Harbour Master have been taken into consideration in proposing the revised pay scale.

6.124 It is also demanded that as his duties are not confined to normal working hours and extend throughout the night, a compensatory allowance equal to 25% of his basic salary should be given to him. Also, since he has to work on Sundays and holidays, he should be granted one day's additional pay for all Sundays and holidays. As he has to work from his residence, he should be allotted rent-free accommodation and a motor car allowance of Rs.600 per month.

6.125 The revised pay scale has been proposed having regard to the duties and responsibilities of the post and the conditions in which the Harbour Master has to work. I cannot agree to a compensatory allowance and payment in lieu of Sundays and holidays for top administrative officers who command and direct, No case has also been made out for rent free accommodation. If the Harbour Master has to do office work at his residence as a regular feature one of the rooms may be earmarked for this purpose and the Port Trust may assume responsibility for such miscellaneous expenditure as its lighting, furnishing etc. That would be sufficient compensation

for the duties of this nature. The question of motor car allowance has been discussed in a separate chapter. The recommendations made there will apply here also.

Deputy Harbour Master (River)

6.126 This is a promotion post filled by selection from among Commanders of Pilot vessels who belong to the Pilot Service. The Deputy Harbour Master is responsible for booking of the outward ships, allotting them drafts, appointing pilots, fixing departure time and deciding whether tug assistance is necessary or not. He is responsible for ensuring that the latest tidal information and navigable depths are communicated to the pilots. It is contended that his duties and responsibilities are such that he has to be available at any time during day and night. It has been demanded that his basic pay should start with Rs.100 more than the top of the scale of the Commander of Pilot vessels, with two additional increments of Rs.75 each. He should be given 25% of his basic salary as compensation for work done by him outside normal hours. In addition, he should be paid one day's additional pay for each Sunday or holiday or in lieu granted one day off in a week.

6.127 He has stated that he performs official duties from his residence outside office hours and on Sundays and holidays and has demanded that he should be allotted rent-free quarter and motor car allowance of Rs.600/ per month. The revised pay scale has been proposed after taking into consideration all relevant factors including

duties and responsibilities. The claim for compensatory allowance on Sunday and holiday cannot be entertained. I understand that the Deputy Harbour Master has to be available on Sundays and holidays only for a couple of hours and he gives directions over the telephone which has been provided by the port. If he does office work at his house as a regular feature, one of the rooms may be earmarked and responsibility for miscellaneous expenditure such as lighting and furnishing in respect of that room may be assumed by the Port Trust. My recommendations about motor car allowance has been made elsewhere. They will apply in the case of Harbour Master also.

Commander Pilot Vessel:

6.128 There are two Pilot Vessels each under a Commander. It is contended that with a complement of about 100 crew members, the pilot vessels have larger crew than most merchant ships. They stay at Sandheads for 16 to 17 days after which they return to Calcutta for 12 to 13 days. Once a year each Pilot vessel does an extended trip for one month during which time the other pilot vessel does its annual dry docking and survey. The Commander has to be on duty for 24 hours. His duties include the appointment of pilots and their supply to inward ships and receiving them from outward ships. The

lowering and hoisting of motor boat for each operation is done under his supervision and he remains on the bridge during the boating operations until the boat is safely secured on board. This results in disturbed nights and consequently insufficient rest and sleep. He is also responsible for the overall supervision and maintenance of the pilot vessel including its discipline, official correspondence, stores, repairs etc. During the foul season, which it is claimed extends to about eight months in a year, stay on board the pilot vessel can be very tiring and rough. Very often the Commander is required to leave the station and attend to the personnel of Light Vessels in case of sickness or injury. They have to be taken off and sent to Calcutta on a suitable ship. On occasions the vessel has to proceed to Haldia/Diamond Harbour to disembark a sick member of the crew or to embark and disembark pilots to meet shipping requirements. Such trips involve to and fro sailing of 90 to 160 miles and continuous work of 8 to 16 hours.

6.129 During the trips to Calcutta, the Commander has to attend to the vessel daily and supervise her repairs, arrange for replenishment of stores etc. He has to make frequent visits to workshops and stores. He has to attend to the vessel during bore tides. The emoluments of the Commanders are not commensurate with their duties and responsibilities.

On appointment, a Commander suffers a monetary loss of more than Rs.500 per month. Therefore, officers are reluctant to accept the appointment. It has been demanded that the minimum of the Commander's scale should be Rs.100 more than the maximum of the pilot's scale with yearly increment of Rs.75 and that an additional commander should be appointed on each pilot vessel on the same scale of pay and allowances. Overtime allowance should be paid at the same rate as has been sanctioned for officers on the dredgers viz. two hours per day; and an additional day's pay should be given for every day after the first ten days, the day of sailing and day of arrival at Calcutta being counted as full days. To compensate them for the discomforts caused by rolling and pitching, they should be paid Away from Base Allowance at double the rate. It has been further contended that in view of the numerous duties that they have to perform in Calcutta, the commanders should be given the same car allowance as Pilots. For every act or pilotage that they are required to perform, they should be paid at an appropriate rate. As the Pilot Vessels are the only vessels to be taken out to sea for continuous spells of 16 to 30 days at a time, a sea allowance at the rate of 10% of basic pay should be given to the Commanders. During the hearing it was suggested that it would be adequate if the Commanders were given a command pay of Rs.350 per month in lieu of the allowances demanded above.

6.130 I have carefully considered all these pleas. The pay scales have been devised having regard to the duties and responsibilities and all other relevant factors. They cannot have command pay in addition to the Commander's pay. It would amount to duplication of remuneration. No case has been made out for the grant of overtime allowance. Nor is the claim for additional pay after the first ten days stay at the Pilot stations been substantiated. The Commanders of Pilot Vessels are in town almost half the time as against only 3 to 5 days in the case of officers of the Dredger and Despatch Service. The seafaring officers are trained and disciplined to withstand the rigours and discomforts caused by rolling and pitching and compensation for such discomforts must be supposed to be included in their basic pay. As regards motor car allowance, this has been discussed separately in chapter V. The recommendations made there will apply in this case also. Alternatively, the Port Trust may consider the provision of a staff car from its pool to meet the occasional official requirements of the Commanders of Pilot Vessels. The claim that the Commanders should be paid for every act of pilotage cannot be supported. The claim, if accepted, would amount to paying the Commanders of a Pilot Vessel for piloting their own vessels. This cannot be agreed to and was also not seriously pressed during the hearing. It was also agreed that the extended

stay at sea for 16/30 days at a time was sufficiently taken care of by the grant of Away From Base Allowance and free messing and that no additional compensation in the shape of sea allowance was called for. The provision of an additional Commander is an administrative matter and is for the port authorities to consider.

6.131 It has also been demanded that when the Commander of the Pilot Vessel proceeds on leave or otherwise and an officer from the list of pilots is appointed to carry out his duties, he should be suitably compensated for performing the additional duties of command over and above his stipulated norm. It is demanded that for every 24 hours or part thereof, a relieving Commander should be entitled to claim an act of pilotage to be added to the acts of pilotage already completed for the purpose of computing his overtime for the month.

6.132 I understand that pay of higher posts is not allowed for appointments of less than 45 days' duration. Pilots placed in charge of duties of Commanders of Pilot Vessels may be given command pay calculated at Rs.250 per month for the duration of such duties. The claim for treating 24 hours duty as an act of pilotage cannot be accepted.

Commodore Pilot

6.133 The senior-most Commander in the D&D Service is designated as Commodore and given a special pay of Rs.50. The senior-most Class I engineer is similarly designated and paid. It has been represented

that considering the lack of promotional opportunities, a similar special pay of Rs.50 be given to the seniormost Pilot on the river in both sections. The hierarchy does not show that there is lack of promotional opportunities in the pilot service. Besides provision has been made for a variety of allowances to augment their earnings. It is not considered necessary that the senior-most pilot should be given any special pay.

Harbour Section:

6.134 The pilots in the Harbour Section are at present in receipt of a consolidated overtime of Rs.200 per month in place of the earlier system of payment on the basis of a norm of 18 turns per month. It is now demanded that as in some other ports, overtime should be paid for pilotage acts done beyond or outside normal shift hours irrespective of whether any act is done during the shift or not and any act outside or beyond shift hours should be paid at the rate of Rs.100 per act. As I have said elsewhere the turn system is the most appropriate system to the requirements of shipping which depend upon tide timings and other factors that fluctuate from day to day. I would not, therefore, suggest any change in the present turn systems. I understand that the total number of turns actually done by the Pilots in the Harbour Section in a month does not in most cases reach even the present norm of 18. However, the payment of consolidated overtime of Rs.200 per month

may be continued. Turns in excess of the norms of 18 should be paid for at the rate of Rs.60 per turn in addition.

The pilots should also be paid Rs.30 for every turn actually, and not merely notionally, performed between the hours of 2200 and 0600. The payment of overtime on the basis of acts as claimed is incongruous to a shift system. In a shift system overtime is more appropriately sanctioned on hourly basis having regard to the overtime done on actual duty. In any case remuneration per act should not exceed Rs.60.

Overtime

6.135 It is stated that considering the long hours and night work involved in pilotage of 125 miles and the strain and stress that such work imposes on the pilots, particularly the conditions in the Hooghly river in which they have to operate, the present system of payment of overtime based on a norm of 8 ships a month is not rational. It has been suggested that the payment for overtime should be incorporated in every job involving pilotage and that the rate should be Rs.150 for each job involving river pilotage of 20 hours' duration, Rs.300 for each job the duration of which exceeds 20 hours and Rs.300 for each subsequent period of 20 hours or part thereof. The periods spent in travel to and from a job should also count towards the duration of the job.

6.136 In considering this demand, it has to be borne in mind that not all acts of pilotage are of the same duration. Some acts are only notional acts of pilotage,

as for instance travelling on station order or being on detention. With the commissioning of Haldia, the time taken in an act of pilotage has been reduced to almost half. Norms cannot be fixed on the basis of the longest act and the maximum time taken, as seems to have been done in the past. The ships have also become faster. If acts of pilotage upto Haldia, Budge Budge and Diamond Harbour are also taken into consideration in fixing a norm, the present norm of 8 acts per month may be found to be unduly low. I find from the records produced by the Administration that with this norm even after working overtime, the pilots are in town for almost one half the time in a month. The number of ships calling at the port has been declining and in this smaller number also Haldia has its own share. The present norm of 8 acts per month including several types of notional acts, is generous enough. If the suggestion for payment of overtime on the basis of every job involving pilotage is to be accepted, it will be necessary to calculate the overtime having regard to the actual time involved in every such act. For instance, a job involving 9 hours actual duty or 12 hours actual duty, as is the case in respect of most of the incoming vessels, would qualify for overtime of only one to four hours, as the case may be, and not at a pre-determined rate of Rs.150 as has been suggested. Besides being

administratively inconvenient such an arrangement would be open to serious abuse. The present arrangement which is more rational in the circumstances of the Calcutta Port and which has stood the test of time and with which are linked, directly or indirectly, several ~~other benefits, including~~ the basic pay structure of the Calcutta pilots, should be left undisturbed. However, considering the improvement in the emoluments of the pilots since the norm was last fixed and the overtime of Rs.100 per act recommended by the Desai Committee, I would suggest that the present rate of overtime be enhanced from Rs.100 to Rs.125 for every extra act.

Detention Allowance

6.137 At present Detention Allowance is paid at the under-mentioned rates:

Rs.37.50 for the first 24 hours or part thereof of the first 48 hours and Rs.50 for every subsequent 24 hours or part thereof thereafter.

The allowance is paid for detention on board the ship during the lightening of grain ships at Saugar Roads or oil tankers at Haldia Oil Jetty.

6.138 It is contended that the existing rate was fixed when the overtime rate was Rs.75 per ship. Since the rate of overtime has been enhanced to Rs.100 for pilotage upto 20 hours and Rs.200 for pilotage exceeding 20 hours or on an average of Rs.150, the rate of detention allowance should be revised in line

with the new overtime rate as follows:

Rs.75 for the first 24 hours or part thereof of the first 48 hours and Rs.100 for each subsequent 24 hours or part thereof.

6.139 It would be adequate if the present rate is enhanced from Rs.37.50 P to Rs.50 for 24 hours of part thereof for the first 48 hours and Rs.65 for every 24 hours or part thereof thereafter and I recommend accordingly. The demand that a pilot should be paid in every case in which he is detained on board a ship in the circumstances beyond his control cannot be accepted.

Detention at Sandheads

6.140 It is represented that pilots of outward ships are detained at Sandheads to cater for inward ships. Very often the shipping agents have a tendency to play safe giving wrong estimated time of arrivals at Sandheads or indulging in last minute cancellations. The result is that the pilots are inordinately detained at the Sandheads waiting to service the incoming ships causing inconvenience. It has been demanded that such detention should be compensated at half the rate of normal detention fee.

6.141 While waiting at Sandheads the pilots are in receipt of Away from Base Allowance. They are not on active duty of any kind. There is no case for grant of any detention fees.

Night Fees

6.142 It is stated that Hooghly being a tidal river with 125 miles of pilotage, the pilot's work involves as much as 40% of night pilotage. It is normal for a pilot to undertake 5 to 6 hours continuous piloting at night. These conditions are not comparable with any port in India. It is because of these reasons that in 1948, the Hooghly pilots were given the benefit of earning the fees as a separate allowance in addition to their salaries. This was at a time when the pay scale of the Calcutta pilots was Rs.250 more than that of the pilots in other ports in India. Today, the position is quite different. While the differential today is only Rs.100, the pilots are in addition not entitled to earn any night pilotage fees. Night pilotage on the basis of an average of 10 ships per months means about 108 hours. Pilots in other ports are drawing separate night allowance in addition to pay. It has been represented that night pilotage allowance for upper and lower lighted channels which was prevalent earlier, should be reintroduced and considering the rates at which the night allowance is allowed at other ports, night pilotage fees should be fixed as follows:-

Vessels upto 15000 Gross Tonnes - Rs.100

Vessels above 15000 Gross tonnes - Rs.150

6.143 It has to be conceded that night work requires greater skill and alertness and involves greater hazards. Therefore, elsewhere, I have accepted the concept of night weightage. In the past night fees drawn by the

pilots separately have been merged in the pay scales and taken into consideration in fixing their pay in those scales. To some extent therefore the night work in river pilotage in Calcutta is already reflected in the pay scales. It would be adequate if having regard to the overall duration of actual pilotage done by the River Pilots between the hours of 2200 and 0600, the pilots are paid consolidated night allowance of Rs.200 p.m.

Dual Pilotage - Berthing and Unberthing Fees

6.144 The pilots are in receipt of berthing/unberthing fee of Rs.50 for each job of placing/casting off a vessel alongside the mother tanker or the Haldia Oil Jetty. It is stated that the port authorities have recently offered the river pilots Rs.150 for each act of placing a ship in the lock and piloting it away from Haldia. It is understood that piloting a vessel to stream is about one hour's job. It is contended that the ships handled in the docks are not as large as those handled at the oil jetty. It has been demanded that pending a final agreement relating to the handling of the ships at the dock, payment for putting tankers/casting off from the oil jetty and for lightening/topping up operations should be revised upwards to Rs.200 per ship of less than 20,000 GRT; Rs.300 for ships over 20,000 GRT and Rs.400 for ships over 50,000 GRT.

6.145 In other ports berthing and unberthing and mooring and unmooring, except in the dock basin in

Bombay, where ships are berthed and unberthed by Berthing Masters are done by the Pilots. Pilots are trained for berthing and unberthing operations and it is anomalous that pilots in Calcutta should be paid a separate fee for these jobs. However, this practice has been in existence in Calcutta for historical reasons for a long time and I do not wish to interfere with it. However, I am unable to recommend any increase in the fee rates at which these are admissible.

Dual qualifications:

6.146 It has been demanded that officers who have dual qualification of being able to perform river pilotage as well as harbour pilotage should be given a special pay of Rs.100 for the dual qualifications possessed by them. When the Assistant Harbour Masters' Service and the Hooghly Pilot Service were re-organised with effect from 1st January 1964, they were merged into one service viz. Calcutta Pilot Service. The members of that service are trained to do harbour pilotage as well as river pilotage and are inter-transferable. There is no question of their possessing a dual qualification for which they should get a separate allowance. All that it means is that they are qualified to pilot vessels in the port as well as in the river which was what their training intended and which was what they were recruited for.

Tonnage Allowance:

6.147 It is claimed that with the commissioning of

Haldia, the size of vessels entering navigable channels of Hooghly has gone up considerably. In Bombay and other places, a tonnage allowance is given for handling larger vessels and two pilots are appointed to handle mammoth ships. Tonnage allowance at the following rates has been demanded:

For vessels between 20,000/50,000 DWT:	Rs.150
For vessels above 50,000 DWT:	Rs.300

Pilots are paid for handling of all types of ships - big and small. Their pay structure is devised on the basis of this requirement and the increase generally in the size of vessels calling at the port has been taken into consideration in doing so. When they handle smaller vessels, no deduction is made from their pay with reference to any particular norm. The request for a tonnage allowance cannot be entertained except in the case of vessels which are extra-ordinarily large like World Bank tankers whose handling presents special problems. The grant of a tonnage allowance at the rate of Rs.100 per act in the case of vessels 60,000 DWT and above would be appropriate and I recommend accordingly. The question whether their should be one pilot or two pilots is for the Administration to decide; it is not within my purview. However, where instead of one pilot two pilots are provided to handle a ship, the reason for which tonnage allowance is recommended will be mitigated. If two pilots are provided, no tonnage allowance should be admissible to either of them.

Definition of Act of Pilotage:

6.148 It is demanded that as in Bombay, every movement of a ship which necessitates the provision of a pilot, whatever may be the purpose for which the movement of a ship takes place should constitute a full act of pilotage.

In addition, as in Kandla, proceeding to Sandheads, Haldia, Diamond Harbour, Budge Budge, or Garden Reach to board a ship and then returning due to refusal of Master to enter port or leave the anchorage or any other reasons should constitute half an act of pilotage.

6.149 In Calcutta, pilots are already in receipt of Detention Fees in addition to Away-from Base Allowance. Conditions in Kandla are different from those in Calcutta. Detention fees, Away-from Base Allowance, Station Order etc. are not admissible in Kandla. No case has been made out for treating such movements as acts of pilotage. Under the existing arrangements in Calcutta the period from the time a pilot boards ship till he disembarks is treated as pilotage time and pilotage time upto 20 hours is treated as one act and in excess as equivalent to two acts. These arrangements have been evolved in view of the special conditions in Calcutta and I see no reason for changing them.

6.150 It is also demanded that Station Order (SO) or Servife Not Required (SNR) should be equated to one act of pilotage. Station Orders are meant for officers to travel to Sandheads from Calcutta or vice versa to supplement Pilots at either end and are already being

treated as half an act of pilotage each way. Obviously, Travelling Station Order does not involve any of the stresses and strains that an actual act of pilotage imposes. There is no case for treating Station Order as a full act of pilotage. As regards Services Not Required, I understand that this is not an order, but a privilege given to the officers to return to Calcutta from Sandheads when their services are not required in the near future. SNR travel is only from Sandheads to Calcutta and never from Calcutta to Sandheads. The demand for SO or SNR as a full act of pilotage or for equating the two has not been substantiated.

Away from Base Allowance:

6.151 It has been urged that considering the size of the cabin in which a Pilot is confined at Sandheads, rolling and pitching that he has to suffer on board and the disturbance caused by lowering and hoisting of boats, the liability to pack and unpack baggage etc., the Away from Base Allowance in the case of a pilot should be at double the rates applicable to other marine officers. Away from Base Allowance is granted on account of hardship caused by separation from the family and not as compensation for the disturbance while away. There is no case for treating the pilots on a special footing different from others.

6.152 It is stated that the present rule of counting the day of arrival and day of departure as half day irrespective of the time of arrival and departure is

incorrect. It is stated that should the time of departure be before 1200 hrs. and of arrival after 1200 hrs., each such day should be counted as full day.

6.153 I understand that the Port Trust has already adopted the criterion of reckoning the day of arrival and the date of departure with reference to mid-day for the purpose of voyage norm. The same criterion may be followed in respect of Away from Base Allowance also.

