



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

REPORT

BY  
OFFICER ON SPECIAL DUTY

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C O N T E N T S

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## CHAPTER- VII

### Paradip Port Trust.

7.1 Paradip has two main berths - one for iron ore and one for general cargo. Construction of an additional general cargo berth has been approved. At the general cargo berth sometimes two vessels can be accommodated by adjustment. The Pilots board the incoming vessels about 2 kilometres from the port where they go by launches. The port has its own railway system with 25 track kilometres. It has wagons and 4 locomotives. It has an ore handling plant capable of loading 2000 tonnage per hour. There are proposals to upgrade it to 4000 tonnes per hour. It has 3 shore cranes which have been recently installed and some mobile cargo handling equipment. It has workshop facilities enough to take care of its ore handling plant, mobile equipment and other light equipment. They are being expanded to provide for heavier repairs. However, for dry docking, the vessels are sent to Calcutta. It has a work force of 2970 men, including 63 Class I and 79 Class II officers. It has a residential colony and a 26 bed hospital. The social and other amenities for recreation etc. are not sufficiently developed.

Legal Officer

7.2 There is a post of Legal Officer on the Class II scale of Rs. 425 -1040. The post was created in 1971 on the scale of Rs. 350 - 900 which was revised to Rs. 425 - 1040 on the implementation of the Desai Committee's recommendations. The Legal Officer has represented that apart from giving legal advice and scrutinising or interpreting the agreements, he has to appear on behalf of the Port Trust in civil courts and before the industrial tribunals. He has no promotional avenues. In the other ports the post of Legal Officer is on a Class I scale. Kandla has recently revised the scale of its Law Officer to Rs. 800-1350. It is, therefore, claimed that the scale of Legal Officer, Paradip Port Trust should be upgraded to Rs. 800-1350 and a corresponding scale prescribed according to the general pattern of revision.

7.3 It is stated that on an average 72 cases arise every year, the average number of documents scrutinised every year is about 125. There are standard forms for leases and agreements. The Legal Officer's responsibility in Paradip is much smaller than in other ports. However, having regard to the qualifications

required for it and the lack of promotional opportunities some improvement is considered justified. I have proposed a revised scale accordingly.

Traffic Manager:

7.4 The Traffic Manager is on the scale of Rs.1200-1500. Until the commissioning of the first general cargo berth from 15.4.1975, traffic operations were limited to handling iron ore with the mechanical ore handling plant or loadings in stream. The Traffic Manager has represented that with the commissioning of the general cargo berth, the nature of services rendered and the pattern and quantum of traffic have changed significantly. The port undertakes not only shore handling but also stevedoring and intra-port transportation. The port has taken over physical operation of the railway from April 1976 and all operations including commercial operations from April, 1977. It is also claimed that Traffic Department has to operate lists of winchmen and signal men. Port does not directly employ labour, but it is likely that shore stevedoring and transportation labour will be departmentalised. There is a proposal to transfer the lighter fleet from the control of Marine Department to the Traffic Department. It is also stated that the Department has to contend with organisational problems as new services are undertaken. It is also claimed that

the present incumbent has been stagnating at the maximum of the scale for over / <sup>two</sup> years. It has been demanded that the post should be equated with the Docks Manager of Calcutta (Rs. 1700 - 1900) with a higher maximum of Rs. 100 following the existing pattern of the pay scales of Traffic Manager.

7.5 The Traffic Manager's responsibility is much smaller as compared to other ports. Mate's receipts are obtained by the shippers viz. Minerals and Metals Trading Corporation, Hindustan Steel, Tatas etc. themselves. Export cargo is not taken charge of except where it is stevedored, which is limited. No custody is taken of export cargo except about 30,000 tons of miscellaneous cargo. The railway track is about 20 kilometres only. The railway revenue is about Rs. 80 lakhs per annum. Although billing is done by Traffic Department, cash collection is made by the Financial Adviser and Cost Accounts Officer. Traffic Department does not handle cash. The staff strength of Traffic Department is about 200. Recently, a post of Superintendent Port ~~Operation~~ with a rank of Senior Deputy Traffic Manager (Rs. 1200 - 1500) has been created. This should result in reduction in the Traffic Manager's responsibilities. The claim for the scale of Docks Manager at Calcutta, therefore, cannot be accepted. I have suggested a suitable scale taking into account all the relevant factors.