Porterage

6.154 A porterage allowance of Rs.50 per month has been demanded for the cost of handling their packages at boarding and landing stages and for repair/replacement of the box and sea bag. Petty expenses of this nature are incidental to the functioning of an officer and are deemed to be incorporated in his pay scale.

Weekly Off Day:

6.155 It is stated that the Lokur Committee in 1965 recommended the grant of weekly off to the Pilots and the recommendation was accepted by the Government. The Guha Roy Committee also recommended the grant of weekly off and specified that the officers should be allowed 26 days' special leave in lieu of weekly off days and for the balance of 26 days, "The Commissioners should see that the pilots are completely relieved for a day a week, two days in two weeks etc. by turns so that each officer is allowed in this way atleast 26 days off." It is stated that while River Pilots have been able to avail themselves of the 26 days' leave as aforesaid, they have been denied the balance of 26 days

due on a definite day-off basis. They should be compensated for this recurring loss of the balance period of 26 days by increasing the special leave to 52 days. As regards the frozen weekly off days denied to them from 1955 to 1963, at the Desai Committee hearing, the then Deputy Chairman had agreed to take up the matter with the Government to have the same, as a special case, credited to the leave account of the officers to be availed of preparatory to retirement. It is also contended that the number of days a river pilot is available for duty far exceeds those of other officers including the shore staff. They should be suitably compensated by way of additional leave.

6.156 Statistics furnished to me by the Administration show that River Pilots are in town for almost one half of the month during which period it is possible for them to avail of the remaining 26 days now claimed. The contention that the weekly off should be given on a definite day off basis or compensated in terms of special leave cannot be accepted. Pilots have plenty of free time in the port and in addition earn overtime over normal acts. These more than adequately compensate them for the so called loss of 26 weekly offs and other holidays. There is no case for any additional special leave or monetary compensation on this account.

Length Allowance:

6.157 It is stated that whereas previously the average length of ships entering Kidderpore Dock and Netaji Subhash Dock were 441 ft. and 530 ft. respectively, these have now been increased to 515 ft. and 575 ft. respectively. In view of the additional strain and hazards involved in piloting these vessels an allowance at the rate of Rs.100 per ship should be paid for vessels over 500 feet in length.

6.157.1 It is understood from the Port Trust that the maximum permissible length in the Netaji Subhash Dock is 565 ft. and in Kidderpore Dock 515 ft. It is also understood that the average length of ships entering the Kidderpore Dock is 475 ft. and the Netaji Subhash Dock 530 ft. The 515 ft. and 565 ft. lengths are the maximum permissible lengths and not the average lengths. The comparison made in the representation is misleading. I have separately dealt with the general question of length allowance in Chapter V and the recommendations made therein will apply to the Calcutta pilots also. I should only add here that the increase generally in the size of ships calling at the ports has been taken into consideration in reviewing the pay scale itself.

Assistant Harbour Master and Superintendent
Petroleum Wharf, Budge Budge.

6.158 It is stated that the Assistant Harbour Master and Superintendent Petroleum Wharf, Budge Budge, is provided with rent-free unfurnished accommodation, whereas the Commander in-charge of the office of the River Survey Service there is provided with rent-free furnished accommodation together with the requisite staff to run it including cooking and saloon staff, besides being entitled to Port Trust quarters in Calcutta or house rent allowance in lieu. He is also entitled to mess allowance and Away from Base Allowance. The Assistant Harbour Master and Superintendent Petroleum Wharf, Budge Budge should also be given the same facilities.

6.159 The two posts are not comparable. For the Assistant Harbour Master and Superintendent, Petroleum Wharf, Budge Budge is the station of posting. For the Commander in-charge of the River Survey Station, the station of posting is Calcutta, but he is on Away from Base duty as if on a vessel. He is liable to be shifted to any survey vessel without change in the station of posting, viz. Calcutta. The request cannot be accepted.

Officers on Pilot Vessels

6.160 It is stated that the pilot vessels are manned by one Commander and three Watch-keeping Officers who carry out the normal sea watches similar to those of marine ships. They have to face rough seas and bear the discomfort of severe rolling and pitching. Life on pilot vessels, particularly during the monsoons, is extremely uncomfortable as compared to other port trust vessels which work in the river and in sheltered waters. It has been stated that there are no Chief Officers on the pilot vessels. Till 1969 there was a post of Executive Officer with functions similar to those of Chief Officer. It was abolished in that year and the officers carrying out the duties of Executive Officer were given a special pay of Rs.100 per month. The functions are similar to those of Chief Officers' at sea. In addition to the normal 8 hours watch duty, the officer has to work 3 to 4 hours a day extra to look after the care and maintenance of the ship and welfare of its crew. It is demanded that the post of Executive Officer should be reintroduced with retrospective effect. It is also demanded that officer should be paid conveyance allowance, overtime allowance as in the case of officers of the merchant navy. Hazardous allowance for staying in rough seas on the analogy of continuous dredging allowance in the Dredger & Despatch Service, Away from Base Allowance at an enhanced rate as in the merchant navy, Uniform Allowance as in the merchant navy should also be given.

It has also been demanded that they should be provided assistance for ship keeping when the vessels are in town and a doctor should be attached to the pilot vessel when on station duties. The officers should also be given Hardship Allowance.

6.161 Revival of the post of Executive Officer and provision of assistance for ship keeping and posting of a doctor are matters for Administration to consider. They are outside my purview. General recommendations have been made in regard to conveyance Allowance which may apply here also. The so-called hazards of rough seas arise only during the months of monsoon. The vessels are in town for 13 days in a calendar month which adequately compensates for some inconvenience during the monsoon months when on station duty. Also, such discomforts are inherent to the duties at sea and must be deemed to be covered by the scales of pay. No such allowance as hazardous allowance or hardship allowance is called for. When the vessel is manned on the basis of 8 hours watches, there can be no justification for a consolidated overtime such as has been claimed. If the watches have to be re-arranged and the officers required to work extended hours due to shortage, overtime may be given on actual basis. Occasional work in an emergency is inherent in an officers' position and does not call for any compensation. The present rate of Away from Base Allowance is adequate and may continue.

Haldia Allowance

6.162 It is contended that since operations at Haldia are independent of Calcutta, Haldia Port Pilotage duties cannot be treated as Calcutta Port Pilotage duties. If Calcutta Port pilots are ordered to carry out these dual duties at Haldia, they should be paid at the following rates:

Vessels under 20,000 DWT - Rs.100 per ship.

Vessels between 20,000 DWT
and 50,000 DWT - Rs.200 per ship.

Vessels above 50,000 DWT - Rs.300 per ship.

The present position is that the Haldia Dock Complex is part of the Calcutta Port Trust. The question of dual duty does not arise. It is for the Calcutta Port Trust to determine the deployment of its personnel.

Pro rata Overtime

6.163 When an officer proceeds on, or returns from leave, his period of duty in the particular months is correspondingly curtailed. However, his norm remains unchanged and he has to perform eight acts of pilotage before being eligible to claim overtime. It is demanded that the norms of the officers in such cases should be proportionately reduced and overtime allowed pro rata except when an officer is on casual leave. The demand

seems reasonable and I recommend that if a River Pilot proceeds on leave or returns from leave in a month, his monthly norm for that month for purposes of overtime should be reduced in proportion to the periods spent on duty, provided that month is not less than 18 days.

Stagnation Allowance

6.164 It is claimed that when the officers in the service reach the maximum of the scale around the age of 40, they have no hope of further promotion. Even officers who are promoted to the administrative posts stagnate for years after reaching the maximum of the scale. This causes frustration. It is demanded that the last increment should continue to be given every two years for a period of ten years after they have reached the maximum of the scale.

6.165 The promotional opportunities are taken into consideration in framing the pay scales. Promotions/ increments cannot be provided for ad infinitum particularly at senior levels where certain ceilings in emoluments operate for considerations of social acceptability. Scales at top levels are comparatively short in span and situations in which officers reach the maximum of the scale and stay there for years are neither unusual nor unnatural. Provision of stagnation allowance cannot be recommended. I have said so earlier also in Chapter IV.

Manager and Deputy Manager(Marine) - Haldia

6.166 It is stated that Manager (Marine Operations) at Haldia assisted by his Deputy is responsible for all the craft (five tugs and four launches) operating inside the dock and at Haldia Oil Jetty. He co-ordinates with the Director, Marine Department, and the respective

sectional heads in Calcutta in matters relating to dock and approach jetty, dredging, radio communication, pilotage and river survey. He has to advise the General Manager and the Deputy General Manager in all matters. It is claimed that his duties and responsibilities are comparable to those of a Deputy Conservator of the port in many respects and that his pay scale should be the same as admissible to the Harbour Master. The Deputy Manager should be given the Deputy Harbour Master's scale.

6.167 The duties and responsibilities of the Manager and Deputy Manager at Haldia are not comparable to those of the Harbour Master and Deputy Harbour Master in Calcutta. The number of ships which called at Haldia during 1977 was 151, of which 118 were oil tankers. The wages of the crew of the various tugs and port craft are drawn and disbursed from Calcutta. In the matter of dredging the responsibilities of Marine Manager and his Deputy are confined merely to indicating where the dredging should be done. The claim that the post is comparable to that of Harbour Master cannot be accepted.

Senior Pilot Oil Jetty

6.168 It is stated that a senior pilot ashore is provided at Haldia Oil Jetty to give shore guidance to ships calling at the Jetty. He should be remunerated like the Dock Master and should be eligible for deputation and other allowances admissible to officers posted from Calcutta.

6.169 My own assessment is that the Manager(Marine) and Deputy Manager (Marine) have sufficient time on their hands to be able to provide shore guidance for which the senior pilot is earmarked. The number of ships calling at Haldia Jetty does not require a whole time senior officer for the purpose. In any case, his duties bear no comparison with those of the Dock Master. The claim cannot be supported.

Ltd.Cdr. R.K. Mohta, INS, Commander River Survey Service

6.170 General suggestions in regard to the conditions of service in the Marine Department have been given. These relate to pay scales, Away from Base Allowance, Conveyance Allowance, Uniform Allowance, Kit Allowance, Mess Allowance, etc. which have been dealt with elsewhere in considering other representations. Some of the matters on which he has made a representation fall outside my purview.

Administrative Officers of the Harbour Section

6.171 It is represented that Master Mariners Foreign-Going have to undergo a probationary period of only six months before actually carrying out the duties of pilots as against 5 years in the case of marine apprentices. The emoluments at sea in the mercantile marine from where they are drawn, have increased several fold with the result that a very large number of officers possessing

certificates of competency as Masters Foreign-Going have resigned the services of the port to join the better paid positions in the merchant navy. For efficient management of the marine operational sections, the Calcutta Port should continue to get the services of Masters Foreign-Going and, therefore, they should be offered attractive terms. It has been demanded that the Masters Foreign-Going should be given a Master Mariner Certificate allowance of Rs.1000 per month on the analogy of Non-Practising Allowance paid to Medical Officers in lieu of their ability to earn more in outside employment. It has also been suggested that the total emoluments of the junior-most Administrative Officer should be sufficiently higher than those of the senior-most officers in the general cadre below and likewise proper differentials should be maintained between the total emoluments of the various administrative posts themselves. They have demanded the under-mentioned pay scales for the various administrative posts:

Harbour Master (Port)	-Rs.4025-75-4250
Deputy Harbour Master(Port)	-Rs.3625-75-3850
Dock Master	-Rs.3525-75-3750
Mooring Master	-Rs.3425-75-3650
Assistant Mooring Master/ Officer-in-charge, Port Dredging	-Rs.3325-75-3550

6.172 The pay scales proposed by me for the entry posts of pilots suitably recognise the value of a Certificate of Master Foreign-Going and the need to attract officers

with such qualifications. The pay scales of the various administrative posts have been proposed having regard inter alia to the need to provide incentives and rewards for assuming higher responsibilities and other relevant factors. Total emoluments in the lower posts which may include allowances in consideration of special operational requirements cannot, however, be protected on appointment to higher posts where such allowances have no relevance. In a hierarchical pattern the emoluments have to be compared in terms of basic pay scales and allowances uniformly admissible.

6.173 During the hearing it was urged that because of the work that the administrative officers have often to do outside their normal duty hours, they should be compensated by giving them a consolidated overtime of Rs.200 per month. It was also urged that the Officer-in-charge, Port Dredging, Assistant Mooring Master, Mooring Master, Dock Master and Deputy Harbour Master have to work on Sundays and holidays to take care of shipping movements and that, therefore, they should be given compensatory leave of 26 days per year. I have already stated elsewhere that overtime cannot be recommended in the case of administrative officers occupying senior posts who direct and control the activities of others. Occasional overtime of an intermittent nature and work on Sundays and holidays is inherent in the position and responsibilities that they carry all the time irrespective of duty hours and working days. The inherent

responsibilities of their position are taken into consideration in formulating their pay scales. No separate remuneration in addition to pay can be given for discharging them.

MARINE ENGINEERING SECTION (Administrative Officers)

Engineer Superintendent, Deputy Engineer Superintendent,
Assistant Engineer Superintendent

6.174 The Engineer Superintendent is the administrative head of the Marine Engineering Section. He is assisted by a Deputy Engineer Superintendent and an Assistant Engineer Superintendent. He is responsible for running, maintenance, planning and survey of and repairs to vessels under the Marine Department, numbering about 130, big and small. He is also responsible for arranging the supply of bunkers to port craft and water to merchant ships. The Engineer Superintendent and his officers assist in the scrutiny of specifications, drawings, etc. for new construction and for inspections during construction. Appointment to these posts are made from amongst Chief Engineers. The present scales are -

Engineer Superintendent	-Rs. 1950-2150
Deputy Engineer Superintendent	-Rs. 1800-2000
Assistant Engineer Superintendent	-Rs. 1500-1950

6.175 It is contended that the duties and responsibilities of these officers have increased over the years with the acquisition of new vessels by the port. It is urged that the pay scales of these administrative officers should be placed at par with those of other sectional heads and their deputies/assistants, such as Harbour Master (Port), Deputy Harbour Master (Port), Superintendent, Dredging & Despatch, etc. and their deputies. The pay scales should be so fixed that the total take home pay should be higher than that of the lower post from which appointments are made. At present, the Chief Engineer on promotion to an administrative post suffers a reduction in his emoluments.

6.176 The pay scales have to be fixed with reference to duties and responsibilities and all other relevant factors and not on a notional basis such as parities with other sectional heads or their deputies. Allowances drawn in the lower posts on account of conditions which do not exist in the higher administrative posts, cannot be protected or continued. The revised pay scales have been proposed having regard to all the relevant factors.

Shri M. Misra, Branch Pilot, Hooghly Pilot Service

6.178 The officer opted to remain out of Calcutta Pilot Service when it was constituted in 1965. The grievance is that the officers of Hooghly Pilot Service have not received any increase in pay since 1963. Now that job has become more difficult because of larger ships calling at the Port of Calcutta and the deteriorating conditions in the river. He has asked for an increase in the pay scale and also requested for a stagnation allowance. He has demanded liberalised retirement benefits with which I am not concerned.

6.179 I understand that since 1972 Shri Misra is on the same scale as other Pilots. The new scale that I have proposed will apply to him also.

Dredger and Despatch Service

6.180 The Dredger & Despatch Service of the Calcutta Port Trust has functionally two distinct branches - Dredging Service and Despatch Service. The dredger

service is responsible for river dredging upto the estuary. The despatch service is responsible for river conservancy work such as laying of buoys, management of light vessels, maintenance of shore marks, lighted buoys, channel buoys, etc. in addition to towing, salvaging, attending to emergencies like grounding. It also supplies rations, stores and fresh water to light vessels and other vessels.

6.181 The Dredger & Despatch Service is part of the Marine Department and functions under a Superintendent, Dredger & Despatch Service, assisted by a Deputy Superintendent. The port has five river dredgers and two despatch vessels. The dredgers are hopper suction type of 5,000/8,500 tonne spoil carrying capacity and 270/400 feet long. A new estuarian dredger over 500 feet in length is likely to be added shortly. The despatch vessels are 240 feet in length, especially designed for buoy overhaul, salvage and towing operations. Each of these vessels is under the charge of an officers designated as 'Commander'. The senior-most of all the Commanders is designated as 'Commodore' and is in receipt of a special pay of Rs.50 per month. The Commander is responsible for dredger/despatch operations entrusted to him. Commodore/Commander is assisted by two Chief Officers on larger

dredgers. The minimum qualifications required for Commander/Chief Officer is a Certificate of Competency as Master Foreign-Going.

6.182 According to the Port Trust, dredgers do a cycle of 15 days down the river with three days in port. According to the officers of the service, the cycle consists of 16 days down the river and two days in the port. It was explained that the difference arose due to the difference in the method of reckoning the day of departure and day of arrival. The despatch vessels are down the river for 18/20 days in a month ordinarily on trips of 4 to 5 days duration each. After each voyage, they are in the port for 2/3 days. The Commanders and Chief Officers of dredgers operating round the clock work in watches of 4 hours on and 8 hours off. The other dredger and despatch vessels work from sun rise to sun set. The despatch vessels may work during night whenever they are called out during emergencies.

6.183 It is contended by the Association that the conditions under which the officers of the Dredger & Despatch Service work in Calcutta are not comparable to those in any other port in India in terms of their functions, types of vessels, their working hours and the periods for which they have to stay away from their families at a time, their training, etc. The officers have to pilot, warp, berth and moor their own vessels in addition to doing their

dredging and despatch work. It is stated that after recruitment with a Certificate of Competency as Master Foreign-Going, the officers are trained in dredging, despatch and pilotage in river Hooghly for a period of one year. After this training, they are eligible to appear for Tug Pilot's Examination to enable them to operate a dredger or a despatch vessel and after this, they have to appear for a common examination held to test their proficiency in dredging, salvage and ship handling techniques. It takes about 2 to 3 years before they are placed in independent command of a large dredger. Officers in other ports do not have to undergo such training and tests. The dredgers handled by the officers in Calcutta are large sized and more sophisticated than those in any other port. They carry a larger complement of men than elsewhere and in fact are comparable to average sized sea-going vessels visiting the port of Calcutta. They have to pilot, handle, berth/moor vessels in a restricted channel where the velocity of currents reaches 6 to 8 knots, in all states of the tide and with bare floatation on various bars and crossings coupled with eddies and bores. Such conditions do not exist in any other port.

6.184 It has been further stated that the officers have to spend long stretches down the river accepting hardships of separation from family, lack of amenities, social contact, almost similar to those of a sea-faring career. It is claimed that the conditions in which they have to work are really comparable to those of the officers of the

Dredging Corporation of India who enjoy much higher scales of pay and allowances. It is their demand that their emoluments should be compared only with those of the officers at sea.

6.185 It has to be conceded that the officers of the Despatch Service have duties, responsibilities and working conditions which are more onerous and difficult than of similar services in other ports. The vessels that they have to handle are larger and more sophisticated, the channel in which they have to operate is narrow and hazardous, the long stretches of time for which they have to remain down the river have no parallel in other ports. But though, unlike other officers, they are more ship-borne than shore based, it is difficult to accept their contention that their duties, responsibilities and other conditions of work compare with those at sea. The officers in the mercantile marine have to move from country to country and from port to port; they are not able to return to their base as frequently as the officers of the Dredger and Despatch Service can. The officers at sea have responsibility not only for their vessels which are usually larger than the vessels of the Dredger & Despatch Service, but also for the cargo or passengers that they carry. They sail in all types of waters all over the world in climatic conditions which can be very hazardous. Their service conditions are influenced, at least partly,

by international factors which do not have any relevance to the pay structure of the officers in port services.

6.186 The comparison with the Dredging Corporation of India is also not apt. The officers of the Dredging Corporation have liability to serve anywhere in the world and generally keep shifting from port to port. In doing so they might have to work in conditions with which they are totally unfamiliar unlike the port officers who have to work in one area. Their employer does not accept responsibility in respect of housing and welfare of their families and other dependents. They have to take care of it themselves. These are hardships which are not faced by the officers of the Dredger & Despatch Service in Calcutta. Therefore, I am unable to accept their claim for wages at sea or in the Dredging Corporation of India.

6.187 However, the facts that the officers of the Dredger & Despatch Service have training and background in common with the officers of the mercantile marine, that there is difficulty of recruitment to the service, that they are more ship-borne than shore-based as compared with other officers, that they have to work in comparatively more difficult conditions and suffer a greater deprivation of social amenities and family comforts, have been taken into consideration in proposing their pay structure.

6.188 It is contended that whereas the minimum pay of a Commander in a river survey vessel is Rs.1400 per month,

the minimum of the scale of the Commander of the Dredger & Despatch Service is Rs.1200 only, though the latter holds higher qualifications. Similar anomalies are alleged to exist in the case of junior officers of the service.

6.189 The comparison sought to be made between the officers of the two services is not valid. Dredger & Despatch Service Commanders are now being recruited directly, whereas Commanders of the river survey vessels attain that position after about 20 years' service. The duties of the post are also entirely different. The pay scales cannot be fixed on the basis of such comparison.

6.190 It is demanded that the emoluments of Superintendent, Dredger & Despatch Service, Deputy Superintendent, Dredger & Despatch Service and Dredging Research Officer should also be revised so as to offer them sufficient incentive to accept those positions. It is stated that the disparity between the total emoluments of the floating officers and administrative officers should be narrowed down.

6.191 The total emoluments of the floating officers include a sizeable element on account of allowances granted in view of the peculiar conditions in which they have to work. Such compensatory allowances are not relevant to the jobs on shore. However, the desirability of maintaining the incentive to accept administrative position on shore has been taken into consideration together with the amenities and compensations that the shore jobs offer.

6.192 There is a post of Superintendent, Dredger & Despatch Service, on special duty on the scale of Rs.2000-100-2200 for supervising the Haldia channel dredging being done with port's own estuary dredger and two contractors' dredgers. This post has recently been downgraded to the rank of Additional Superintendent, Dredger & Despatch Service, in the scale of Rs.2000-50-2150. The Port Trust has requested for a proposal for a suitable scale for the post of Additional Superintendent which I have done.

6.193 It is claimed that the Superintendent, Dredger & Despatch Service is a sectional head like any other sectional head under the Director, Marine Department, and that he should have a scale on par with that of Harbour Master. I am unable to accept this claim. The range of duties and jurisdiction of the Harbour Master is much larger and more diverse than of the Dredging Superintendent.

Harbour Duty Allowance

6.194 Commanders of dredgers have been in receipt of a Harbour Duty Allowance at the rate of Rs.30 per act for mooring/unmooring their own vessels in the port if no pilot is available for the purpose. This allowance has been extended by the Port Trust to the Commanders of the despatch vessels also with effect from the 1st June 1977, with the sanction of Government. It has been demanded

that since the port crafts are comparable in size and tonnage to average sea-going vessels, the Harbour Duty Allowance should be enhanced to Rs.100 for each act.

6.195 The contention that the vessels of the dredger and despatch service are comparable to the average sea-going vessel is not borne out by facts. The despatch vessels and some of the dredgers are not longer than 270 feet. No case for increase has been made out. The present rate may continue.

Certificate Allowance

6.196 It is stated that it is likely that due to shortage of qualified officers, the standard of qualifications required for the various posts in the Dredger & Despatch Service may be lowered and officers may be recruited from other services to carry out the spot jobs like dredging. Therefore, a certificate allowance of Rs.200 per month should be given to officers possessing higher certificates to differentiate them from officers holding a similar post but with lower qualifications.

6.196.1 As the position now stands, there is no such case. If the administration is satisfied that officers with lower qualifications can satisfactorily perform the duties of a post for which the qualifications now prescribed are higher, it will be necessary to revise the entire pay structure considering the fresh qualifications

and other requirements. A certificate allowance cannot be given only to maintain a differential on the basis of qualifications without reference to other relevant factors.

Short Handed Wages

6.197 It is contended that for the last 15 to 20 years, the cadre of the Dredger & Despatch Service has been short of its sanctioned strength and that due to the shortage, the officers have had to shoulder extra burden of work and responsibility. It is demanded that the pay and allowances of the vacant posts of officers should be paid to the other officers as is the practice in the merchant navy. A similar demand was made before the Desai Committee and was rejected. I see no reason to differ from his conclusions.

Overtime Allowance

6.198 It has been stated that the vessels of the Dredger & Despatch Service when down the river work from sun-rise to sun-set and also round the clock in certain dredgers. In addition, the despatch vessels are required to attend to emergency demands at night. Even when the vessels are not working or are at anchor waiting for tide, they are on stand by during day light hours. The officers are on board for all the 24 hours of the day when down the river and are responsible for the safety of their

vessels and personnel at all times. The period when the vessel is down the river comes to 26 to 27 days in a month. It is contended that the period on stand by spent by the officers of the service should not be construed in the ordinary sense of the words. It requires active and constant vigilance on the part of the officers, as for instance, on account of the possibility of the vessel dragging, going aground or foundering because of the dangerous conditions in the river. It is stated that the Port Trust has already sanctioned two hours overtime to officers while down the river. It is demanded that as is the ship-borne practice, officers should be granted fixed overtime per month calculating it for four hours a day at a single rate or two hours a day at double the rate while attached to a ship.

6.199 The conditions in which the officers of the Dredger and Despatch Service have to work including the requirement of having to stay on board for call out in emergency and to accept responsibility for the general safety of the vessels in their charge at all times of the day and night, have been taken into consideration in devising the pay scales.

6.200 The Trustees have by their Resolution No.55 of 29th March, 1977, approved of a proposal that Navigating Officers and Marine Engineers on board the dredger and despatch vessels be paid overtime allowance at single rate for two hours daily for the days they are

down the river inclusive of the day of sailing and the day of arrival. In support of the proposal it is stated in the Resolution that officers attached to the river dredgers and despatch vessels are ship-borne officers and have to sail away on regular voyage from Calcutta. While down the river they are confined in the ship for 24 hours in the day and their working hours are long and irregular. Apart from that they have also to attend to emergencies and break downs at all odd hours. It is for these considerations that a fixed overtime allowance at single rate for two hours daily for the days when the officers are down the river inclusive of the day of sailing and the day of arrival has been sanctioned. Administration has clarified that because of the difficulties in filling vacancies, the workload on officers has increased considerably. A system of short hand money, which prevails in the merchant navy does not exist in the port. Officers have, therefore, been very reluctant to shoulder extra workload. Further, these officers have no regular hours of work and in the absence of relief, they have to forego intermediate spells of rest. It can, therefore, be safely assumed that they perform a minimum of two hours extra duty daily. On the days of arrival and departure also, in addition to L normal duties on the ships they are required to carry out about two hours preparatory work prior to sailing and a similar number of hours of work for mooring and shutting down machinery etc.

6.201 I understand that the dredger and despatch vessels by and large work on the system of watches of 4 hours on and 8 hours off, so that no officer has to do more than eight hours actual duty in a period of 24 hours. The manning scale of officers including Commanders and Marine Engineers of vessels is fixed on the basis of this system of watches. It is difficult to visualise any occasions for working overtime by all officers for a period of two hours daily where sufficient number of officers are physically present to meet the requirements of the watch system as adopted having regard to the working hours of the vessels. It is stated that due to shortage of marine engineers with first class certificates of competency, the administration has had to substitute them by Junior Engineers with lower qualifications in certain cases. However, it has not been established in my enquiry that such substitution has led to actual short-handed working for the officers; only categories have changed. While any extra workload imposed on officers by physical shortages in the cadres may need recognition in some form, the proposal to grant a consolidated overtime of two hours daily to all officers without exception cannot be supported. Such a proposal has not been substantiated by the facts presented to me in my enquiry nor has it any definite basis. Again, a fixed overtime without reference to the actual work done lacks incentive to harder work. Overtime must answer actual requirements and should be

paid for actual work done and not irrespective of it. I have, as a matter of general policy, discouraged the idea of officers being paid overtime for occasional work done outside office hours or on Sundays and holidays, on the ground that it is an inherent part of the position of the officer and his duties and responsibilities and is deemed to have been taken into consideration in the determination of his pay structure. I have, however, recommended payment of overtime where officers have to work beyond the usual norm of eight hours according to a definite programme of shifts, as for instance, certain ports have extended shifts of 10 to 12 hours as a regular feature of their operations. If there are physical shortages in the manning scales and such shortages have necessitated rearrangement of watches resulting in extended hours for officers in manning them, overtime may be paid according to those actual extended hours. Where the nature of operations and the measure of physical shortages do not permit of watches being rearranged according to a definite pattern, and the officers have to be called upon to do overtime intermittently or for varying periods of time because of such shortages, overtime may be paid on actual basis as an alternative after allowing for a free period of half an hour. However, claims for overtime should be scrutinised closely by the sectional head so that overtime is regulated according to essential work requirements.

6.203 It is my understanding that one of the reasons for sanctioning a fixed overtime was to improve the emoluments of the officers in order to attract new recruits and retain the existing officers in view of the difficulties of recruitment. The pay scales of the officers are already under review under the present inquiry. The problems of recruitment and shortages have been taken into consideration in proposing the revised pay structure. The appropriate course would appear to be to await consideration of the reasonableness of the proposed pay structure.

6.204 Since, however, the port administration has sanctioned the fixed overtime and has in fact paid it in anticipation of the approval of the Government, the present arrangement may continue till the revised pay structure is implemented and thereafter discontinued.

6.205 In view of my discussion above, the demand for a fixed overtime per month calculated at 4 hours a day at single rate or two hours a day at double rate cannot be accepted.

6.206 In the case of day dredgers also, I am not persuaded that there is justification for grant of a consolidated overtime on the basis of two hours every day. The vessels cannot work when a ship passes or floatation is not available. The work is thus not continuous throughout the entire period from sun-rise to sun-set.

In the case of such dredgers as well as despatch vessels also, overtime may be paid on actual basis after allowing for a free period of half an hour.

Monthly Norm

6.207 Based on the recommendations of various committees, the established norm for dredgers was for a long time 10 days down the river and 5 days in town. Based on the recommendations of the Special Committee appointed to review the utilisation of dredgers, following adverse criticism from the Public Accounts Committee, the Port Trust decided that the norm should be 15 days down the river and 3 days in town so that the dredger utilisation could be optimised. Since the officers were not agreeable to be down the river for such a long stretch, the Special Committee of the Trustees recommended that while the cycle should be retained as 15 days down the river and 3 days in the port, the officers should be compensated for the days spent down river in excess of ten days on board at the rate of one day's basic pay plus dearness pay for each such day. It has now been demanded that this norm should be reduced to 18 days in two trips of 9 days each in a month for the dredgers and a monthly norm of 15 days down the river should be adopted for the despatch vessels, the day of sailing and the day of arrival being treated as full days. I do not think any case has been made out for departing from the established norm which was fixed on the basis of the recommendations of various committees in

the past. As regards the day of sailing and the day of arrival being treated as full day each, the finding of the Special Committee set up by the Port Trust to review the utilisation of dredgers was that the day of arrival or the day of departure from port should be treated as full day only if the vessels returned to town after doing full day's work or went down the river and thereafter did one full day's work. However, I understand that the Port Trust has since decided to reckon it with reference to mid-day, arrival after and departure before noon being reckoned as full day. The present arrangement may continue.

Superintendent, Dredger & Despatch Service
Superintendent, Dredger & Despatch Service Special Duty.
Deputy Superintendent, Dredger & Despatch Service

6.208 It has been represented that the Section looks after about 100 light buoys, 40 unlighted buoys, 126 light shore marks, 40 to 50 unlighted shore marks including tidal semaphores and depth lights, one light house, three manned light vessels and 3 unmanned light vessels. It has to keep the channel clear of all obstructions. It has to attend to grounding, towage and salvage also. It is also responsible for rescue operations. It is contended that with the development of Haldia Dock Complex the duties and responsibilities of this Section have increased considerably. The

dredging quantum has increased from about 10 million tonnes in 1965-66 to about 40 million tonnes in 1976-77. Very soon a new dredger 'Maha Ganga' would be added for estuary dredging. The Section works as a separate unit under the Director, Marine Department, and its duties and functions are no less onerous than those of the Harbour Master (Port) and Harbour Master (River) and their deputies. In any case they are far more onerous than those of Dredging Superintendent, Bombay or the Officer Incharge Port Dredging under the Harbour Master (Port). Therefore, the pay scales of the Dredging Superintendent and of his deputies should compare with those of the Harbour Master (Port) or Harbour Master (River) and his deputies. It is also claimed that the officers of the Dredger & Despatch Section have often to work beyond normal working hours and should, therefore, be paid a special allowance of Rs.200 per month as is admissible to the Dredging Superintendent in Bombay. They should also be allowed a uniform allowance.

6.209 The functions of the Superintendent, Dredger & Despatch Service are really in the nature of staff functions such as planning and programming of the dredgers and other vessels and maintaining a broad supervision over their performance. The duties of the Harbour Master are more operational than that of the Superintendent, Dredger & Despatch Service. He is more involved in day-to-day functions relating to piloting and in the case of

Harbour Master (Port), booking, berthing, mooring, etc. of the vessels. He is also in charge of port dredging with a fleet of six port dredgers, under an Officer Incharge, Port Dredging. It is difficult to accept the plea that the pay scales of the Superintendent, Dredging and his deputies should be at par with those of the Harbour Master and his deputies. The claim that the officers of this section have to work beyond normal working hours and, therefore, should be paid a special allowance, has also not been established. Occasional attendance outside normal working hours is inherent in the position of an officer and cannot be compensated separately. The revised pay scales have been proposed having regard to all the relevant factors.

6.210 As regards uniform allowance to Superintendent and Deputy Superintendent, since they administer uniformed officers and have, in the course of their duties, to board the ships, it may be appropriate to give them uniforms of a suitable type. Elsewhere, I have recommended grant of uniform allowance at the rate of Rs.100 per month. Uniform allowance at the same rate may be given to the administrative officers of this section also.

River Survey Service

6.211 Hooghly River Survey Service is responsible for carrying out detailed hydrographic surveys, collection and compilation of hydraulic data, maintenance of unlighted shore marks as aid to navigation and preparation of river charts for facilitating navigation in the river. The River Survey Service consists of the River Surveyor, who is the head of the service, a Deputy River Surveyor, Commanders of Survey Vessels/Shore Stations, Officers Incharge, Dredger Survey parties and Assistant River Surveyors. There are also a number of river survey officers in the Hydraulic Study Department under a Deputy River Surveyor (Planning & Research).

6.212 - It is contended by the Hooghly River Surveyors Association that the work and responsibility of river survey officers have increased since 1967-68 when 7000 miles of river bed were surveyed as against 11,500 now. The work that the service does is fundamentally essential to the safety of ships, dredging, port development projects, etc; the equipment that it has to handle is more complex and sophisticated than in the past; the importance of its functions has been recognised the world over as also by the Indian Navy. Its officers are recruited from the same source, namely, the training ship "Rajendra", as the officers in the merchant navy and the pilots in the Calcutta Port Trust. Working conditions

in the River Hooghly, which is recognised as one of the most difficult rivers in the world, are risky and arduous. River Survey Officers have to stay away from their families for long periods and can in fact be said to be ship-borne rather than shore-based. The River Survey Officers have to work in vessels which in comparison with the normal merchant navy ships are smaller and yet they have to ply in the same exposed waters which make living and working on board more uncomfortable. Often they have to work in open boats in conditions of heavy rolling and pitching. It is contended that the duties and responsibilities shouldered by the River Survey Officers are more hazardous than those obtaining in the merchant navy. Considering all these aspects it has been claimed that their emoluments should compare favourably with those of officers in the merchant navy. In any case they should have parity in pay scales with the officers of the Calcutta Pilot Service, especially as officers of both the services are drawn from the same source, viz., "Rajendra", and have to some extent a common period and course of training. It is further claimed that the officers of the River Survey Service are so trained that they have been able to qualify as fullfledged pilots within a period of nine months as against two years required by master mariners and that, therefore, there should be a complete parity between the pay and allowances of the two services.

6.213 Importance of the work done by the River Survey Officers is not disputed. Barring the fact that officers of the merchant navy as also of the River Survey Service are drawn from the same source, viz., the training ship "Rajendra", it cannot be seriously contended that their service compares with that of the officers in the merchant navy. Their subsequent training as well as duties and responsibilities are not comparable in any manner with those of the officers in the merchant navy. The training and experience of the officers of the River Survey Service and of the Calcutta Pilot Service are also not comparable. Of about five years' training given to both the services, the training programme is common and has similarities in the first two years only. In the case of River Survey Officers emphasis is on survey work; navigating and ship handling is comparatively simpler. In the pilot service the emphasis is on ship handling. The duties and responsibilities of the two services are, therefore, essentially different. Also the vessels handled by the officers of the River Survey Service are comparatively much smaller than those handled by the pilots. The duties of the pilots require much greater degree and intensity of skill and experience in ship handling. Considering the size of the ships involved, their duties are more arduous. The claim that the officers of the River Survey Service should get pay scale of officers in the merchant navy or

of the pilot service has not been established and cannot be accepted. The Calcutta Port Trust has recently improved the rates of stipend admissible to recruits from the "Rajendra" and has brought them on par for both the services. It is my understanding that with this improvement, the response has been good.

6.214 The common source of recruitment and background with officers in the merchant navy and the port pilot service, the importance of the work done by the officers of this service and the increasing sophistication of the equipment that they have to handle, the liability to go down the river for extended periods, the fluctuations in economic situation since the pay was last revised, etc., have all been taken into account appropriately in recommending the revised pay scales.

6.215 It is contended that there are lack of avenues of promotion in the service and that a post of Commodore should be created as obtains in the Dredger & Despatch Service and the Marine Engineers Service and that the Commodore's pay should be fixed at Rs. 200 higher than the maximum of the scale of the Commander. This is an administrative matter and falls outside my terms of reference.

6.216 it has been urged that at present a Commander on promotion to the post of Deputy River Surveyor suffers a drop in emoluments. While the gross salary of the Commander at the maximum of the scale is Rs. 2639, the gross

salary of the Deputy River Surveyor at the maximum of the scale, excluding house rent allowance, is Rs. 2579. This, it is contended, acts as disincentive to officers for assuming higher responsibilities in administrative posts. Also, the work of the Deputy River Surveyor has increased considerably. In 1963 he was responsible for supervision of the work of 9 Commanders as against 14 now. It is claimed that the salary of the Deputy River Surveyor should be fixed at Rs. 200 higher than that of the senior-most Commander and that of the River Surveyor at Rs. 200 higher than that of the Deputy River Surveyor.

6.217 Emoluments based on allowances granted in recognition of special operational needs/circumstances cannot be protected and carried to positions where such operational needs/circumstances do not exist. However, the need to maintain differentials and incentives for assumption of higher responsibilities has been taken into consideration in proposing the new scales.

Deputy River Surveyor (Planning & Research)

6.218 It is stated that the Deputy River Surveyor (Planning & Research) directs programmes of hydraulic measurements in the Hooghly conducted by the Upper Reaches Research Station and Research Vessel 'Anusandhani'. He does administrative work of the Hydraulic Study Department on behalf of the Chief Hydraulic Engineer and maintains close liaison with the River Surveyor to

plan the collection of field data. The entire electronic division is also controlled by him. Therefore, in the case of Deputy River Surveyor (Planning & Research), a suitable differential should be maintained between his salary and that of the Survey Commanders whose work he supervises. The scale of pay should be revised and kept at par with the other deputy sectional heads in the Marine Department.

6.219 The duties and responsibilities of the Deputy River Surveyor (Planning & Research) and his position vis-a-vis other officers have been kept in view in proposing the revised scale.