Deputy Chief Accounts Officer (Commercial)

7.6 The post of Deputy Chief Accounts Officer (Commercial) is on the scale of Rs. 800-1350. It has been demanded that the post should be given a scale equal to that of Secretary/Traffic Manager or Plant Superintendent, or Superintendent of Port Operations, on the basis that these posts were at one time on par with the post of Deputy Chief Accounts Officer. It is also claimed that when the Desai Committee went into this question, the post now designated as Deputy Chief Accountant (Senior) was on the scale of Rs. 800 - 1350; there was another post with the designation of Deputy Chief Accountant (Junior) on the scale of Rs. 475 - 1100. The Port Trust has since redesignated it as Deputy Chief Accounts Officer (Commercial) with no change in the pay scale whereas the post of Deputy Chief Accountant (Junior) has not only been redesignated as Deputy Chief Accounts Officer (Non-Commercial) but also upgraded to Rs. 800 - 1350, thereby disturbing the previous relativities. A higher scale has been demanded also on the basis that the present incumbent is a Chartered Accountant.

7.7 The revision of pay scales of the posts cited have no relevance for determining the pay scale of Deputy Chief Accounts Officer (Commercial). The qualification held is not the only criterion; it does not always reflect the duties performed. I have suggested the revised scale having regard to all the relevant factors.



Plant Superintendent.

7.8 The post was created in 1971. It is stated that at the time this post was created, there were only three Executive Engineers - one for operations, one for maintenance and one for workshop. One more Division has since been added for cargo handling equipment - including maintenance and operation of four locomotives. It is claimed that the Plant Superintendent looks after a part of the duties of Executive Engineer (Planning and Design) and Executive Engineer (spare parts). He also looks after the work of installing the mechanical tippler and improvement to conveyor system. It is, therefore, demanded that Plant Superintendent should be upgraded to the level of Superintending Engineer.

7.9 During the oral hearing, it was conceded that the work relating to maintenance of locomotives had not commenced. Cargo handling equipment is very limited. The plant Superintendent's charge does not add up to a fulfledged Superintending Engineer's charge. I have, therefore, not been able to support the demand.

Deputy Secretary.

7.10 The Post of Deputy Secretary was created in 1975. The post is on the scale of Rs. 950 - 1400. It is stated that at the time the post was created in 1975, it was on par with the Superintendent (Civil Engineering) but that post has since been upgraded

in 1977 to Rs. 1200 - 1500 so as to be on level with the Mechanical Superintendent, Plant Superintendent and Superintendent, Port Operations. It is also claimed that unlike in other ports, the General Administration Department is a composite Department dealing with general administration, service matters, land, labour, legal and Secretary's functions. It is demanded that the post should be given the same scale as may be fixed for superintendent (Civil Engineering), Plant Superintendent, Mechanical Superintendent and Superintendent (Ports operations).

7.11 The comparison made has no validity, since the duties and responsibilities of the other posts have nothing in common with those of the post of Deputy Secretary. Pay scales cannot be determined on the basis of some historical parties only. The post of Deputy Secretary was evaluated in 1975. There has been no change in its duties and responsibilities since then to warrant a review. I have suggested the revised scale having regard to all the relevant considerations.

Mechanical Superintendent

7.12 The Mechanical Superintendent is on the scale of Rs. 1200-1500 and is responsible for the Marine Engineering side in the Chief Mechanical Engineer's

Department. His jurisdiction extends to marine workshop and the supervision and control of the engine room officers and staff of the floating craft. The qualification prescribed is a Combined First Class MOT Certificate of Competency as an Engineer with experience. It is claimed that there is an anomaly in that the scale attached to the post is lower than that of the Chief Engineer (Dredger) Rs. 1050 - 1700, though he has been allowed the Chief Engineer's scale as personal. He has asked for the same scale as that of the Harbour Master on the basis that both of them are drawn from the merchant navy and he holds the same position in relation to the engine room crew as the Harbour Master does in relation to deck crew.