Overtime Allowance

6.220 The river survey vessels work from dawn to dusk while down the river. It is represented that Justice Guha Roy, after careful and detailed scrutiny of the log books, came to the conclusion that the typical hours of work of the river survey service amounted to 11.48 per day. On this basis it is claimed that the officers do 333 hours of active work in a full lunar cycle of 29 days. Also in one lunar cycle, the officers are captive aboard their vessels or in shore stations for 14 to 16 nights. Thus, it is contended, the officers are doing work beyond the accepted universal norm of eight hours a day on week days and 4 hours on Saturdays. It is accordingly claimed that they should be paid overtime either on hourly basis

or at certain consolidated rate based on a fixed norm. Based on the norms laid down for pilots (3 acts of pilotage in the case of river pilots and 18 turns per month in the case of port pilots) and the overtime admissible to them for the acts done in excess of the accepted norm, they have valued overtime work in the case of river pilots at Rs. 16.50 per hour and have suggested that the overtime of the river survey officers should be reckoned at that rate. On the basis of norm of 44 hours per week, they have reckoned that the total yearly time hours would be 1582. It is argued that in the case of Dredger & Despatch Service the Trustees have agreed to their being paid overtime for two hours per day at single rate. Officers of the river survey service work in similar conditions and are captive for long periods. While on duty they should be paid overtime at four hours per day. Making an allowance for 26 days special compensatory leave, 5 days extra casual leave granted to them, they have calculated that they work 234 man days over and above the norms. They also make comparison with the Masters at sea in the merchant navy and in the Dredging Corporation of India and claim cash compensation for 11 days in a month for the Commanders and 15 days in a month for other officers. As is the practice in the merchant navy, they have also asked for yearly leave of 120 days. They have in addition asked for extra payment for 6 to 8 acts of harbour duty and 2 acts of

pilotage duty for the Commanders and for 2 acts of pilotage for the Chief Officer. They have reckoned that taking together the cash compensation period of 11 days and the overtime period of 14 days, the total overtime period comes to 25 days per month for Commanders and 30 days per month for other officers and have claimed that the Commanders should be eligible for 83 per cent and other officers 100 per cent overtime on consolidated basis.

6.221 They have also referred to the overtime admissible to the crew who they say work on watch basis, whereas the officers have no watch system and are on their feet all the time from dawn till 2000 hours. Depending on tide and visibility the working hours commence at 4 O'Clock in the morning and extend beyond 6 p.m. They have asked for overtime to be calculated on the basis of norm of 8 hours on week days and 4 hours on Saturdays or a fixed percentage on consolidated basis. They have expressed preference for overtime, holiday allowance and special compensatory leave of officers being linked up with the formula prescribed for the crew.

6.222 A similar demand was made before the Guha Roy and Desai Committees. The Guha Roy Committee rejected the demand for overtime as, in its view the work of surveying, even though involving specialised knowledge and skill, did not involve continuous mental or physical strain as in the case of pilots. Shri Desai rejected the demand

as in principle the Committee was averse to the grant of overtime to the officers where the system was not already in vogue. The Committee also observed that overtime should be given only for occasional extra work. When it became a regular feature, it had to be taken into consideration while fixing the scale of pay. The demand for grant of overtime, was, therefore, rejected.

6.223 As I have observed earlier, the nature of duties and responsibilities and conditions of work of the River Survey Officers do not bear any comparison with those of the officers in the merchant navy, the Dredging Corporation of India, the Port Pilot Service or the Dredger & Despatch Service. The claim for overtime in the case of River Survey Service has to be considered on the basis of its own peculiar requirements and features. While no doubt the working hours are from dawn to dusk, the actual work depends on tidal conditions. It is not as if the officers are continuously busy throughout the entire period from dawn to dusk. Also, their work is of much less intensity than that of the pilots and officers of the Dredger & Despatch Service. As observed by Justice Guha Roy, the work does not involved continuous mental and physical strain. I have watched the working of a survey vessel and have also had the benefit of a discussion with the administration. The work of the river surveyors is of intermittant nature and effectively

it does not exceed 6 to 8 hours per day. There is, therefore, no case for grant of a fixed overtime on monthly basis.

6.224 As I have recommended in the case of officers of the Dredger & Despatch Service, the officers of the River Survey Service also may be given overtime for effective duty on actual basis after allowing for a free period of half an hour.

6.225 As regards their demand for 120 days yearly leave on the analogy of merchant navy practice, the conditions of service in the port are not comparable with those in the merchant navy. The demand cannot, therefore, be accepted.

Chart Work Allowance

6.226 It is stated that the River Survey Service officers are required to process and translate the entire field data in the form of finished charts completed in ink for which the Commander or the officers carrying out the survey is personally responsible. It is contended that in other organisations the field data are forwarded to the office on shore for purposes of plotting, recording of soundings, computation of tides, etc. The officers demand that special allowance should be sanctioned for river survey officers carrying out the chart work or in the alternative one draftsman be posted

on board each survey vessel/station to assist the Commander in carrying out the above work.

6.227 Processing of the field data and its conversion into finished charts are part of the normal functions of the river survey officers. No case has been made out for any chart work allowance.

Hardship Allowance on account of shortage in cadre

6.228 It is stated that for some time past, the cadre of the River Survey Service has been short of its sanctioned strength due to various reasons and as a result a depleted strength of 40 officers had to carry the workload of 56 officers. This has put considerable strain on the officers who should be suitably compensated by distributing the wages of the number of officers falling short among the other officers as is the practice at sea.

6.229 Fixation of strength is an administrative matter to be decided by the Trustees having regard to the requirements from time to time. It is open to them to vary the strength. Again, on their own statement, while in the year 1967 the river surveyors sounded 7,000 miles of river bed, they are now sounding 11,500 miles without any material change in working conditions. They claim that to be able to do so, they have had to stay down the river away from their families for longer periods causing hardship. The number of days that the

river surveyors may stay down the river is limited by the task allotted to them and the endurance of their vessels. They could not, therefore, have had to stay down the river for unreasonably longer periods of time. In any case for every day spent down the river, they are eligible for Away From Base Allowance and free messing on board as a compensation for being away from their families. Their claim for hardship allowance on account of shortage in the cadre cannot be accepted. A similar request was made to Justice Desai and was turned down by him.

Harbour Duty Allowance for mooring/unmooring vessels

6.230 It is stated that mooring and unmooring operations of survey vessels and research vessels are carried out by the Commanders without the assistance of port pilots. In the case of dredgers and pilot vessels, whenever mooring/unmooring is done by the Commanders of these vessels, due to non-availability of a port pilot, mooring fee is paid to the Commanders. It is further stated that the same principle has been extended by the Trustees to the Commanders of despatch vessels also with effect from the 1st January, 1977. It is demanded that on the same analogy, the Commanders of survey vessels should also be given mooring/unmooring fees if no port can be provided.

6.231 A similar request was made in the past before the Guha Roy Committee and again before the Desai Committee

Justice Guha Roy was of the view that survey vessels were very much lighter and there was fully trained crew on board such vessels to handle mooring and unmooring operations. He was, therefore, unable to accept the claim of Assistant River Surveyors. The Desai Committee did not accept the demand on the ground that they did not wish to extend the principle to the River Survey Service especially as payment of the mooring/unmooring fees had been discontinued in the case of the new entrants to the Calcutta Pilot Service.

6.232 Officers of the Dredger & Despatch Service as also pilots are fully trained and qualified to handle vessels in all respects and it should ordinarily be a part of their duties to do mooring/unmooring operations also without extra fees. However, such fees have been granted in the past for historical reasons. The Administration is of the view that the River Survey Service vessels are lighter and smaller and that mooring/unmooring has always been a part of the duties of the Commanders of these vessels. Therefore, this benefit should not be extended to them. Unfortunately, the Trustees have decided to extend it to despatch vessels also which are comparatively smaller. The port has since acquired survey vessels which are similar in length and size to the despatch vessels. In view of the extension of this concession to the despatch vessels, it would be discriminatory if

it is not granted to the Commanders of river survey vessels also. I recommend that Commanders of river survey vessels not less than 240 feet in length be given mooring/unmooring fees on the same basis as Commanders of despatch vessels.

Confinement Allowance

6.233 It is stated that the Trustees have recently sanctioned overtime for two hours at single rate for the officers of dredger and despatch vessels in view of the conditions of work down the river which entail their confinement to their vessels during the entire period. It is contended that working conditions on board the survey vessels are similar and the officers are also confined to those vessels for 24 hours during the entire period they are down the river. They say that they should also be given the same compensation.

6.234 I have earlier suggested grant of overtime on actual basis to the officers of the River Survey Service as in the case of Dredger & Despatch Service. Captive time on board is compensated by Away from Base Allowance and free messing. There is no justification for any other compensation in addition.

Encroachment Fees/Dirty Work and Shore Work Allowance

6.235 It is stated that the officers of the River Survey Service are required to inspect and certify all

encroachments/obstructions in the river that are likely to affect the free flow of the tide damaging the regime of the river and the navigability. This necessitates working in slush, mud, broken structures, etc. with the risk of physical injury. The Trustees levy a separate fee from the encroaching parties for the above survey. It is contended that since the Trustees levy a special fee, a sum of Rs. 500 per day should be paid to survey officers as Dirty Work Allowance for carrying out the above work. The Dirty Work Allowance should also be paid to all officers who are required to work on the foreshore for mark work, such as mark erection gauges, shore work, etc.

6.236 A similar demand was made before the Desai Committee and rejected on the ground that this work is a part of the normal duties of the survey party and that, therefore, no separate fees on this account should be paid. I see no reason to differ from the view taken by the Desai Committee. The demand cannot be accepted.

Berthing Service

6.237 It is stated by the Berthing Masters that over the years there has been a material change in their duties and responsibilities particularly with the introduction of night work and lock to lock scheme. However, this material change has not been adequately reflected in the revision of pay scales till now. The Desai Committee which last reviewed the scales raised the minimum salary of the Berthing Masters by a meagre Rs. 25 and the maximum by only Rs. 380 while at the same time elongating the scale by six years. The increase was equally meagre in the case of Assistant Dock Masters and Deputy Dock Masters. It is their demand that their scales should be revised de novo from the level that obtained in 1946-47.

6.238 It is contended that their claim for higher salary has been repeatedly negatived on grounds relating to qualifications. The authorities have pursued an inconsistent recruitment policy with the result that the berthing staff is now an admixture with varying qualifications. The technical qualifications range from indentured apprentices to Mate Home Trade, Master Home Trade, Second Mate Foreign-Going and Mate Foreign-Going. On the academic side, the qualifications range from Higher Secondary to Masters' Degree holders with the majority being graduates. It is contended that, therefore,

qualifications should not be the only yardstick to determine the pay scales of the Berthing Masters. It is claimed that while the market value of the Berthing Masters cannot be equated with any particular grade of officers in the merchant navy, most of the Berthing Masters are sea-farers and have the potential of going out to sea and earning a living much higher than what they earn in the port today. The basic or initial qualifications required for recruitment should be viewed together with the subsequent course of training that the Berthing Masters have to go through and the duties and responsibilities that they have to discharge. While the marine apprentices recruited from the training ship 'Rajendra' are brought on a scale of Rs. 600-1000 plus liberal allowances, a freshly recruited Berthing Master gets a paltry stipend of Rs. 150 with no other allowances. While they are expected to wear uniform and make their own arrangements for transport in the course of their duties and training they are not compensated for these requirements. The treatment meted out to the Berthing Masters, it is stated, who belong to the same department as marine apprentices, is discriminatory. Considering that the Berthing Masters at Calcutta have not received any improvement in their scales since 1946-47, though Consumer Price Index has gone up by nearly 300 per cent (Price 1949-100), that there has been a material change both quantitatively and qualitatively in their workload

with the introduction of night work and lock to lock scheme, and that the Berthing Officers at Bombay have been given an allowance of Rs. 200 with effect from the 1st January, 1965, they have asked for the following scales of pay:

Apprentice Berthing Masters	-Rs. 600-700
Probationary Berthing Masters	-Rs. 1000
Berthing Masters	-Rs. 1250-50-1800- 75-2250
Assistant Dock Masters	-Rs. 2000-75-2450
Deputy Dock Masters	-Rs. 2150-100-2650

(exclusive of all allowances)

In working out the scales, they have provided for 100 per cent neutralisation in the rise in the Consumer Price Index, Rs. 200 per month as compensation on the introduction of lock to lock scheme and Rs. 200 per month for night work making a starting salary of Rs. 1230. They have asked for the restoration of the rent free quarters to Deputy Dock Masters and Assistant Dock Masters.

6.239 They claim that they not only pilot the vessels inside the dock but also give shore guidance to them while passing through the constricted lock and bridge cuttings and that in this respect their role has no parallel anywhere else in India. They have also stated that they do a lot of administrative work in addition.

6.240 The claim that the duties of the Berthing Masters in Calcutta are more onerous than those of Berthing Masters in Bombay or elsewhere cannot be accepted. While

Berthing Masters in Calcutta provide shore guidance through lock and bridge cuttings, the Berthing Masters in Bombay warp the vessels into the lock. Warping the vessel into the lock in Calcutta is done by port pilots. Again the maximum length of the ships handled in the Netaji Subhash Dock in Calcutta is 565 feet as against the maximum length of 660 feet handled in the Indira Dock in Bombay. I understand from the Administration that the administrative work done by the berthing officers is insignificant and does not extend beyond supervising the work of crew on jolly boats, tugs, etc. which is more in the nature of giving operational orders rather than administrative work. In the present exercise, I cannot assume that the various committees which have reviewed the pay scales of Berthing Masters since 1949 have not given due weight to all the relevant factors in making their recommendations. It is unrealistic to suggest that the pay scales should be revised de novo starting from the level obtaining in 1946-47 on the ground that the revision recommended by the last committee viz., the Desai Committee did not do adequate justice, to the Berthing Officers. While I agree that the qualifications have to be considered together with subsequent training and duties and responsibilities, they cannot be ignored. The minimum qualification required for Berthing Masters in Bombay is Home Trade Masters Certificate of Competency

which is acquired after a course of training and experience superior to those provided for Berthing Masters in Calcutta. Their training programme is confined predominantly to docks and does not extend to the open seas in which the Home Trade Masters have experience. For the purposes of determination of the pay scales, only the minimum qualifications prescribed are relevant and not the higher qualifications that some of the entrants happen to possess. Possession of higher qualifications merely indicates that even at the scale about which the Berthing Masters have a grievance, the posts continue to be attractive. The claim that the Berthing Masters are sea-farers and could have gone to sea to become Masters of ships, is just a thought. The training and experience imparted to them in port does not prepare them for a sea-faring career such as might enable them to become Masters of ships. Comparison with marine apprentices, their stipend, their allowances and their subsequent career is not apt. The marine apprentices are totally different in the source of their recruitment, their subsequent training, experience and duties. The material change that occurred in the duties and responsibilities of the Berthing Masters by the introduction of night work and lock to lock scheme was duly considered by the Desai Committee on the occasion of the last review of their pay scales. This is not a fresh feature. No special provision can be made in the pay scales on account of these two items such as has been

claimed. The proposal to pay an allowance of Rs. 200 per month on account of introduction of the lock to lock scheme was only under discussion and was never actually put into effect. However, as a result of discussions in the Ministry the Berthing Masters were paid a lump sum of Rs. 3000 to cover the period upto the date on which the recommendations of Desai Committee were implemented. Thereafter, night work as well as lock to lock scheme were assumed to have been properly covered by the new pay scale.

6.241 However, I do agree that the present rate of stipend viz., Rs. 150/- per month without an allowance needs to be enhanced. I recommend that the apprentice Berthing Masters should be paid Rs. 350 per month during the first year, Rs. 450 per month during the second year and Rs. 750 per month plus allowances in the third year, they being brought on to the scale in the fourth year. In addition they should be given a uniform allowance of Rs. 50 per month and a conveyance allowance of Rs. 25 per month. In proposing the new pay scales, I have taken into consideration their minimum qualifications, the nature and content of training, the period of training, their duties and responsibilities and also the fact that some of the Berthing Masters have higher initial technical qualifications such as Home Trade Masters. Provision has been made for a higher starting pay for those possessing higher technical qualifications at the

time of recruitment.

6.242 Provision for night work has been suggested separately.

6.243 As regards free quarters, no case has been made out for its restoration.

Victualling Allowance

6.244 It is stated that members of the service have to be on duty at odd hours of the day and night. The first shift commences at 5.00 a.m. and continues till 1.00 p.m. The second and third shifts are from 1.00 p.m. to 9.00 p.m. and 9.00 p.m. to 5 a.m., respectively.

During this period it is not possible for the officers to make arrangements for tea, breakfast, etc. from the house. The officers on the afternoon duty have to make arrangements for dinner and snacks in the office. The officers on night duty have to bring their own food.

They have asked for a victualling allowance of Rs. 7.50 per day being one third of the rate of Rs. 22.50 admissible to the marine services in the merchant navy.

6.245 No case has been made out for any assistance to officers working in the second and third shift. They can have their meals before commencement of the shift or after the close of the shift, as the case may be, without any inconvenience. Also, it is not unusual for officers to bring their meals with them from their homes when they come to work. Some assistance, however, seems necessary

in the case of those working in the first shift, viz., from 5.00 a.m. to 1.00 p.m. Assuming that shift duties would be allotted in rotation and the officers would have to work about eight times in a month, out of pocket expenses may be granted at the rate of Rs. 25 per month.

'No Main Steam' Allowance

6.246 It is stated that very often the ships are allowed to be immobilised for repairs. Sometimes even the steam on deck is not available but in the interest of the shipping, the vessels are required to be taken to dry docks or repairs berths without steam on main engines. Movement of a vessel without steam demands a high degree of concentration and alertness and should be compensated by grant of a minimum of Rs. 50 per movement.

6.247 The Administration agrees that 'cold movement' requires a greater degree of skill and alertness. I suggest that the berthing officers be paid at the rate of Rs. 25 for every such movement.

Shift Allowance

6.248 It is contended that working in shifts which change from time to time interferes seriously with physical routine and causes loss of health. They claim that they should be paid Rs. 200 per month for working in shifts on the analogy of the payment of Rs. 200 per month made to Berthing Masters in Bombay.

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6.249 Berthing Masters in Bombay are not paid any such amount of Rs. 200 as is stated. Even within the shift system, the Berthing Masters in Calcutta work on turn system. The average number of acts performed per month is about 14 or so. The problem of interference with physical routine can be overcome by providing for longer periodicity of rotation. No case has been made out for shift allowance.

Marine Engineering Service

6.250 Marine Engineers constitute one of the units of the Marine Department under the Director, Marine Department. The administrative head of the Marine Engineers is the Engineer Superintendent, who is assisted by a Deputy Engineer Superintendent and Assistant Engineer Superintendent. Marine Engineers are employed in manning, operating and maintaining various port crafts such as dredgers, despatch vessels, pilot vessels, survey vessels, tugs, hopper barges and launches, etc. First Class MOT certificate holders are either Chief Engineers or Second Engineers in Class I vessels; Second Class certificate holders or Inland Engineers certificate holders are either Engineers-in-charge of class II vessels or Second Engineers of class I vessels. They may also be Junior Engineers of class I vessels. Uncertificated Junior Marine Engineers are posted on all classes of vessels. There are also certain Electrical Engineers in some class I vessels, who, it is claimed by the Marine Engineers Association, should be treated as Marine Engineers.

6.251 It is stated by the Association that Marine Engineers are drawn from the same source as the Marine Engineers in the merchant navy. The emoluments of officers in the merchant navy have had three revisions since 1968 when the pay scales of the Marine Engineers were last reviewed by the Desai Committee. While the

rise in the emoluments of the officers in the merchant navy has been several fold, the increase in the emoluments of the Calcutta Port Trust Marine Engineers over the years has been slow and small. The result is that there has been an exodus of qualified marine engineers from the Calcutta Port Trust to the merchant navy, resulting in serious shortages, which in turn have imposed additional burden on the remaining engineers. These shortages have resulted in denial of leave and legitimate periods of rest, leisure and town stay. It is claimed that the duties and responsibilities of the Marine Engineers of Calcutta Port are more onerous than those of the Marine Engineers of the merchant navy inasmuch as the Trustees' vessels have to manoeuvre in restricted and muddy waters in difficult conditions, giving rise to more repairs and maintenance. Marine Engineers in the port have to stay out about 26 days in a month and have longer working hours. Their job in this port is more hazardous and more difficult than in any other port. It is claimed that the emoluments of the Marine Engineers should be at least at par with those in the merchant navy. Also, by tradition, the officers of the various grades of engineering and navigation department in the merchant navy are related and compared in a definite manner and their pay scales and service conditions are fixed with a view to equality in equal ranks. Similar parity rank to rank should be provided in the pay structure of the port services also.

The conditions in which the Calcutta Port Trust Marine Engineers have to work are much more exacting and the sizes of the individual craft are much bigger and the machinery more modern and complex than in any other port. This should not be ignored in determining their pay structure.