7.13 The workshop under the control of the Mechanical Superintendent is a small one. He is not concerned with the other workshops under the Chief Mechanical Engineer. The new slipway has not yet become operational. The number of port craft is limited. Most of the barges are dumb barges. There is no case for parity with the Harbour Master. The qualifications prescribed for the Mechanical Superintendent are:

- i) A degree in Mechanical Engineering of a recognised university;
- ii) First Class BOT or MOT Engineer's Certificate, preferably, combined; and

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- iii) Experience in running a marine engineering workshop, ship repairs etc.

Appointment is made by promotion from the rank of Chief Engineer, Dredger, (Rs. 1050 - 1700) with five years experience or from the rank of Executive Engineer (Mechanical) (Rs. 800 - 1350) with five years' experience of marine craft. The post being tenable by both the marine and mechanical engineers, its pay scale cannot be determined having regard to the pay scales of marine engineers only; the pattern of pay scales of mechanical engineers has also to be taken into consideration. Elsewhere, the posts of marine engineers on the scale of Rs. 950 - 1600 have been treated as corresponding to the posts of non-marine engineers on the two scales of Rs. 800 - 1350 and Rs. 1200 - 1500. The Chief Engineers on dredgers are on the scale of Rs. 1050 - 1700. It would be difficult to treat their appointment to the post of Mechanical Superintendent as promotion. I have, therefore, not suggested any change in the present pay scale except for restructuring it on the pattern that I have followed in the present revision. I have provided that if the Chief Engineer (Dredger) is appointed as Mechanical Superintendent he may retain his own scale as personal. That is the present arrangement also.

Tug Engineer

7.14 The Tug Engineer is on the scale of Rs. 950 - 1600. The present incumbent was appointed in 1971 as Engineer Incharge of Tug "Sarla". He was asked to take care of another shipping tug "Samlei" in 1974. Still later, he was required to be in charge of all floating craft except the dredger "Konarka" for some time. It has been stated that though he has Combined (Diesel First Class and Steam Second Class) qualifications, he continues to be in charge of two shipping tugs; he should have been promoted as Chief Engineer (Dredger). He has asked to be redesignated as Chief Engineer (Shipping Tugs) and given the Chief Engineer's scale from the date the tug engineer's post was created and in addition a special allowance of Rs. 600 per month for holding charge of second shipping tug. Alternatively, it is claimed, that the post should be redesignated as Chief Engineer (Shipping Tug) on a higher scale than the Chief Engineer (Konarka).

7.15 The Tug Engineer's charge does not justify the post to be upgraded to the level of Chief Engineer (Dredger). The grievance about his non-promotion as Chief Engineer is a matter for the Administration to consider. As regards the additional charge held by him from time to time, the Administration may consider granting him a Special Pay in accordance with the rules on the subject, for the period he was asked to hold the additional charge.

Chief Electrical & Mechanical Engineer.

7.16 The Chief Electrical and Mechanical Engineer's Department consists of 1400 employees, 16 Class I Officer and 41 Class II officers. The revenue expenditure of the Department for 1975-76 was Rs. 101 lakhs, for 1976-77 was Rs. 130 lakhs and for 1977-78 Rs. 150 lakhs. For the same period the capital expenditure was Rs. 198 lakhs, Rs. 286 lakhs and Rs. 250 lakhs respectively. It is claimed that the Chief Electrical and Mechanical Engineer's post carries heavier responsibilities as compared to other Heads of Departments. The purchases of mechanical equipment and spares are also attended to by the Chief Electrical and Mechanical Engineer's Department. The spares are also his responsibility. The work-load and responsibility of the Chief Electrical and Mechanical Engineer are higher than those of the Superintending Engineer with which the post of Chief Electrical and Mechanical Engineer is at present equated.

7.17 I have taken note of the submissions made by the Chief Electrical and Mechanical Engineer and made a suitable improvement in suggesting the revised pay scale.

Executive Engineer Harbour Works Division II.

7.18 A plea has been made that the parity with the post of Secretary and certain other posts in the port that existed earlier should be restored.

It is claimed that the workload of the Executive Engineer Harbour Works Division II is about Rs. 53 lakhs in terms of revenue expenditure and Rs. 180 lakhs in terms of capital expenditure. He has put in 8 years service as Executive Engineer and is the senior-most officer of the port. He has pleaded that he should be given a special scale on par with the scale applicable to the post of Secretary, Mechanical Superintendent, Plant Superintendent, Superintendent Civil Engineering and Superintendent Port Operations.

7.19 The situation complained of arises from the personal circumstances of the incumbent and is a matter for Administration to consider and decide. The workload does not justify a higher grade than that of an Executive Engineer. It is also not possible to single out any post of Executive Engineer for purposes of pay revision.

Berthing Master-cum-Supervisor Navigational Aids.

7.20 The post is on the scale of Rs. 425 - 1040. The post was not in existence when the Desai Committee went into the question of pay revision. The duties of the post consist of looking after, laying and maintaining<sup>of</sup> buoys, supervision of salvage work, ~~and~~

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water supply to ships and billing private parties for use of port craft. It is also claimed that he assists the shifting of ships at the berths. It is, therefore, demanded that the post should be equated with the post of Berthing Master in Calcutta and given the scale of Rs. 450 - 1400.

7.21 It is stated that from September, 1977, the port has introduced licensing of trawlers. The total number of trawlers / boats would be <sup>about</sup> 200 and 100 respectively.

7.22 Berthing Master-cum-Supervisor Navigational Aids does not berth or unberth ships. This work is done by Pilots themselves. All that he does is to shift the ships at berths, This does not amount to berthing a ship. The claim for parity with Berthing Masters in Calcutta cannot be accepted.

Estate Officer.

7.23 The Estate Officer is on the scale of Rs. 425-1040. It is claimed that the scale is not commensurate with the duties and responsibilities of the post and that similar posts in ports of Visakhapatnam, Cochin and Kandla are on higher scales. The scale of the post of Estate Officer in Kandla has recently been revised to Rs. 800 - 1350.



7.24 The work devolving on the Estate Officer in Paradip Port Trust is limited. The port has an estate of 6,000 acres of which only 1500 acres are rentable. The area actually rented is only 30 acres. The total number of tenancies is 130. The revenue in 1976-77 was Rs. 13 lakhs and is expected to rise to Rs. 20 lakhs in 1977-78. The claim for parity with Kandla, etc. cannot be supported. The revised scale has been suggested having regard to all the relevant factors.

Assistant Secretary.

7.25 A plea has been made that the present scale of Rs. 425 - 1040 is not commensurate with the duties and responsibilities of the post. Whereas the higher posts of Deputy Secretary and Secretary carry scales on par with their counterparts in other ports, the post of Assistant Secretary does not. He has, therefore, claimed parity with the post of Assistant Secretary, Visakhapatnam Port Trust.

7.26 I have recommended an appropriate scale having regard to all the relevant factors.

Personal Assistant to the Chairman.

7.27 This post is at present on the same scale as the post of Assistant Secretary with which it can be interchanged. My recommendation regarding Assistant Secretary equally apply to the post of Personal Assistant to the Chairman also.

Senior Hydrographic Surveyor.

7.23 At present the post of Senior Hydrographic Surveyor is on the same scale as the Executive Engineer viz. Rs. 800 - 1350. It is claimed that unlike the post of Executive Engineer, the post of Senior Hydrographic Surveyor has no promotional outlets. It is, therefore, suggested that the scale of the post should be elongated to prevent stagnation.

7.29 The present <sup>scale is higher than the scale</sup> ~~scale~~ applicable to similar posts in other ports. The workload is small and does not warrant any improvement. I have suggested the revised scale having regard to all the relevant factors.

Marine Department.

Pilots.

7.30 The qualification required is a Foreign-Going Master's Certificate. This qualification can be acquired only after a prolonged training. Considering the pay and allowance admissible at sea : to persons with similar qualification, the pay scales of Pilots are meagre. In 1958 the difference between the wages of Masters at sea and of the Pilots in Port services was barely 10 per cent. At present the salaries of Pilots in the ports are only about 1/3rd of the sea salaries. Therefore, experienced pilots are leaving <sup>the port</sup> for service at sea. Of the sanctioned strength of 4 pilots, only one Pilot is in position. The pay scales should be improved substantially to attract fresh recruits.

7.31 The claim made is on the lines of the claims made by the Pilots in other ports. I have borne the submissions in mind in proposing the revised scales.

Marine Engineers.