6.252 It is stated that possession of First Class MOT Certificate entails a long career of general education, technical education and of subsequent specialisation with long experience at sea. The responsibilities of the Chief Engineer have increased due to non-availability of First Class MOT certificated engineers for filling Second Engineers posts. The Chief Engineers have, therefore, to carry out full time manual work in the engine room apart from their own normal duties, imposing severe strain on them. With dieselisation and sophistication of equipment, planning, maintenance and repair schedules and indenting and procuring spare parts have become more complex. Opportunities for promotion are poor. There are only three administrative posts, namely, Engineer Superintendent, Deputy Engineer Superintendent and Assistant Engineer Superintendent to which they can aspire.

6.253 They have asked for the under-mentioned pay scales:

(a) Administrative posts

Engineer Superintendent	Should not be less than
Deputy Engineer Superintendent.	the recommended scales of equivalent

Asstt. Engineer Superintendent	administrative officer of any other marine section.
Engineer on Special Duty Marine Engineer on Special Duty.	Same scale as proposed for Deputy Engineer Superintendent.

(b) Other Marine Engineers holding First Class Certificate

Commdore Chief Engineer Class I vessel.	Chief Engineer's Scale plus Rs.200 per month.
Chief Engineer, class I vessel.	Merchant Navy scale of Chief Engineer.
Second Engineer, class I vessel.	Merchant Navy scale of Engineer with Superior certificate, (i) plus Rs. 150 per month for all the above categories if possessing combined certificate. (ii) On promotion to Chief Engineer, a Second Engineer to get a minimum benefit of Rs.300 per month.

(c) Engineer-in-Charge Class II Vessel

Engineer-in-Charge possessing Second Class MOT Certificate.	Home Trade Merchant Navy scale of Chief Engineer with Second Class MOT Certificate.
Engineer-in-Charge possessing Inland Engineer's Certificate.	Home Trade Merchant Navy scale of Chief Engineer with Second Class MOT Certificate. (i) plus Rs. 100 per month for all the above categories if possessing combined certificate. (ii) On promotion to Engineer-in-Charge a certificated Junior Engineer to get a minimum benefit of Rs. 200 per month.

(d) Junior Marine Engineers

Marine Engineers possess-
ing Second Class MOT
certificate.

Merchant Navy scale of
Second Engineer with
Certificate of Rank plus
Rs. 100 per month if
possessing combined
certificate.

Marine Engineers possess-
ing Inland Engineers
Certificate.

Merchant Navy scale of
Second Engineer with
Certificate of Rank plus
100 per month if possess-
ing combined certificate.

Uncertificated Marine
Engineers.

Merchant Navy scale of
Uncertificated engineer.

(e) Electrical Engineers

Merchant Navy scale of
Electrical Engineer

(f) Uncertificated Marine
Engineers working as
Second Engineers in
class I vessels.

Uncertificated Second/
Engineer's scale, Home
Trade.

6.254 Though the Calcutta Port Trust Marine Engineering Service has some attributes of the service at sea, it is not at par with the latter in terms of size and types of machinery and vessels, degree of self-reliance required at sea, the periods of extended stay away from the families and other working conditions. I have, therefore, not been able to accept the claim that emoluments of the Marine Engineers in the service of the Calcutta Port Trust should be at par with those in the merchant navy. However, the fact that the source of recruitment for the two services is common and that there are certain similarities in their working conditions have been kept in view along with other relevant factors

in proposing the new pay scales.

Commodore Chief Engineer Class I Vessel.

6.255 The post of Commodore Chief Engineer is filled by the senior-most Chief Engineer Class I vessel. There is no difference in the duties and responsibilities attached to the post of Commodore Chief Engineer and Chief Engineer. However, in view of the seniority and designation attached to the post, a special pay of Rs. 50 per month is given to him in addition to the pay in the Chief Engineer's scale of Rs. 1150-1900. The Marine Engineers Association has asked for the Chief Engineer's scale plus Rs. 200 per month. For the Chief Engineer class I vessels it has asked for the merchant navy scale of Chief Engineer plus Rs. 150 for possessing combined diesel and steam certificate.

6.256 All relevant factors have been taken into consideration in proposing the revised scale of pay for the Chief Engineer of class I vessels. The Commodore Chief Engineer should have the same scale as Chief Engineer of class I vessel with a special pay of Rs. 100 per month. The scale recommended is for those holding a combined diesel and steam certificate. Those who do not have a combined diesel and steam certificate should get Rs. 100 per month less in that scale.

Second Engineers class I vessel and Relieving Engineer

6.257 Second Engineers of class I vessels assist the Chief Engineers in their work. Their present scale of pay is Rs. 950-1600. Those who do not possess a combined first class diesel and steam certificate get Rs. 100 per month less. The Association has demanded merchant navy scale of Second Engineers with superior certificate plus Rs. 150 per month for possessing combined diesel and steam certificate. It has also been demanded that on promotion to the Chief Engineer's post, the Second Engineers should get a minimum benefit of Rs. 300 per month as against the present Rs. 200 per month.

6.258 The revised scale for Second Engineers of class I vessels has been proposed having regard to all the relevant factors. Those who do not possess a combined diesel and steam certificate should get Rs. 100 per month less. On promotion as Chief Engineer, a Second Engineer should get a minimum benefit of Rs. 200 as at present.

Junior Marine Engineers

6.259 These officers assist the First Class Engineers in the operation and maintenance of vessels. Some of them also take charge of class II vessels. The qualifications required for the post are a full period of apprenticeship in a recognised workshop and simultaneous attendance at an approved course of engineering in a technical school

followed by a diploma. Candidates possessing Second Class MOT Certificate/Inland Certificate are given preference. Candidates without certificates but with sufficient experience as marine engineers at sea are also considered. The present scales of pay for Junior Engineers are as follows:

For Second Class MOT Certificate.	Rs. 800-1250 less Rs. 50 for single certificate
With Inland Engineers Certificate.	Rs. 550-1050 less Rs. 50 for single certificate
Without Certificate	Rs. 400-750

6.260 It has been represented that Inland Engineers Certificate is usually treated at par with Second Class MOT certificate so far as crafts plying within inland water limits are concerned. They have a common seniority and that, therefore, there should be a common scale for both these types of engineers. However, since the Second Class MOT certificate holders have a higher market value, they may be given an advance increment in the scale.

6.261 A similar point was urged before the Desai Committee also. The Committee was not able to accept the contention as it had the effect of making the scale appear unattractive for Second Class MOT certificate holders. The Committee was of the view that there should be separate scales for these categories. Granting of an advance increment also in effect means a separate scale with the disadvantage of making it appear less attractive for the higher qualifications. I agree that the present

arrangement is more rational and see no reason to disturb it.

6.262 The Marine Engineers Association has asked for merchant navy scale of Second Engineers with Rs. 100 per month for possessing combined certificate for both the categories, viz., Second Class MOT certificate holders and Inland Engineers Certificate holders. As regards uncertificated Marine Engineers it has asked for merchant navy scale of uncertificated engineers. As I have stated earlier, I am not able to accept the plea for parity with scales in the merchant navy. All relevant factors have been taken into consideration in proposing the revised scales of pay for Junior Marine Engineers.

Engineers-in-Charge Class II vessels

6.263 The present scales are Rs. 900-1350 with MOT second class certificate, less Rs. 50 for single certificate and Rs. 650-1100 with Inland Engineers certificate less Rs. 50 for single certificate. Appointment to these posts is made by promotion from among the Junior Marine Engineers. The Association has asked for Home Trade merchant navy scale of Chief Engineers with second class MOT certificate for both the categories (second Class MOT and Inland Engineer's Certificate) plus Rs. 100 for both if possessing a combined certificate. It is also demanded that on promotion as Engineer-in-Charge a certificated Junior Engineer should get a minimum benefit of Rs. 200

per month.

6.264 All the relevant factors have been kept in view in proposing the revised scale for the Engineers-in-Charge of class II vessels.

Second Engineers, Class I Vessels

6.265 The present scales of pay of these officers are as follows:

First Class MOT Certificate	Rs. 950-1600 (less Rs.100 per month for single certificate)
Second Class MOT Certificate	Rs. 800-1250 plus special pay of Rs. 100 (less Rs. 50 per month for single certificate)
Inland Engineers' Certificate	Rs. 550-1050 plus special pay of Rs.50 (less Rs. 50 per month for single certificate)
Without Certificate	Rs. 400-750 plus a special pay of Rs. 100.

The Association has asked for merchant navy scale of Second Engineers with superior certificate plus Rs. 150 for possessing combined certificate. For uncertificated Second Engineers in class II vessels, the Association has asked for the scale of Second Engineers in Home Trade vessels.

6.266 I have taken all the relevant factors into consideration in proposing the revised scales for these Engineers. I have left the special pay untouched as a separate element to facilitate transferability.

Junior Electrical Engineers

6.267 The present scale is Rs. 425-1040. The

qualifications required are five years apprenticeship training in an approved electrical workshop and simultaneous studies in an approved course in electrical engineering at a technical school or equivalent institution. The candidates must also have passed the electrical supervisor's examination and have ten years experience in repairing marine electrical machinery on board the vessels. Preference is given to candidates having experience in airconditioning and refrigeration equipment.

6.268 Electrical Engineers are employed on selected vessels only and they are responsible to the Chief Engineers for repairs to and maintenance of all electrical machinery. It is stated by the Association that in the past Electrical Engineers were recruited on the same scale as MOT Second Class certificated engineers. It is claimed that they are a marine category and that they should be given scales at par with those in the merchant navy. It has demanded the merchant navy scale of electrical officers.

6.269 No sea experience as such is necessary in the case of Junior Electrical Engineers. Their qualifications, duties and responsibilities have been taken into consideration along with other relevant factors in proposing the revised scales.

Overtime Allowance

6.270 It is stated that Engineers on most of the dredgers work round the clock for 26 days in a month. The pilot vessels also work round the clock when in Station.

Engineers on other craft have to work from dawn to dusk and have to attend to breakdowns beyond normal working hours. When in town, they have to work beyond normal hours to get the vessels ready for the next trip. The Port Trust has agreed recently to grant two hours overtime everyday for dredgers & despatch vessels only when they are down the river. It is stated that this is not adequate and does not compensate for the actual overtime work. A consolidated overtime of 30 per cent of aggregated pay for all engineers working on the river craft has been demanded.

6.271 The demand for a consolidated overtime at 30 per cent of aggregate of pay for all engineers working on the river craft cannot be accepted.

6.272 I have discussed the question of overtime in dealing with the representation of the officers of the Dredger & Despatch Service. The recommendations made in their case will apply to the Marine Engineers also.

6.273 It is also demanded that the Port Dredging Engineers who are paid overtime on hourly basis should be paid at double the rate on aggregate pay instead of single rate. Elsewhere, I have suggested payment of overtime at single rate of pay and allowances instead of pay only. This is an adequate liberalisation. Payment at double the rate is not recommended.

6.274 It has also been demanded that for night work overtime should be calculated on six hours duty and one

night off should be given for every two night's work done. I have as a general rule recommended night weightage of ten minutes per hour where night work is part of a regular shift arrangement and is not occasional or intermittent. The same recommendation will apply in the present case also. There is no validity in the demand that one night off should be given for every two nights' work done in addition.

6.275 It has also been demanded that Saturday should be considered as half day and overtime should be paid after five hours of work as is the practice in Bombay Port. The Bombay practice provides for 48 hours of work a week with longer working hours from Monday to Friday and does not support the claim for half day working on Saturday.

Continuous Dredging Allowance

6.276 Continuous Dredging Allowance is payable to officers on dredgers working round the clock at the rate of Rs. 3.50 per day in the case of those drawing pay of less than Rs. 1000 and Rs. 5 per day in the case of those drawing Rs. 1000 and above. It has been demanded that this should be enhanced to Rs. 25 per day.

6.277 In March, 1977, the Port Trust sanctioned enhancement of the rate of Continuous Dredging Allowance to Rs. 10 per day. I understand the approval of Government to their proposal has not been accorded yet. I recommend that the rate of the allowance be raised to Rs. 7 per day in the case of officers whose pay in the revised scale is less than Rs. 1500 and to Rs. 10 per day in the case of officers whose pay in the revised scale is Rs. 1500 or more.

6.278 It has also been demanded that the engineers working on vessels doing continuous steaming should also be paid this allowance. It is an engineer's ordinary duty to be on board when the vessel is steaming. There is no substance in this demand which cannot be supported.

6.279 It is demanded that engineers on port dredgers employed on double shifts should be paid continuous dredging allowance at the same rates. The position of engineers on port dredging crafts is not comparable as they go home after each shift. The request cannot be recommended.

Dual Duty Allowance

6.280 Dual Duty Allowance at the rate of Rs. 200 per month has been demanded by the Association for the Chief Engineers, Engineer Incharge and Junior Engineers in overall command of dredgers, hopper barges and tugs. It is stated that they have to take care of the engine room as well as the deck work.

6.281 The port crafts involved in the demand are comparatively small. The Engineers-in-Charge are assisted by suitable deck personnel. There is no substance in the demand.

6.232 It is also demanded that Engineers-in-Charge of a water boat should be paid a dual duty allowance of Rs. 200 per month as he is called out at odd hours to arrange for facilities and comforts for frequent VIP trips.

6.223 To the extent the vessels are smaller and simpler, the duties and responsibilities are less onerous and less arduous. There is no case for dual duty allowance.

Combined Certificate Allowance

6.234 It is demanded by the Association that the Combined Certificate Allowance should be paid as a separate element and should not form part of the scale. The rate of the Combined Certificate Allowance should also be enhanced to Rs. 150 for First Class Certificate and Rs. 100 for Second Class Certificate.

6.235 The present scale of Rs. 950-1600 which is based on the recommendations of the Desai Committee is for holders of combined diesel and steam certificates. The Committee has said that "this scale would be applicable to only those who possess a combined diesel and steam certificate. Those who do not hold a combined certificate should get Rs. 100 per month less." In actual practice the scale itself is treated as Rs. 850-1500 in the case of those who do not possess a combined certificate. On acquisition of an additional endorsement their pay is not

increased by Rs. 100 but they are put on the scale of Rs. 950-1600. As I understand it, the intention of Desai Committee was that officers who did not possess the combined diesel and steam certificate should get a pay of Rs. 100 per month less; on acquiring an additional endorsement their pay should be raised by Rs. 100 per month. The difference of Rs. 100 per month in pay should be maintained at all stages of the scale but should disappear on acquisition of an additional endorsement.

6.286 The right course would appear to be that on the acquisition of additional endorsement, the officer's pay should be increased by Rs. 100 per month and he should be placed on the revised scale of Rs. 1550-2240. I recommend that the position be reviewed accordingly. There is no need to interfere with the existing arrangement or to give the Combined Certificate Allowance separately at an enhanced rate.

Commodore Allowance

6.287 It is demanded that the Commodore Allowance should be increased from Rs. 50 per month to Rs. 200 per month.

6.283 It will be adequate if the present rate is increased to Rs. 100 per month and I have recommended accordingly in para 6.256.

Short Hand Money

6.289 It has been demanded that when there is a shortage of any engineer on any craft, the pay of the engineer in short should be distributed among the other engineers. The extra burden imposed on the engineers by shortage of staff will be suitably compensated by grant of allowance in the nature of overtime. There is no necessity for providing additional payment as shorthand money.

Officiating Pay

6.290 It has been demanded that when uncertificated Junior Marine Engineers and Second Class/Inland Engineers work in place of Second Engineers in Class I vessels and Chief Engineer Class I vessels respectively, they should be given extra pay for shouldering responsibilities of the senior posts.

6.291 The manning pattern is for the administration to determine. It is open to the administration to vary it from time to time having regard to work requirements. No general rule as such can be suggested in the present enquiry. The Port Trust has already sanctioned suitable special pay where appropriate.

6.292 Engineers with second class MCE certificate or Inland Certificate or Junior Engineers without certificate when appointed as Second Engineers of class I vessels, are given a special pay of Rs. 100 per month in addition to grade pay. Ordinarily a Second Engineer's post is

tenable by an engineer holding a First Class Certificate of Competency. Payment of special pay in such a case is appropriate and may continue. The demand that the special pay should be increased to Rs. 300 cannot be supported.

Workshop Supervision Allowance

6.293 It has been stated that the Marine Engineers have to take far more responsibility than their counterparts in merchant navy or any other Indian ports for supervision of work when the vessels are laid up. The Chief Engineer and Engineer Incharge should be given a Supervision Allowance of Rs. 300 and Second Engineers Rs. 200.

6.294 Supervision is a part of the general responsibility of engineers. No separate allowance can be given on this account.

Fire Risk & Hazard Allowance

6.295 It has been demanded that engineers attached to the fire floats should be given an allowance of Rs. 100 as they have to actually engage in fire fighting in addition to their normal duties.

6.296 Actual fire fighting is an occasional requirement. Running and maintenance of machinery on fire floats is comparatively simple. It is not considered necessary to give them any special allowance.

Officers of Dry Docks and Boat Registration Establishment

6.297 The Superintendent, Dry Docks, assisted by Shipwright Incharge and Shipwright is responsible for the maintenance of the dry docks and the facilities and amenities provided therein, as also maintenance of underwater areas of port craft, hoppers and buoyancy chambers. The section is also responsible for the docking and undocking of ships in and out of the dry docks and for the supervision of chipping and painting of port craft. The establishment of the Superintendent Boat Registration also works under the general supervision of Superintendent Dry Docks. Superintendent Boat Registration is the Registrar of all non-self-propelled craft plying in the river. He is responsible for their survey and suitability for issue of annual licences. It is contended that the responsibilities of the section have increased tremendously over the years. The number of port craft has increased to over 200 at present. The responsibility for chipping and painting of Trustees' vessels which was previously done through contractors had added to their burden. The officers have to work in unsafe and unhealthy conditions and are subject to be called for duty at all odd hours of the day and night. They have demanded the following scales :

Superintendent, Dry Docks	Rs. 2400-100-2700
Superintendent, Boat Registration.	Rs. 2300-100-2700
Shipwright Incharge	Rs. 2000-100-2500
Shipwright	Rs. 1800-100-2400

6.298 It is also contended that work at all odd hours is a regular feature of dry docks work. Docking and undocking depends upon tides and several other factors. The port shipping and ship-repair firms work round the clock all round the year; the dry docks have to keep in step. Hydraulic staff, electrical staff, crane drivers and others whose work is interlinked with that of the officers of dry docks, work in shift hours whereas the officers of the dry docks have no fixed shift hours. On an average, it is claimed that each dry dock officer has to work about 85 hours of overtime a month exclusive of holidays and Sundays. Survey of craft by the Superintendent Boat Registration on the blocks or afloat has also a direct bearing on the tidal conditions in the river. He has also, therefore, to work on Sundays and holidays beyond normal hours of duty. It is stated that their counterparts in Bombay are paid over Rs. 350 per month as compensation for the overtime work done by them. A consolidated allowance of 33 per cent of pay per month or Rs. 600 whichever is less, has been asked for as compensation for the overtime put in by them.

6.299 From the information furnished to me I find that on an average six ships were handled per month in all the Kidderpore Dry Docks together during the period January to March 1978. The average service time for each ship including the time spent on preparatory work and in actual

docking and undocking was 238 hours per ship, which would work out to about 228 hours per month in respect of all the ships together in Kidderpore Dry Docks. In the Netaji Subhash Dry Dock also, in the same period, the average number of ships handled per month was 6 to 7 and the average service time per ship 27 hours. It gives a total service time of 162 to 179 hours in all per month. Considering the number of docking and undocking and the total service time required per ship, the incidence of overtime working cannot be heavy. Again the statistics show that the over-time work of the officers of the Dry Docks is of an intermittent nature. They have the benefit of rent-free accommodation which should be adequate compensation for such overtime work. The benefit may continue. Suitable compensation for work on Sundays and holidays will be admissible in addition as suggested separately. The revised scales have been suggested by me having regard to all the relevant factors.

Allowance for Canibalisation

6.300 It has been stated that boat owners have adopted the process of canibalisation as a measure to achieve higher tonnage at less cost. This has added extra responsibility on the officers of the Boat Registration Section. The officers should be compensated by granting them overtime at the rate of Rs. 600 per month or 30 per cent of the extra revenue earned by the Trustees on this account.

6.301 Boat inspection is a normal duty of the officers whether arising out of cannibalisation or fresh construction. No case has been established for any compensation on this account.