7.32 Marine Engineers are attached to shipping tugs and dredgers. It is stated that there is acute shortage of marine engineers on account of the high wages available to them at sea. It has, therefore, been demanded that the marine engineers should be given the following scales of pay:

Mechanical Superintendent	2800 - 3750
Chief Engineer Dredger	1900 - 3120
Tug Engineer	1800 - 2970
Marine Engineer	1500 - 2325
Second Engineer	1500 - 2325

7.33 I have suggested the revised scales after taking these submissions into consideration.

Tonnage Allowance:

7.34 A claim has been made on behalf of tug engineers that an allowance called "Tonnage Allowance" should be given at the rate of Rs. 50 per occasion when ships of 50,000 DWT or above are handled with the tugs, when the tug engineer has to be on board and operate them efficiently. The case of Engineer is not similar to that of Pilots for whom a tonnage allowance has been recommended. The claim cannot, therefore, be supported.

Officers of Marine Survey.

7.35 The marine survey cell is responsible for planning and carrying out hydrographic survey, collecting the necessary data and maintaining lighted and unlighted shore marks. The Cell also prepares charts on the basis of the data collected. It is claimed that in view of the importance of the work to dredging and navigation, the officers of the Marine Survey Cell should be treated as marine officers and granted scales of pay and allowance as applicable to such officers.

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7.36 The posts can be held by persons with non-marine qualifications. The request for parity with marine officers cannot be supported.

GENERAL

7.37 I recommend that the existing scales of pay of the various posts in the Paradip Port Trust be revised as shown in the annexed schedule.

PPT 1

Sl. No.	Designation of Post.	Existing Scale Rs.	Proposed Scale Rs.
1.	Deputy Chairman	1700-100-2100 plus special pay Rs. 100	2200-75-2500-100- 2700
SECRETARY'S DEPARTMENT			
2.	Secretary	1200-50-1600	1700-55-1920-60- 2160
3.	Deputy Secretary	950-50-1400	<del>1200-50-1650-EB- 50-1900</del> 1400-50-1650-EB- 50-1950 as personal to the present incumbent. For future entrants. 1300-50-1650-EB-50-1900.
4.	Assistant Secretary	425-25-500-30- 680-EB-30- 830-35-1040	900-30-1040-40- 1080-EB-40- 1400-EB-45-1580
5.	Labour Officer	475-475-525-35- 770-EB-35- 840-40-1000- 50-1100	950-40-1110-45- 1245-EB-45- 1380-50-1630
6.	Legal Officer	425-25-500-30- 680-EB-30, 830- 35-1040	950-40-1110-45- 1245-EB-45-1380- 50-1630
7.	Estate Officer	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40- 1080-EB-40- 1400-EB-45- 1580
8.	Security Officer	425-25-500-30- 680-EB-30- 830-35-1040	900-35-1040-40- 1080-EB-40- 1400-EB-45- 1580

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
9.	Principal of Schools	475-475-525-35- 770-EB-35- 840-40-1000- 50-1100	950-40-1110-45- 1245-EB-45- 1380-50-1630
10.	Personal Assistant to the Chairman.	425-25-500-30- 800 (upto 22.8.1977) 425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40- 1080-EB-40-1350- (upto 22-8-1977) 900-35-1040-40- 1080-EB-40-1400- EB-45-1580 (From 23-8-1977)
11.	Industrial Engineer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
<b>FINANCE DEPARTMENT</b>			
12.	Financial Adviser and Chief Accounts Officer.	1200-50-1400-60- 1700-100-1800	1700-55-1810-70- 2300-100-2400
13.	Deputy Chief Accounts Officer (Commercial/ Non-Commercial)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
14.	Accounts Officer	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40- 1080-EB-40- 1400-EB-45- 1580
<b>TRAFFIC MANAGER</b>			
15.	Traffic Manager	1200-50-1600	1700-55-1920-60- 2160

PPT 3

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
16.	Deputy Traffic Manager	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900.
17.	Assistant Traffic Manager.	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100.	950-40-1110-45- 1245-EB-45- 1380-50-1630.
18.	Superintendent Port Operations.	1200-50-1500	1700-55-1920-60- 2100.