Extra Allowance for Chipping & Painting jobs

6.302 A consolidated allowance at the following rates has been claimed for the work connected with chipping and painting of the Trustees' vessels :

Superintendent Dry Docks	Rs. 300
Shipwright-in-Charge	Rs. 300
Shipwright	Rs. 250

6.303 The Trustees have sanctioned extra staff of one Assistant Foreman and three shipyard charge-hands to assist the officers in this work. Addition to their duties on this account has already been taken into consideration by the Desai Committee in fixing their pay scales. No separate allowance for this work is called for.

Shri D.K. Dutta, Deputy Director II, Marine Department.

6.304 The present scale of the post of Deputy Director II, Marine Department is Rs. 1500-50-1700-75-2000. It is the officer's contention that as Deputy Director he has to deal with various sectional heads and since the latter's pay scales are higher, he is apt to be slighted by them. He wants to be treated as equivalent to a sectional head for purposes of revision.

6.305 The plea cannot be accepted as he provides only staff support to the Director, Marine Department. His responsibilities do not compare with those of the Sectional heads.

Naval Architect (Shri Rajat Roy Chaudhuri)

6.306 The present scale of the post of Naval Architect is Rs. 1200-1500. It is an isolated and temporary post. The incumbent claims that the duties and responsibilities are comparable to those of ship surveyors in the Mercantile Marine Department. He states that he has no opportunities of promotion and has been stagnating at the maximum of the scale for about 8 years. He requests for a longer scale of 15 years. A demand has also been made for a Specialisation Allowance on the analogy of the Design Allowance given to Civil Engineer and an Incentive Allowance for holding additional qualifications.

6.307 A comparison has been made with the Deputy Engineer Superintendent and it is stated that prior

to the Second Pay Commission, the Naval Architect was on a scale higher than that of Deputy Engineer Superintendent. But the relativity was lost after the last revision by the Desai Committee which put the Naval Architect on Rs. 1200-1500. A scale of Rs. 1800-2000, as for the Deputy Engineer Superintendent has been suggested.

6.308 I have considered the representation. The post bears no comparison with the Ship Surveyors in the Mercantile Marine Department or with the Engineer Superintendent either in duties and responsibilities or the qualifications required. I have suggested the revised scale taking into account the lack of opportunities for promotion. There is no case for a specialisation allowance or an incentive allowance for additional qualifications.

Establishment Officer, Office of Director,
Marine Department.

6.309 The present scale is Rs. 475-1100. A scale of Rs. 1500-2250 has been demanded.

6.310 The Establishment Officer, as the designation indicates, provides secretarial assistance to the Director, Marine Department, in establishment matters. It is a promotion post, fifth in the chain from the point of entry, namely, clerk. The complaint that there are no opportunities for promotion has thus no substance. The revised scale has been suggested after considering all the aspects.

Inspector, New Ship Construction (P.L. Mathew)

6.311 It is a new post created in December, 1975, on a scale of Rs. 800-1350. The duties include visits to various shipyards where Trustees' vessels are under construction, to check quality and standard of materials used and workmanship. The present incumbent is re-employed having retired as Superintendent, Dry Docks, at the maximum basic pay. His pay has been fixed on the basis of last pay drawn minus pension. A scale of Rs. 2000-3000 is demanded with motor car allowance of Rs. 500 per month.

6.312 The post is temporary. No specific pay scale has been prescribed for it. The applicant has been appointed on the basis of last pay drawn minus pension. The determination of his pay is more in the nature of a personal arrangement. There is no need to suggest a revised pay scale for this isolated and temporary post. The present arrangement may continue.

Safety Officer and Assistant Safety Officer.

6.313 The present scale of pay of the Safety Officer is Rs. 475-1100. The post of Assistant Safety Officer is in class III and carries the scale of Rs. 360-650 but the incumbent has class II status as personal to him. They render advice in regard to the handling and storage of explosives and inflammable materials and other hazardous cargoes. It has been stated that the corresponding post in Bombay, namely that of Assistant Manager

(Hazardous Cargoes) is on scale of Rs. 300-1350 for which the present safety Officer was in fact selected but could not be released. It is also urged that with the commissioning of Haldia Dock and the possibility of growth of chemical industry, the responsibilities of the Safety Officer and the Assistant Safety Officer will increase. The following pay scales have been requested :

Safety Officer	Rs. 1450-2100
Assistant Safety Officer	Rs. 1200-1800

6.314 All aspects have been taken into consideration in suggesting the revised scales.

Senior Radio Officer

6.315 The previous scale of the Senior Radio Officer was Rs. 370-550 (class III), which was revised with effect from 1.4.75 to Rs. 590-830 and the post classified as class II. The appointment is made by promotion from among the Radio Officers on the WRC scale of Rs. 900-1200. Senior Radio Officers are required to take charge of wireless stations on pilot vessels, the Hooghly point wireless station and two despatch vessels. It is stated that they are also responsible for maintenance of wireless equipment and other electronic navigational aid in their charge. It has been represented that the opportunities for promotion are very few, there being only two posts, namely that of Chief Radio Officer and the Deputy Chief Radio Officer, to which a Senior Radio Officer can aspire. It has been stated that prior to reclassification with

effect from 1.4.75, they were on class II scale, which was under consideration of the WRC and were in receipt of interim relief of Rs. 50 per month, which they lost after fitment in the new scale of Rs. 590-830. Promotion to Class II has also deprived them of the benefit of night weightage and children's education allowance etc., causing them a financial loss. They claim that their service is comparable with that of the Radio Officers in the merchant navy and that they should get the pay scales admissible in the Shipping Corporation of India, a Government of India Undertaking..

6.316 The claim that the Senior Radio Officers should be paid on the same basis as in the merchant Navy cannot be accepted. The job has been evaluated by the Trustees as recently as on 1.4.75 when a new scale given to the Senior Radio Officers. The revised scale proposed for them takes into consideration the scale of Rs. 900-1200 recommended by the W R C for the Radio Officers, from among whom the Senior Radio Officers are appointed. The post of Senior Radio Officer is itself a promotion post, the feeder post and point of entry being the Radio Officer. Moreover there are two more administrative posts for Senior Radio Officers. These promotional opportunities have been taken into consideration in suggesting the revised scale.

Radio Officers

6.317 A memorandum has been submitted on behalf of the Radio Officers also. The Radio Officers are class III officers in the WRC scale of Rs.900-1200 (pre-revised scale being Rs.370-550). Class III employees are outside my purview. I have, therefore, not dealt with their representation.

Chief Radio Officer/Deputy Chief Radio Officer

6.318 The Chief Radio Officer is at present on the scale of Rs.800-1200, which before revision by the Desai Committee was Rs.700-1020. The Deputy Chief Radio Officer is on Rs.450-1040 which prior to revision was Rs.375-710. It is stated that the Calcutta Port Trust wireless shoulders the responsibility of maintaining communications with all the ships lying in Hooghly River on a stretch of 126 miles, a service which no other port has a parallel. The Chief Radio Officer and the Deputy Chief Radio Officer are the sectional heads of the service under the Director, Marine Department, and they are responsible for its smooth and efficient functioning, both administrative and operational as well as technical. The Radio Officers of the Calcutta Port Wireless Service have the same qualifications as merchant navy Radio Officers. Radical changes in techniques have enhanced the qualitative aspect of their responsibilities which has not been sufficiently recognised. The number

of Wireless stations and equipment has also increased over the years.

6.319 It has to be conceded that there has been an increase in the number and sophistication of the equipment that the set up has to handle. These factors have been taken into consideration in proposing the revised scales of pay for these posts.

Lighting Section

6.320 The Lighting Section is headed by a Lighting Officer, on a scale of Rs.800-1350, assisted by two Assistant Lighting Officers on a scale of Rs.450-1040. The Lighting Section is responsible for the maintenance of about 200 marine lights in the 120 miles of the lighted channel of the River Hooghly. They are both ashore and afloat. It is claimed that the officers of this section have to go down the river on despatch vessels and launches to attend to the lights in all kinds of weather conditions. Working on buoys lights in unsheltered waters and exposed to the fury of weather involves physical risks. They claim that since they have to go down the river for maintenance of lights connected with navigation both on shore and afloat, they should be considered as marine officers and given marine allowances such as mess allowance, uniform allowance, away from base allowance, weekly off and 20 days casual leave. Also, since August, 1973, the lighting section has started fabrication of glass

reinforced plastic lanterns from indigenous materials to discourage pilferage of copper and other metals which were in use in the lights previously. This manufacturing activity has resulted in a considerable saving to the port and efficiency in the lighting of the channel. A revised scale of Rs.1750-2800 is demanded for the Lighting Officer and of Rs.1450-2150 for the Assistant Lighting Officers. It is claimed that a Charge Allowance of Rs.200 should be given to the Lighting Officer in addition for the scheme of fabricating the lights.

6.321 The officers of the Lighting Section have no marine qualifications. They are essentially shorebased and go down the river occasionally for short spells of 2/3 days and sometimes of one day only after which they return to base. Their claim to be treated as marine officers and to be provided with marine allowances cannot be accepted as those allowances are not related to their duties. The revised scales have been proposed having regard to all relevant factors. There is, however, some validity in the demand that there should be suitable compensation for the manufacturing activity that the section has undertaken. Grant of a charge allowance of Rs.150 per month to the Lighting Officer is recommended.

6.322 The Lighting Officer is also in receipt of Messing and Transport Allowance in the nature of fixed T.A. for the journeys he performs down the river (6 to 8 days in a month) and the local running that they have to do. The rate of messing-cum-transport allowance was last revised in 1969 from Rs.150 to 200. A separate car allowance and a separate messing allowance have been demanded on the same basis as admissible to other officers. Having regard to the occasional trips down the river of varying durations that the Lighting Officer of this Section has to make, a consolidated fixed T.A. as is admissible now, is more convenient and appropriate. However, having regard to the increase in the cost of messing and conveyance, the present rate of Rs.200 is recommended to be increased to Rs.300 per month.

Haldia

6.323 The officers of the Haldia Dock Complex have submitted their representations. They have also been heard. It is their contention that when the Manpower Committee made its recommendations in regard to the organisation and pay structure of the officers at Haldia, it did not have before it any model on which it could base its recommendations. They have contended that the pay structure of the officers at Haldia is not commensurate with the duties and responsibilities that they carry, particularly the managerial responsibilities that they have to shoulder in addition to the executive responsibilities. A sizeable upward revision in the pay structure has been sought.

6.324 Posts for the Haldia Complex were created as recently as in February 1976 with the sanction of Government. It must be assumed that in doing so all the relevant factors, including the duties and responsibilities were taken into consideration. It would appear too early now to make a fresh assessment. I have, therefore, refrained from making a fresh assessment and have merely suggested restructuring of the existing pay scales in line with the pattern of the other posts that I have proposed. I would, however, like to mention that my inquiry has left me with an impression that considering the work requirements and the staff sanctioned for comparable work in other major Ports, the establishment in Haldia is excessive in terms of both level and number of posts and needs a careful review.

Haldia Project Allowance

6.325 Officers of the Haldia Project are in receipt of a Project Allowance equal to 15 per cent of their pay subject to a maximum of Rs.150 per months. The officers of the Haldia Dock Complex have urged that they have to work in similar conditions and should, therefore, also be given a Project Allowance.

6.326 The conditions in which the officers of the Haldia Project live and work are somewhat different from those of the officers of the Haldia Dock Complex. The officers of the Project live in transit accommodation of a temporary nature away from their families in Calcutta. In this respect they do not have the same freedom of being with their families as officers of the Dock Complex. I am not, therefore, in favour of extending the Project Allowance to the staff of the Dock Complex. In any case the Project Allowance is a temporary allowance which is given till various amenities such as marketing centres, educational institutions, residential accommodation are developed. These amenities are now sufficiently developed in Haldia. The living and working conditions there are superior to those in Paradip. I suggest that the Port Trust may consider withdrawing the allowance from 1.1.1979. The remaining project work can be transferred to the Dock Complex.

6.327 Officers of the Haldia Project are provided with Chummary accommodation on a rent equal to $2\frac{1}{2}$ per cent of their pay. It was represented that considering the nature of the accommodation, the rent should be limited to Rs.40 per month. I think there is some force in the grievance made by the officers. The Port Trust may consider limiting it to the standard rent of the accommodation with the addition of a reasonable charge on account of water and electricity.

Dredger Research Officer

6.323 It has been represented that the duties of the Dredger Research Officer are more in the nature of an Adviser and that, therefore, he should be redesignated as Marine Adviser. It has been urged that the duties and responsibilities of the post have increased considerably since 1975. The appointment is made by selection from among senior Commanders of Dredger & Despatch Service with certificate of competency of Master Mariner (Foreign Going) on the scale of Rs.1200-2000. It is contended that appropriate weightage has not been given to the increased duties and responsibilities since the post was created in 1962. The incumbent has to have an intimate knowledge of the river conservancy, development of navigable channel as well as operations of dredging. He has also to keep himself abreast of the latest developments in the manufacture of dredgers. It has also to be considered that the post does not have any set avenues of further promotion. It has been demanded that the scale of pay and allowances should be at par with those of sectional heads in the Marine Department with Master Mariner's certificate, like the Harbour Master (Port). The incumbent should also be eligible for promotion to the post of Director, Marine Department or any other higher post.

6.329 The considerations urged in the representation have been suitably taken into account by me in proposing the new scale. The redesignation of the post and the eligibility of its incumbent for promotion to the post of Director, Marine Department, are matters outside my purview.

Revised Pay Scales

6.330 I recommend that the existing scales of the various posts in the Calcutta Port Trust may be revised as proposed in the annexed schedule.

CPT-1

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
1.	Deputy Chairman	2500-125/2-2750	2750-125/2-3000
SECRETARY'S DEPARTMENT			
2.	Secretary	1700-100-2000	2200-100-2700
3.	Deputy Secretary	1200-50-1500	1700-55-1920- 60-2100
4.	Assistant Secretary	800-40-1000-50- 1200-50/2- 1350.	1300-50-1650-EB- 50-1900
5.	Junior Assistant Secretary	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45- 1245-EB-45- 1380-50-1630.
6.	Private Secretary to the Chairman	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45- 1245-EB-45- 1380-50-1630.
7.	Chief Public Relations Officer	1200-50-1500	1700-55-1920- 60-2100.
8.	Public Relations Officer	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100.	950-40-1110-45- 1245-EB-45- 1380-50-1630.
9.	Officer on Special Duty (Internal Security)	800-40-1000-50- 1200-50/2- 1350.	1300-50-1650-EB- 50-1900.
10.	Officer on Special Duty (Planning and Research)	1700-100-1900	2200-100-2500
11.	Deputy Secretary (Planning and Research)	1200-50-1500	1700-55-1920- 60-2100.
12.	O. and M. Officer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
13.	Traffic Promotion Officer	1200-50-1500	1700-55-1920- 60-2100
14.	Senior Statistical Officer	800-40-1000-50- 12 1200-50/2-1350	1300-50-1650-EB- 50-1900.

CPT 2

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
15.	Statistical Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630.
16.	Management Analyst	800-40-1000-50-1200-50/2-1350.	1300-50-1650-EB-50-1900.
17.	Inspector	500-30-680-EB-30-800	970-35-1040-40-1160-EB-40-1360.
18.	Vigilance and Security Adviser	1200-50-1500	1700-55-1920-60-2100
19.	Security Officer (PSO and Permit)	590-30-680-EB-30-830-35-1040	1080-40-1320-EB-40-1400-45-1580.
20.	Security Officer (Vigilance)	590-30-680-EB-30-830-35-1040	1080-40-1320-EB-40-1400-45-1580
21.	Assistant Security Officer (Vigilance)	425-25-500-30-680-EB-30-800	900-35-1040-40-1080-EB-40-1360.

22.

LABOUR DEPARTMENT

22.	Labour Adviser and Industrial Relations Officer	1400-60-1700-100-1800	2050-75-2200-100-2500
23.	Deputy Labour Adviser and Industrial Relations Officer	1200-50-1500	1700-55-1920-60-2100
24.	Labour Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100.	950-40-1110-45-1245-EB-45-1380-50-1630

CPT 3

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
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ACCOUNTS DEPARTMENT

25.	Financial Adviser and Chief Accounts Officer	1900-100-2200	2475-100-2675-125/2/2800
26.	Additional Chief Accounts Officer	1700-100-1900	2200-100-2500
27.	Deputy Chief Accounts Officer (Senior)	1400-60-1700	1900-75-2200-100-2300
28.	Deputy Chief Accounts Officer (Junior)	1200-50-1500	1700-55-1920-60-2100
29.	Senior Accounts Officer	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.*
30.	Junior Accounts Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
31.	Treasurer	680-30-830-35-1040	1160-40-1320-EB-40-1400-45-1580
32.	Deputy Treasurer	590-30-680-EB-30-830-35-900	1080-40-1320-EB-40-1440
33.	Inspector of Audit and Accounts	500-30-800	970-35-1040-40-1160-EB-40-1360
34.	Inspector of Audit and Accounts (Costing)	500-30-800	970-35-1040-40-1160-EB-40-1360.

*plus special pay of Rs.100 for Senior Accounts Officer, Cash and Pay Section.

CPT 4

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
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LEGAL DEPARTMENT

35.	Legal Adviser	1800-100-2000-125-2250	2300-100-2500-125/2-2750.
36.	Deputy Legal Adviser	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
37.	Assistant Legal Adviser	475-475-525-35-770-EB-35-840-40-1000-50-1100.	950-40-1110-45-1245-EB-45-1380-50-1630

LAND DEPARTMENT

38.	Land Manager	1400-60-1700-100-2000	1900-75-2200-100-2600.
39.	Deputy Land Manager	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.
40.	Assistant Land Manager	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630

TRAFFIC DEPARTMENT

41.	Traffic Manager	1900-100-2200	2475-100-2675-125/2-2800.
42.	Docks Manager	1700-100-1900	2200-100-2500
43.	Deputy Docks Manager	1200-50-1500	1700-55-1920-60-2100
44.	Deputy Traffic Manager	1200-50-1500	1700-55-1920-60-2100
45.	Superintendent	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900 plus special pay of Rs. 100 for Superintendent, Coal Dock.

CPT 5

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
46.	Assistant Traffic Manager	800-40-1000-50-1200-50/2-1350.	1300-50-1650-EB-50-1900.
47.	Assistant Superintendent	475-475-525-35-770-EB-35-840-40-1000-50-1100 plus Night allowance of Rs 100 p.m. per month for Asstt. Supdt. (Trimming)	950-40-1100-45-1245-EB-45-1380-50-1630 plus Night Allowance of Rs. 100 p.m. for Asstt. Supdt. (Trimming)
48.	Security Officer (Fire Fighting)	590-30-680-EB-30-830-35-1040	1080-40-1320-EB-40-1400-45-1500
49.	Deputy Security Officer (Fire Fighting)	425-25-500-30-680-EB-30-800	900-35-1040-40-1080-EB-40-1360
50.	Railway Operating Superintendent	1500-100-2000	2000-100-2600
51.	Superintendent Transportation	1400-60-1700	1900-75-2200-100-2300
52.	Deputy Superintendent Transportation	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.
53.	Senior Assistant Superintendent, Transportation	475-475-525-35-770-EB-35-840-40-1000-50-1100.	950-40-1110-45-1245-EB-45-1380-50-1630.
54.	Junior Assistant Superintendent, Transportation	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630.
55.			