MEDICAL DEPARTMENT

19.	Chief Medical Officer.	1200-50-1500	1700-55-1920-60- 2100.
20.	Senior Medical Officer	800-40-1000-50- 1200-50/2-1350	1250-50-1650-EB- 50-1950.
21.	Medical Officer-cum-Assistant Surgeon Lady Medical Officer-cum-Assistant Surgeon	425-25-500-30- 680-EB-30- 830-35-1040	950-40-1110-45- 1245-EB-45- 1380-50-1630.

ENGINEERING DEPARTMENT

22.	Chief Engineer	1700-100-2100	2200-100-2400- 125/2-2650.
23.	Superintendent, Civil Engineering	1200-50-1500	1700-55-1920-60- 2100.



PPT 4

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
24.	Executive Engineer (Civil)	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
25.	Assistant Engineer (Civil)/Drawing Superintendent	425-25-500-30-680-EB-30-830-55-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
26.	Assistant Architect	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-40-1900
27.	Architectural Assistant	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
28.	Assistant Town Planner	475-25-575-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630

ELECTRICAL AND MECHANICAL DEPARTMENT

29.	Chief Electrical and Mechanical Engineer	1400-60-1700-100-1800	1900-75-2200-100-2500
30.	Mechanical Superintendent	1200-50-1500 If Chief Engineer (Dredger) is appointed, he can retain the scale of Chief Engineer as personal to him.	1700-55-1920-60-2100 Chief Engineer (Dredger), if appointed, may retain his own scale as personal.
31.	Plant Superintendent	1200-50-1500	1700-55-1920-60-2100

PPT 5

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
32.	Executive Engineer (Mechanical)	800-40-1000-50- 1200-50/2- 1350	1300-50-1650-EB- 50-1900
33.	Executive Engineer (Electrical)	800-40-1000-50- 1200-50/2- 1350	1300-50-1650-EB- 50-1900
34.	Chief Engineer, Dredger	1050-50-1700	1650-50-1750-60- 2050-EB-60- 2350  (For those with MOT First class combined certifi- cate) Less Rs.100 for those with single certificate.
35.	Marine Engineer	800-40-1000-50- 1200-50-1250  (For those with MOT second class combined certifi- cate) Less Rs.50 for those with MOT second class single certificate.	1350-50-1600-EB- 50-1800  (For those with MOT second class com- bined certificate) Less Rs. 50 for those with MOT second class single certificate.
36.	Tug Engineer	950-50-1600  (For those with MOT First Class combined certifi- cate) Less Rs.100 for those with MOT First Class single certificate.	1550-50-1700-60- 1880-EB-60-2240  (For those with MOT First Class combined certificate Less Rs.100 for those with MOT First Class single certificate.

PPT 6

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
37.	Dredger Second Engineer	(a) 950-50-1600  (For those with MOT First Class combined certificate) Less Rs. 100 for those with MOT First Class single certificate.	(a) 1550-50-1700-60-1880-EB-60-2240  (For those with MOT First Class combined certificate) Less Rs. 100 for those with MOT First Class single certificate.
		(b) 800-40-1000-50-1250.  (For those with MOT second class combined certificate) Less Rs. 50 for those with MOT second class single certificate.	(b) 1350-50-1600-EB-50-1800  (For those with MOT second class combined certificate) Less Rs. 50 for those with MOT second class single certificate.
38.	Assistant Engineer (Electrical)	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
39.	Assistant Engineer (Mechanical)	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
40.	Assistant Engineer (Marine)	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
MARINE DEPARTMENT			
41.	Deputy Conservator	1600-100-1800-50-2100	2200-75-2500-100-2700

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
42.	Harbour Master	1500-50-1700-75- 1850-50-2000	2050-60-2350-75- 2500-100-2600
43.	Pilot	1000-50-1700-75- 1850	1600-50-1700-60- 2000-EB-60- 2300-100-2500
			A Pilot will not draw his second increment from a date earlier than the date on which he obtains a pilot's licence.
44.	Dredger Commander	1000-50-1700	1600-50-1750-60- 2050-EB-60-2350
45.	Dredger Master	750-40-950-50- 1200	1300-50-1600-EB- 50-1750
46.	Tug Master	750-40-950-50- 1200	1300-50-1600-EB- 50-1750
47.	Senior Hydrographic Surveyor	800-40-1000-50- 1200-50/2- 1350	1300-50-1650-EB- 50-1900
48.	Hydrographic Surveyor(Jr. Class I)	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45- 1245-EB-45- 1330-50-1630
49.	Assistant Hydrographic Surveyor	425-25-500-30- 630-EB-30- 830-35-1040	900-35-1040-40- 1080-EB-40- 1400-EB-45-1580
50.	Berthing Master-cum-Supervisor	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40- 1080-EB-40- 1400-EB-45-1580
51.	Chief Officer (Flotilla)	425-25-500-30-680- EB-30-830-35- 1040	900-35-1040-40- 1080-EB-40-1400- EB-45-1580.