CPT 6

Sl. No. Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
MEDICAL DEPARTMENT		
55. Chief Medical Officer	1700-100-2200	2200-100-2700
56. Medical Superintendent	1400-60-1700	1900-75-2200-100-2300
57. Chief Surgeon	1400-60-1700	1900-75-2200-100-2300
58. Chief Physician	1400-60-1700	1900-75-2200-100-2300
59. Deputy Medical Officer (Medical)	750-40-950-50-1400	1250-50-1650-EB-50-1950
60. Health Officer	525-35-770-EB-35-840-40-1000-50-1200-50/2-1350 (upto 30.4.1975)	1000-40-1120-45-1300-EB-50-1650-EB-50-1900 (upto 30.4.1975)
	750-40-950-50-1400 (from 1.5.1975)	1250-50-1650-EB-50-1950 (from 1.5.1975)
61. Senior Assistant Medical Officer	525-35-770-EB-35-840-40-1000-50-1200-50/2-1350	1000-40-1120-45-1300-EB-50-1650-EB-50-1900
62. Dental Surgeon	525-35-770-EB-35-840-40-1000-50-1200-50/2-1350	1000-40-1120-45-1300-EB-50-1650-EB-50-1900
63. Assistant Medical Officer	425-25-500-30-680-EB-30-830-35-1040	950-40-1110-45-1245-EB-45-1380-50-1630
64. Assistant Medical Officer (Health)	425-25-500-30-680-EB-30-830-35-1040	950-40-1110-45-1245-EB-45-1380-50-1630
65. Bio-Chemist	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-35-1580

CPT 6

Sl. No. Post	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
MEDICAL DEPARTMENT			
55.	Chief Medical Officer	1700-100-2200	2200-100-2700
56.	Medical Superintendent	1400-60-1700	1900-75-2200-100-2300
57.	Chief Surgeon	1400-60-1700	1900-75-2200-100-2300
58.	Chief Physician	1400-60-1700	1900-75-2200-100-2300
59.	Deputy Medical Officer (Medical)	750-40-950-50-1400	1250-50-1650-EB-50-1950
60.	Health Officer	525-35-770-EB-35-840-40-1000-50-1200-50/2-1350 (upto 30.4.1975)	1000-40-1120-45-1300-EB-50-1650-EB-50-1900 (upto 30.4.1975)
		750-40-950-50-1400 (from 1.5.1975)	1250-50-1650-EB-50-1950 (from 1.5.1975)
61.	Senior Assistant Medical Officer	525-35-770-EB-35-840-40-1000-50-1200-50/2-1350	1000-40-1120-45-1300-EB-50-1650-EB-50-1900
62.	Dental Surgeon	525-35-770-EB-35-840-40-1000-50-1200-50/2-1350	1000-40-1120-45-1300-EB-50-1650-EB-50-1900
63.	Assistant Medical Officer	425-25-500-30-680-EB-30-830-35-1040	950-40-1110-45-1245-EB-45-1380-50-1630
64.	Assistant Medical Officer (Health)	425-25-500-30-680-EB-30-830-35-1040	950-40-1110-45-1245-EB-45-1380-50-1630
65.	Bio-Chemist	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-35-1580

CPT 7

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
66.	Matron	700-35-770-EB- 35-840-40- 1000-50-1100	1200-45-1380-50-1430- EB-50-1630
STORES DEPARTMENT			
67.	Controller of Stores	1400-60-1700-100- 1800	(i) 1900-75-2200-100- 2400 (upto 25.7.1976) (ii) 2300-100-2600 (on and from 26.7.1976)
68.	Senior Deputy Controller of Stores	1200-50-1500	1700-55-1920-60-2100
69.	Deputy Controller of Stores	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
70.	Assistant Controller of Stores	475-475-525-35- 770-EB-35-840-40 1000-50-1100	950-40-1110-45-1245- EB-45-1380-50-1630
71.	Accountant, Government Purchase	425-25-500-30-680- EB-30-830-35- 1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
ENGINEERING DEPARTMENT			
72.	Chief Engineer	2100-125-2350- 100-2450	2600-100-2900
73.	Additional Chief Engineer	2000-125-2250	2500-75-2650-100- 2750
74.	Deputy Chief Engineer	1700-100-1900	2200-100-2500
75.	Senior Executive Engineer	1200-50-1500	1700-55-1920-60-2100

CPT 8

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
76.	Junior Executive Engineer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900.
77.	Assistant Engineer	475-475-525-35-770-950-40-1110-45-1245- EB-35-840-40- 1000-50-1100	EB-45-1380-50-1630
78.	Junior Assistant Engineer	425-25-500-30-680- EB-30-830-35- 1040.	900-35-1040-40-1080- EB-40-1400-EB-45- 1580.
79.	Deputy Chief Engineer (Design)	1700-100-1900	2200-100-2500
80.	Superintending Engineer (Design)	1400-60-1700	1900-75-2200-100- 2300
81.	Senior Executive Engineer (Design and Quantity)	1200-50-1500	1700-55-1920-60- 2100
82.	Junior Executive Engineer (Design) and Quantity)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
83.	Junior Executive Engineer (Design)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900.
84.	Junior Executive Engineer (Quantity)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
85.	Assistant Engineer (Design)	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100.	950-40-1110-45-1245- EB-45-1380-50- 1630
86.	Assistant Engineer (Quantity)	475-475-525-35- 770-EB-35-840 40-1000-50- 1100	950-40-1110-45-1245 EB-45-1380-50-1630.

CPT 9

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
87.	Assistant Architect	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1380-50- 1630
88.	Senior Engineer -in-Charge (Survey)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
89.	Chief Surveyor	590-30-680-EB- 30-880-35-1040	1080-40-1320-EB-40 1400-45-1580.
90.	Engineer-in- Charge, Mechanical Plant	590-30-680-EB-30- 830-35-1040	1080-40-1320-EB-40- 1400-45-1580
91.	Supervisor, Jetty Workshop	590-30-680-EB- 30-830-35-1040	1080-40-1320-EB-40- 1400-45-1580.
92.	Senior Engineer -in-Charge, Railway	800-40-1000-50- 1200-50/2- 1350	1300-50-1650-EB-50- 1900.
93.	Assistant Engineer Railway	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100.	950-40-1110-1245- EB-45-1380-50- 1630.
94.	Permanent Way Inspector	500-30-680-EB-30- 800.	970-35-1040-40-1160- EB-40-1360
95.	Port Diver	590-30-680-EB-30- 830-35-1040 plus Diving Allowance Rs. 200.	1080-40-1160-EB- 40-1400-45-1580 plus Diving Allowance Rs. 250 per month.

CPT 10

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed scale Rs.
96.	Shipwright Diver	425-25-500-30-680- EB-30-830-25- 1040 plus Diving Allowance of Rs. 150.	900-35-1040-40-1080- EB-40-1400-EB-45- 1580 plus Diving Allowance of Rs. 200 per month.
97.	Dress Diver	375-25-500-30-590- EB-30-830 plus Diving Allowance of Rs. 150	830-35-1040-40-1080- EB-40-1400 plus Diving Allowance of Rs. 200 per month.
98.	Plantation and Gardening Officer	475-475-525-35-770- EB-35-840-40- 1000-50-1100.	950-40-1110-45-1245- EB-45-1380-50-1630
99.	Officer on Special Duty	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580.
100.	Fire and Security Officer	425-25-500-30-680- EB-30-800.plus special allowance at 10% of pay.	900-35-1040-40-1080- EB-40-1360 plus special allowance of Rs. 80 per month.

CHIEF MECHANICAL ENGINEER'S DEPARTMENT

101.	Chief Mechanical Engineer	2100-125-2350-100- 2450.	2600-100-2900-
102.	Deputy Chief Mechanical Engineer	1400-60-1700	1900-75-2200-100- 2500.
103.	Superintendent, Vessels' Repair	1400-60-1700	1900-75-2200-100- 2300
104.	Senior Executive Engineer (Mechanical)	1200-50-1500	1700-55-1920-60-2100

CPT 10

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed scale Rs.
96.	Shipwright Diver	425-25-500-30-680- EB-30-830-35- 1040 plus Diving Allowance of Rs. 150.	900-35-1040-40-1080- EB-40-1400-EB-45- 1580 plus Diving Allowance of Rs. 200 per month.
97.	Dress Diver	375-25-500-30-590- EB-30-830 plus Diving Allowance of Rs. 150	830-35-1040-40-1080- EB-40-1400 plus Diving Allowance of Rs. 200 per month.
98.	Plantation and Gardening Officer	475-475-525-35-770- EB-35-840-40- 1000-50-1100.	950-40-1110-45-1245- EB-45-1380-50-1630
99.	Officer on Special Duty	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580.
100.	Fire and Security Officer	425-25-500-30-680- EB-30-800.plus special allowance at 10% of pay.	900-35-1040-40-1080- EB-40-1360 plus special allowance of Rs. 80 per month.

CHIEF MECHANICAL ENGINEER'S DEPARTMENT

101.	Chief Mechanical Engineer	2100-125-2350-100- 2450.	2600-100-2900-
102.	Deputy Chief Mechanical Engineer	1400-60-1700	1900-75-2200-100- 2500.
103.	Superintendent, Vessels' Repair	1400-60-1700	1900-75-2200-100- 2300
104.	Senior Executive Engineer (Mechanical)	1200-50-1500	1700-55-1920-60-2100

CPT 11

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
105.	Senior Executive Engineer (Marine)	1200-50-1500	1550-50-1700-60-2240 Less Rs. 100 per single certificate. If appointed by promotion from the rank of Junior Executive Engineer (Marine), the scale should be deemed to commence at the stage of Rs.1700.
106.	Senior Executive Engineer (Development)	1200-50-1500	1700-55-1920-60-2100.
107.	Senior Executive Engineer (Shipyard)	1200-50-1500	1700-55-1920-60-2100.
108.	Senior Executive Engineer (Electrical)	1200-50-1500	1700-55-1920-60-2100.
109.	Junior Executive Engineer (Marine)	900-50-1350	1450-50-1700-EB-60-2120
110.	Junior Executive Engineer (Mechanical)	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
111.	Junior Executive Engineer (Electrical)	800-40-1000-50-1200-50/2-1350.	1300-50-1650-EB-50-1900.
112.	Junior Executive Engineer (Development)	800-40-1000-50-1200-50/2-1350.	1300-50-1650-EB-50-1900.
113.	Junior Executive Engineer (Shipyard)	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.

CPT 12

Sr. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
114.	Senior Shipwright	1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900 with special pay of Rs. 100 per month.
115.	Senior Engineer-in-Charge (Electrical)	1000-50-1200-50/2-1350.	1300-50-1650-EB-50-1900 with special pay of Rs. 100 per month
116.	Senior Engineer-in-Charge (Grain Unloading)	1000-50-1200-50/2-1350.	1300-50-1650-EB-50-1900 with special pay of Rs. 100 per month
117.	Senior Engineer-in-Charge (Workshop)	1000-50-1200-50/2-1350.	1300-50-1650-EB-50-1900 with special pay of Rs. 100 per month
118.	Senior Engineer-in-Charge (Loco)	1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900 with special pay of Rs. 100 per month
119.	General Foreman	1000-50-1200-50/2-1350	1300-50-1650-EB-50-1950 with special pay of Rs. 100 per month
120.	Inspecting Engineer	800-40-1000-50-1200-50/2-1350.	1300-50-1650-EB-50-1900
121.	Engineer-in-Charge Hydraulic Pumping Station, NSD.	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.
122.	Engineer-in-Charge Hydraulic Pumping Station, KPD	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.
123.	Engineer-in-Charge GRJ & NSD	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.
124.	Engineer-in-Charge Dock Basin Machinery	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.

CPT 13

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
125.	Foreman Fitting Shop, Machine Shop, New Machine and Fitting Shop, Wagon Shop.	800-40-1000-50- 1200-50/2- 1350.	1300-50-1650-EB- 50-1900.
126.	Foreman, Blacksmith Shop	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
127.	Moulder Foreman	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
128.	Outdoor Foreman	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
129.	Loco Foreman	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900.
130.	Mechanical Draughtsman	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900.
131.	Shipwright	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
132.	Saw Mill Foreman	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
133.	Electrical Fore- man, KP Dock I	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900.
134.	Electrical Foreman KP Dock II	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
135.	Electrical Foreman	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900.
136.	Electrical Foreman	800-40-1000-50- 1200-50/2-1350.	1300-50-1650-EB- 50-1900.
137.	Electrical Foreman GRJ	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900.

CPT 14

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
138.	Jetty Electrical Foreman	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900.
139.	Engineer-in-Charge Central Transport	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
140.	Engineer-in-Charge Mobile Cargo Handling Equipment.	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
141.	Foreman, Marine, Diesel and Auxiliaries	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
142.	Junior Assistant Mechanical Engineer	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100.	950-40-1110-45- 1245-EB-45-1380- 50-1630.
143.	Diesel Shop Foreman	710-30-830-35- 1040	1200-40-1400-EB- 45-1580
144.	Diesel Engine Foreman	710-30-830-35- 1040	1200-40-1400-EB- 45-1580.
145.	Assistant Loco Foreman	590-30-680-EB-30- 830-35-1040	1080-40-1320-EB-40- 1400-45-1580
146.	Head Train Examiner	590-30-680-EB-30- 830-35-1040	1080-40-1320-EB-40- 1400-45-1580
147.	Engineer-in-Charge Recirculating Pump	590-30-680-EB-30- -830-35-1040	1080-40-1320-EB-40- 1400-45-1580
148.	Shipyard Foreman	590-30-680-EB-30- 830-35-1040	1080-40-1320-EB-40- 1400-45-1580.
149.	Lift Inspector	590-30-680-EB-30- 830-35-1040	1080-40-1320-EB-40- 1400-45-1580.
150.	Plant Foreman	590-30-680-EB-30- 830-35-1040	1080-40-1320-EB-40- 1400-45-1580.

CPT 15

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed scale Rs.
151.	Fuel Officer	590-30-680-EB-30-830-35-1040.	1080-40-1320-EB-40-1400-45-1580.
152.	Foreman Buoy Yard	590-30-680-EB-30-830-35-1040	1080-40-1320-EB-40-1400-45-1580
153.	Assistant Marine Foreman	590-30-680-EB-30-830-35-1040.	1080-40-1320-EB-40-1400-45-1580
154.	Engineer-in-Charge C.V. 'Mahabahu'	425-25-500-30-680-EB-30-830-35-1040.	900-35-1040-40-1080-EB-40-1400-EB-45-1580.
155.	Engineer-in-Charge C.V. 'Virbahu'	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580.
156.	Engineer-in-Charge C.V. 'Atlas'	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
157.	Engineer-in-Charge Relieving Crane Vessels	425-25-500-30-680-EB-30-830-35-1040.	900-35-1040-40-1080-EB-40-1400-EB-45-1580.
158.	Engineer-in-Charge Crane Vessels	425-25-500-30-680-EB-30-830-35-1040.	900-35-1040-40-1080-EB-40-1400-EB-45-1580.
159.	Engineer-in-Charge J.D. 'Jharna'	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580.
160.	Planner I	590-30-680-EB-30-830-35-1040.	1080-40-1320-EB-40-1400-45-1580
161.	Millwright Foreman	590-30-680-EB-30-830-35-1040	1080-40-1320-EB-40-1400-45-1580.

CPT 16

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
162.	Engineer-in-Charge Chain Testing House	590-30-680-EB- 30-830-35- 1040	1080-40-1320-EB-40- 1400-45-1580
163.	Foreman-in-Charge Workshop Apprentices	590-30-680-EB- 30-830-35- 1040.	1080-40-1320-EB-40- 1400-45-1580
164.	Assistant Inspecting Engineer	590-30-680-EB- 30-830-35- 1040	1080-40-1320-EB-40- 1400-45-1580
165.	Engineer-in-Charge Mechanical Coal Loading Plant	590-30-680-EB- 30-830-35- 1040	1080-40-1320-EB-40- 1400-45-1580
166.	Second Engineer Dock Basin Machinery	590-30-680-EB- 30-830-35- 1040	1080-40-1320-EB-40- 1400-45-1580
167.	Second Engineer GRJ and NSD	590-30-680-EB- 30-830-35- 1040	1080-40-1320-EB-40- 1400-45-1580
168.	Second Engineer Grain Unloading	590-30-680-EB- 30-830-35- 1040	1080-40-1320-EB-40- 1400-45-1580
169.	Foreman Co-ordination	590-30-680-EB- 30-830-35- 1040	1080-40-1320-EB-40- 1400-45-1580
170.	Garage Superintendent	590-30-680-EB- 30-830-35- 1040	1080-40-1320-EB-40- 1400-45-1580
171.	Assistant Diesel Engine Foreman	590-30-680-EB- 30-830-30- 1040	1080-40-1320-EB-40- 1400-45-1580

CPT 17

Sl. No. Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
172. Second Engineer Mobile Cargo Handling Equipment	590-30-680-EB-30-830-30-1040	1080-40-1320-EB-40-1400-45-1580
173. Engineer-in-Charge, Jetty Engine House	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
174. Engineer-in-Charge, Jetty Engine House	590-30-680-EB-30-830-35-1040	1080-40-1320-EB-40-1400-45-1580.
175. Senior Progress Assistant	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.
176. Marine Foreman	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.

CPT 18

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed scale Rs.
HYDRAULIC STUDY DEPARTMENT			
177.	Chief Hydraulic Engineer	2100-125-2350- 100-2450	2600-100-2900
178.	Deputy Chief Hydraulic Engineer	1200-50-1400- 60-1700	1700-55-1810-70-2300
179.	Engineer on Special Duty, Hydraulic Study Department	1700-100-1900	2200-100-2500
180.	Senior Scientific Officer	800-40-1000-50- 1200-50/2-1350 (one post at Berhampore carries a special allowance of Rs. 150 per month.	1300-50-1650-EB-50- 1900 (One post at Behrampur will continue to carry Special allowance of Rs. 150 per month.
181.	Assistant Hydraulic Engineer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
182.	Electronic Instrument Engineer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
183.	Assistant Scientific Officer	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245-EB- 45-1380-50-1630.
184.	Assistant Engineer, Hydraulic Research <u>Assistant Engineer</u>	475-475-525-35- 770-EB-35-840-40- 1000-50-1100	950-40-1110-45-1245 EB-45-1380-50- 1630.

CPT 19

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
185.	Junior Field Officer	425-25-500-30- 680-EB-30- 800	900-35-1040-40-1080- EB-40-1360
186.	Dredging Research Officer	1200-50-1700-75- 2000	1800-60-2340-100- 2640
187.	Deputy River Surveyor (Planning and Research)	1850-50-2050	2425-75-2500-100- 2700
188.	Commander (River Survey)	1400-50-1900	2000-60-2360-100-2560
189.	Assistant River Surveyor	800-40-1200-50- 1700	1350-50-1700-60-1820- EB-60-2360
190.	Marine Apprentices	600-600-650-EB- 700-EB-750	1025-1025-1075-EB-1125- EB-1175
	i. Training scale upto April 1977		
	ii. Training scale from April 1977	600-800-900- 1000-1000 (Second Mate (FG) Starts at the stage of Rs.800 and First Mate (FG) at the stage of Rs. 900.)	1025 / 1225 / 1325 / 1425 / 1425. (Second Mate FG will start at the stage of Rs.1225 and First Mate FG at the stage of Rs. 1325)

CPT 20

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
191.	Chief Engineer Class I Vessel	1150-50-1900 Less Rs. 100 for single certi- ficate.	1700-60-2120-EB- 60-2540 Less Rs. 100 for single certificate.
192.	Second Engineer, Class I Vessel	a. 800-40-1000-50- 1250. Less Rs. 50 for single certificate plus special allowance Rs.100 per month (for those with Second Class MOT Certificate	1350-50-1600-EB-50- 1800 Less Rs.50 for single certificate plus Special pay Rs. 100 per month (For those with Second Class MOT Certificate)
		b. 550-25-650-30-800- 40-1000-50-1050 Less Rs.50 for single certificate plus special pay of Rs. 100 per month (For those with Inland Engineer's Certificate)	1060-35-1200-40-1280- EB-40-1400-50-1600 Less Rs. 40 for single certificate plus special pay of Rs.100 per month. (For those with Inland Engineer's Certificate)
		c. 400-20-600-25-750 plus special pay Rs. 100 per month (For those without Certificate)	900-25-1050--EB-25- 1100-30-1230. plus special pay Rs. 100 per month (For those without certificate)

CPT 21

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
193.	Junior Marine Engineer	(a) 800-40-1000-50-1250 Less Rs.50 for single certificate. (For those with second class MOT certificate)	1350-50-1600-EB-50-1800 Less Rs. 50 for single certificate. (For those with second Class certificate)
		(b) 550-25-650-30-800-40-1000-50-1050 Less Rs.50 for single certificate (For those with Inland Engineer's Certificate)	1060-35-1200-40-1280-EB-40-1400-50-1600 Less Rs. 40 for single certificate (For those with Inland Engineer's Certificate).
		(c) 400-20-600-25-750 (For those without Certificate)	900-25-1050-EB-25-1100-30-1280 (For those without Certificate)
194.	Assistant Registrar, Institute of Port Management	500-30-800	970-35-1040-40-1160-EB-40-1360

MARINE DEPARTMENT

195.	Director, Marine Department	2000-100-2400	2650-100-2750-125/2/ 3125.
196.	Deputy Director-I Marine Department	1700-75-2000-50-2150	2250-75-2700-100-2800
197.	Deputy Director-I Marine Department	1500-50-1700-75-2000	2050-60-2350-100-2650

CPT 20
CPT 22

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
198.	Harbour Master (Port)	2150-50-2350	2600-75-2750-125/2-3000
199.	Deputy Harbour Master (Port)	2000-50-2150	2550-75-2700-100-2800.
200.	Dock Master	1950-50-2100	2500-75-2650-100-2750
201.	Mooring Master	1900-50-2050	2450-75-2600-100-2700
202.	Assistant Mooring Master	1850-50-2000	2400-75-2550-100-2650
203.	Officer-in-Charge Port Dredging	1850-50-2000	2400-75-2550-100-2650
204.	Harbour Master (River)	2150-50-2350	2600-75-2750-125/2-3000
205.	Deputy Harbour Master (River)	2000-50-2150	2550-75-2700-100-2800
206.	Commander (Pilot Vessel)	1950-50-2100	2500-75-2650-100-2750
207.	Marine Officer Haldia	1500-50-1700-75-2000	2050-60-2350-100-2650
208.	Pilot on Special Duty	1100-50-1700-75-1850-50-1950	1550-50-1700-60-1820-EB-60-2000-EB-60-2300-100-2600

Master FG will start at the stage of Rs.1700 in the above scale and his eligibility for the first and second increments will continue to be governed by the existing rules in that behalf.

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
209.	Pilot, Calcutta Pilot Service	1100-50-1700-75- 1850-50-1950	1550-50-1700-60-EB- 1760-60-2050-EB- 60-2300-100-2600 (Master (FG) will start at the stage of Rs.1700 in the above scale and his eligibility for the first and second increment will continue to be governed by the existing rules in that behalf.)
210.	Marine Apprentices (Training Scale)	600-800-900- 1000-1000 (Second Mate (FG) starts at the stage of Rs.800 and First Mate (FG) at the stage of Rs. 900).	1025/1225/1325/1425/ 1425 (Second Mate (FG) will start at the stage of Rs. 1225 and First Mate (FG) at the stage of Rs. 1325)
211.	Second/Additional Second Officer	450-30-600-EB-35- 740-40-900-EB- 40-1300 plus Rs. 100 to the officer who performs the duties of Executive Officer	950-40-1150-EB-40-1250- 50-1500-EB-50-1800- 60-1860 plus Rs. 100 to the offi- cer who performs the duties of Executive Officer. (Those who possess Second Mate FG or Home Trade Master Certificate will start at the stage of Rs. 1500.
212.	Deputy Dock Master	1350-50-1600	1900-60-2 200
213.	Assistant Dock Master	1250-50-1500	1800-60-2100
214.	Berthing Master	450-30-600-EB- 35-740-40-900- EB-40-1300-50- 1400. (Those with Second Mate (FG) and Home Trade Master's certificate start at the stage of Rs. 820.	950-40-1150-EB-40-1350- 50-1500-EB-50-1800- 60-1980. Those with Second Mate FG and Home Trade Master's certificate will start at the stage of Rs. 1500 and after completion of training will move to the stage of Rs.1550.

CPT 224

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
215.	Apprentice Berthing Master 1st Year	Stipend Rs. 150	Stipend Rs. 350
	2nd year	Stipend Rs. 150	Stipend Rs. 450
	Probationary Berthing Master 3rd Year	Rs. 350 fixed (plus usual allowances like DA, CCA and HRA as admissible to regular employees)	Pay Rs. 750 fixed (plus fixed DA, variable DA and HRA as proposed for officers)
216.	Superintendent, Dredger and Despatch Service (Special Duty)	2000-50-2200	2550-75-2700-125/2- 2825.
217.	Superintendent, Dredger and Despatch Service	2000-50-2200	2550-75-2700-125/2- 2825.
218.	Additional Superintendent Dredger and Despatch Service	2000-50-2150	2550-75-21700-100- 2800
219.	Deputy Superintendent, Dredger and Despatch Service	1950-50-2100	2500-75-2650-100- 2750.
220.	Commodore, Dredger and Despatch Service	1200-50-1700-75- 2000 plus Special Pay Rs. 50 per month	1800-60-2100-EB-60- 2340-100-2640, plus Commodore pay Rs. 100 per month
221.	Commander, Dredger and Despatch Service	1200-50-1700-75- 2000	1800-60-2100-EB-60- 2340-100-2640.

CPT 25

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
222.	Chief Officer Dredger and Despatch Service	1000-50-1800	1600-50-1700-60- 2000 -EB-60-2300- 75-2450.
223.	Dredger Master, Dredger and Despatch Service	1000-50-1800	1600-50-1700-60-2000- EB-60-2300-75- 2450
224.	Junior Chief Officer, Dredger and Despatch Service	450-30-600-35- 740-40-900-EB- 40-1300 plus Special Pay Rs.100 per month	950-40-1150-EB-40- 1350-50-1500-EB- 50-1800-60-1860 plus special pay of Rs. 100 per month (Second Mate (FG) and Home Trade Master's certificate will start at the stage of Rs. 1500 in the above scale.
225.	Tug Master, Dredger and Despatch Service	950-40-1150-50- 1300	1550-50-1800-EB-60- 1860.
226.	Second Officer, Dredger and Despatch Service	450-30-600-35- 740-40-900- EB-40-1300 (Those with Second Mate (FG), Home Trade Master, Home Trade Mate Certificate start at the stage of Rs. 820).	950-40-1350-50-1800- 60-1860. (Those with Second Mate (FG) and Home Trade Master's certificate will start at the stage of Rs.1500 in the above scale. Those with Home Trade Mate Certificate already recruited and given a higher starting pay may be allowed to retain the benefit as personal to them)
227.	River Surveyor	2000-50-2200 .	2550-75-2700-125/2- 2825.

CPI 26

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
228.	Deputy River Surveyor	1850-50-2050	2425-75-2500-100-2700
229.	Commander, Port Dredging Survey	1400-50-1900	2000-60-2300-EB-60-2360-100-2560
230.	Commander, River Surveyor	1400-50-1900	2000-60-2300-EB-60-2360-100-2560
231.	Officer-in-Charge Surveys, Dredger Survey Party	800-40-1200-50-1700 plus Charge Pay Rs. 100 per month	1350-50-1700-60-1820-EB-60-2360 plus Charge Pay Rs. 100 per month
232.	Assistant River Surveyor	800-40-1200-50-1700	1350-50-1700-60-1820-EB-60-2360
233.	Marine Apprentices		
	i. Training Scale upto July 1975	600-600-650-EB-700-EB-750-EB	1025-1025-1075-EB-1125-EB-1175-EB
	ii. Training Scale from July 1975.	600/800/900/1000/1000 (Second Mate (FG) starts at the stage of Rs.800 and First Mate (FG) at the stage of Rs. 900).	1025/1225/1325/1425/1425 (Second Mate (FG) will start at the stage of Rs.1225 and First Mate (FG) at the stage of Rs. 1325).
234.	Engineer Superintendent	1950-50-2150	2525-75-2675-125/2-2800
235.	Deputy Engineer Superintendent	1800-50-2000	2375-75-2450-100-2 650.
236.	Assistant Engineer Superintendent	1500-50-1950	2050-60-2350-75-2575

CPT-27

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
237.	Commodore Chief Engineer, Class I Vessel	1150-50-1400- Less Rs. 100 for single certifi- cate plus Special Pay Rs. 50 per month	1700-60-2120-EB-60- 2540 Less Rs. 100 for single certificate plus Commodore Pay Rs. 100 per month.
238.	Chief Engineer, Class I Vessel	1150-50-1900 Less Rs. 100 for single certificate	1700-60-2120-EB-60- 2540 Less Rs. 100 for single certificate
239.	Second Engineer, Class I Vessel	950-50-1600	1550-50-1700-60- 1880-EB-60-2240 Less Rs. 100 for single certificate
240.	Relieving Engineer	950-50-1600 Less Rs. 100 for single certificate	1550-50-1700-60- 1880-EB-60-2240 Less Rs. 100 for single certificate
241.	Engineer-in- Charge, Class II Vessel	(a.) 900-40-1100-50- 1350 Less Rs. 50 for single certifi- cate (For those with second class MOT Certificate)	1450-50-1700-EB-50- 1800-60-1920 Less Rs. 50 for single certificate (For those with Second Class MOT Certificate)
		(b) 650-25-750-30-900- 40-1100-50-1150 Less Rs. 50 for single certificate (For those with Inland Engineer's Certificate)	1165-35-1200-40-1400- EB-50-1700 Less Rs. 40 for single certificate. (For those with Inland Engineer's Certificate)

CPT 28

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
242.	Second Engineer Class I Vessel	a. 800-40-1000-50- 1250 Less Rs. 50 for single certificate plus special pay Rs. 100 per month (For those with Second Class MOT Certificate)	1350-50-1600-EB-50- 1800 Less Rs. 50 for single certificate plus special pay Rs.100 per month (For those with Second Class MOT Certificate)
		b. 550-25-650-30- 800-40-1000- 50-1050 Less Rs. 50 for single certificate plus special pay Rs.100 per month (For those with Inland Engineer's Certificate)	1060-35-1200-40-1280- EB-40-1400-50-1600 Less Rs. 40 for single certificate plus special pay Rs. 100 per month (For those with Inland Engineer's Certificate)
		c. 400-20-600-25-750 plus special pay Rs. 100 per month (For those without certificate)	900-25-1050-EB-25- 1100-30-1250 plus special pay Rs. 100 per month (For those without certificate)

CPT 29

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
243.	Junior Marine Engineer	a. 800-40-1000-50-1250 Less Rs. 50 for single certificate (For those with second class MOT certificate)	1350-50-1600-EB-50-1800 Less Rs.50 for single certificate (For those with second class MOT certificate)
		b. 550-25-650-30-800-40-1000-50-1050 Less Rs.50 for single certificate. (For those with Inland Engineer's certificate)	1060-35-1200-40-1280-EB-40-1400-50-1600 Less Rs. 50 for single certificate. (For those with Inland Engineer's certificate)
		c. 400-20-600-25-750 (For those without certificate)	900-25-1050-EB-25-1100-30-1280 (For those without certificate)
244.	Junior Electrical Engineer	425-25-500-30-680-EB-30-830-35-1040.	900-35-1040-40-1080-EB-40-1400-EB-45-1580.
245.	Lighting Officer	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
246.	Assistant Lighting Officer	450-25-500-30-590-EB-30-830-35-1040	935-35-1040-40-1080-EB-40-1400-EB-45-1580
247.	Superintendent, Dry Docks	1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900 plus special pary Rs.100 p.m.
248.	Shipwright	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900

CPT -30

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
249.	Superintendent Boat Registration	1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900 plus Special Pay Rs. 100 per month
250.	Shipwright, Boat Registration	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
251.	Chief Radio Officer	800-40-1000-50-1200	1300-50-1650-EB-50-1900
252.	Deputy Chief Radio Officer	450-25-500-30-680-EB-30-830-35-1040	935-35-1040-40-1080-EB-40-1400-EB-45-1580
253.	Senior Radio Officer	590-30-650-EB-30-830	1080-40-1280-EB-40-1400
254.	Engineer on Special Duty	1600-50-2000	2150-60-2450-75-2600
255.	Naval Architect	1200-50-1500	1700-55-1810-70-2300
256.	Inspector, New Ship Construction	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
257.	Establishment Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630.
258.	Safety Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100.	950-40-1110-45-1245-EB-45-1380-50-1630

CPT 34

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
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EMPLOYEES WITH CLASS II STATUS AS
PERSONAL PRIVILEGE

259.	Attestation Officer, Gate Inspector Office Superintendent	475-25-650	935-25-1060-35-1200 Personal to those who have opted for Class II status.
260.	Scientific Assistant	380-20-600-25- 650	800-25-1000-35-1175 Personal to those who opted for Class II status
261.	Assistant Safety Officer	360-20-600-25 650	775-25-1000-35-1175 Personal to those who have opted for Class II status.

CPT-32

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
HARDIA			
262.	General Manager	2500-125/2-2750	2750-125/2-3000
263.	Deputy General Manager (Operations)	2100-125-2350- 100-2450	2600-100-2900
264.	Deputy General Manager (Management and Services)	2100-125-2350- 100-2450	2600-100-2900
265.	Joint Manager (Administration)	1400-60-1700 plus special pay Rs. 100 per month	1900-75-2200-100- 2300 plus a special pay of Rs. 100 per month.
266.	Assistant Manager (Administration)	1200-50-1500	1700-55-1920-60- 2100
267.	Junior Assistant Manager (Administration)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
268.	Administrative Officer	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1330-50- 1630
269.	Public Relations Officer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245- EB-45-1330-50- 1630.
270.	Officer-in-Charge Port Hospital	1200-50-1500	1700-55-1920-60-2100
271.	Senior Assistant Medical Officer	525-35-770-EB- 35-840-40- 1000-50-1200- 50/2-1350	1000-40-1120-45-1300- EB-50-1650-EB-50- 1900.

CPT 33

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
272.	Assistant Medical Officer	425-25-500-30- 680-EB-830- 35-1040	950-40-1110-45-1245- EB-45-1380-50-1630
272.	Manager (Finance)	1700-100-2000	2200-100-2600
274.	Deputy Manager (Finance)	1400-60-1700	1900-75-2200-100-2300
275.	Assistant Manager (Finance)	1200-50-1500	1700-55-1920-60- 2100
276.	Junior Assistant Manager (Finance)	800-40-1000-50- 1200-50/2- 1350	1300-50-1650-EB-50- 1900
277.	Inspector of Accounts	500-30-680-EB- 30-800	970-35-1040-40-1160- EB-40-1360
278.	Inspector of Accounts	500-30-680-EB- 30-800	970-35-1040-40-1160- EB-40-1360.
279.	Manager (P&IR)	1700-100-2000	2200-100-2600
280.	Deputy Manager (P&IR)	1400-60-1700	1900-75-2200-100- 2300
281.	Assistant Manager (P&IR)	1200-50-1500	1700-55-1920-60- 2100
282.	Junior Assistant Manager (P&IR)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900.
283.	Personnel Officer	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1380-50- 1630.
284.	Assistant Personnel Officer	500-30-680-EB- 30-800	970-35-1040-40-1080- EB-40-1360

CPT 34

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
285.	Assistant Manager (Industrial Engineering) (M&D Division)	1200-50-1500	1700-55-1920-60-2100
286.	Manager (I.C.F.)	1700-100-2000	2200-100-2600
287.	Deputy Manager (Residential Zone and Administration)	1400-60-1700	1900-75-2200-100-2300
288.	Deputy Manager (Infrastructure - Docks)	1400-60-1700	1900-75-2200-100-2300
289.	Deputy Manager (Infrastructure and Estate)	1400-60-1700	1900-75-2200-100-2300
290.	Assistant Manager (Main Roads and River Board)	1200-50-1500	1700-55-1920-60-2100
291.	Assistant Manager (Residential Zone)	1200-50-1500	1700-55-1920-60-2100
292.	Assistant Manager (Estate)	1200-50-1500	1700-55-1920-60-2100
293.	Assistant Manager (Infrastructure - Docks)	1200-50-1500	1700-55-1920-60-2100
294.	Assistant Manager (Railways)	1200-50-1500	1700-55-1920-60-2100
295.	Junior Assistant Manager (Building, Road and Water supply, railways and berths, lock entrance)	800-40-1000-50-1200-50/2-1350.	1300-50-1650-EB-50-1900

CPT 35

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
296.	Gardening Officer	475-475-525-35- 770-EB-35-340- 20-1000-50- 1100	950-40-1110-45-1245- EB-45-1330-50-1630
297.	Manager (Traffic)	1700-100-2000	2200-100-2600
298.	Joint Manager (Railway Transportation)	1400-60-1700 plus special pay of Rs.100 per month	1900-75-2200-100-2300 plus special pay of Rs. 100 per month
299.	Joint Manager (Cargo Handling)	1400-60-1700 plus special pay of Rs.100 per month	1900-75-2200-100- 2300 plus special pay of Rs.100 per month
300.	Deputy Manager (Shipping)	1400-60-1700	1900-75-2200-100- 2300
301.	Assistant Manager (Railway Commercial)	1200-50-1500	1700-55-1920-60-2100
302.	Assistant Manager (Cargo Handling)	1200-50-1500	1700-55-1920-60- 2100
303.	Assistant Manager (Shipping)	1200-50-1500	1700-55-1920-60-2100
304.	Assistant Manager (Railway Operation)	1200-50-1500	1700-55-1920-60-2100
305.	Junior Assistant Manager (Shipping and Cargo Handling)	800-40-1000-50 1200-50/2- 1350	1300-50-1650-EB-50- 1900

CPT 36

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
306.	Traffic Officer (Ship Operation)	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1330-50- 1630.
307.	Traffic Officer (Railway Cargo Handling and Shipping)	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1330-50- 1630.
308.	Assistant Traffic Officer (Shipping and Cargo Handling)	500-30-680-EB-30- 830	970-35-1040-40-1160- EB-40-1400
309.	Assistant Traffic Officer (Railway)	500-30-680-EB-30- 830.	970-35-1040-40-1160- EB--40-1400
310.	Manager (Marine)	2000-50-2150	2550 -75-2700-100- 2800
311.	Deputy Manager (Marine)	1900-50-2100	2450-75-2600-125/2- 2725.
312.	Assistant Marine Officer	1350-50-1600	1900-60-2200
313.	Senior Berthing Master	1250-50-1500	1800-60-2100
314.	Manager (Plant and Equipment)	1700-100-2000	2200-100-2600
315.	Deputy Manager (Electrical)	1400-60-1700	1900-75-2200-100- 2300
316.	Deputy Manager (Operation)	1400-60-1700	1900-75-2200-100- 2300
317.	Deputy Manager (Maintenance and Development)	1400-60-1700	1900 -75-2200-100- 2300

CPT 37

Sl. No.	Designation of Post	Existing Scale Rs.	Pro-posed Scale Rs.
318.	Assistant Manager (Electrical)	1200-50-1500	1700-55-1920-60-2100
319.	Assistant Manager (Mechanical)	1200-50-1500	1700-55-1920-60-2100
320.	Junior Assistant Manager (Mechanical)	800-40-1000-50- 1200-50/2- 1350	1300-50-1650-EB-50- 1900
321.	Junior Assistant Manager (Electrical)	800-40-1200-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
322.	Plant Superintendent	1000-50-1200-50/2- 1350	1300-50-1650-EB-50- 1900 plus special pay of Rs. 100 per month
323.	Senior Plant Engineer (Mechanical)	800-40-1000-50- 1200-50/2- 1350	1300-50-1650-EB-50- 1900
324.	Senior Plant Engineer (Marine)	800-40-1000-50- 1200-50/2- 1350.	1300-50-1650-EB-50- 1900
325.	Plant Engineer (Mechanical)	590-30-630-EB- 30-830-35- 1040.	1080-40-1320-EB-40- 1400-45-1580
326.	Plant Engineer (Electrical)	590-30-630-EB- 30-830-35- 1040.	1080-40-1320-EB-40- 1400-45-1580
327.	Plant Engineer (Design)	590-30-630-EB- 30-830-35- 1040	1080-40-1320-EB-40- 1400-45-1580.

CPT 38

Sl. No.	Designation of Post	Existing Scale Ps.	Proposed Scale Rs.
328.	Assistant Plant Engineer (Electrical)	500-30-680-EB- 30-330	970-35-1040-40- 1160-EB-40- 1400
329.	Assistant Plant Engineer (Mechanical)	500-30-680-EB- 30-330	970-35-1040-40- 1160-EB-40- 1400
330.	Senior Train Examiner	500-30-680-EB- 30-800	970-35-1040-40- 1160-EB-40- 1380
331.	Senior Shipwright	475-25-500-30- 680-EB-30- 800	935-35-1040-40- 1080-EB-40- 1360.