C H A P T E R VIII

Visakhapatnam Port Trust

8.1 --- Visakhapatnam Port has 19 open berths in the inner harbour and an ore berth and an oil berth in the outer harbour which was commissioned in December, 1976. The Pilots board the vessels at a point 5.6 kilometres from the outer harbour and 2.40 kilometres from the inner harbour. The inner harbour is approached through a narrow channel 1.62 kilometres wide. The maximum length and permissible draft at all states of tide for the inner harbour are 183 metres and 9.5 metres respectively. At high waters vessels with a draft upto 10.20 metres (33.5 feet) can be accommodated. The outer harbour is capable of receiving vessels upto 195.07 metres length, 15.30 metres (50 feet) draft and 1,00,000 DWT.

8.2 The newly commissioned ore berth in the outer harbour is capable of loading at the rate of 8000 tonnes per hour. The ore berth is served by a conveyor belt about 8 kilometres long. Ore handling plant has facilities for tipping wagons, stacking, reclaiming, loading etc. It has replaced the old plant which was capable of handling only 2660 tons per hour in the inner harbour.

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8.3 . . . The port maintains a fleet of six dredgers, eight tugs and 52 other port crafts. It has 33 shore cranes and some other cargo handling equipment. It has its own railway system <sup>consisting</sup> of a track of 135 kilometres. It has <sup>33</sup> wagons and 26 locomotives. It maintains its workshop capable of undertaking all repairs to its equipment including larger craft which can be accommodated in its dry dock. It has a workforce of 11,924 men including 142 Class I and 39 Class II officers. It maintains a 90-bed hospital fully equipped and staffed. Serious cases for which facilities do not exist, are referred to the King George's hospital maintained by the State Government. It has its own residential colony.

Chief Mechanical Engineer.

8.4 It is urged that with the addition of the iron ore handling complex, the Visakhapatnam Port Trust compared more with Bombay and Calcutta rather than with Cochin, Goa or Kandla. Considering the degree of mechanisation that exists in Visakhapatnam and the percentage of total traffic handled by the mechanical ore handling complex, the success and efficiency of the port depend on the competence of the Mechanical Engineering Department. However, the officers of the Department have not been paid commensurately with their duties and responsibilities. The Chief Mechanical Engineer's scale is Rs. 1400 - 2000, as against Rs. 1700 - 2000 for Chief Engineer (Civil). The Chief Mechanical Engineer, Madras Port Trust, was on the scale of Rs. 1700 - 2200 even before the ore handling plant came into existence there. The present Chief Mechanical Engineer in Visakhapatnam is a Marine Officer. Marine Officers have always been considered on a different footing for purposes of pay scales but no such benefit has been given to him. The scale and status of the Deputy Chief Mechanical Engineer is even worse. He is on a scale of Rs. 1000 - 1500, which is less than that of Dredger Chief Engineer on Rs. 950 - 1700. A post of Plant Manager who is one of the deputies of the Chief

Mechanical Engineer has been created on Rs. 1400 - 1800. But the pay scale of Chief Mechanical Engineer continues to remain on the minimum of Rs. 1400 which is the same as that of his deputy. These anomalies should be taken into consideration in devising the pay structure of the officers of the Chief Mechanical Engineering Department. The constraints imposed by the scales of the Chairman and the Deputy Chairman should be taken care of, if necessary, by grant of appropriate allowances. He requests that he should be given atleast the same scale as the Chief Mechanical Engineer in Madras.

8.5 The duties and responsibilities of the Chief Mechanical Engineer and other officers of the Department including additional responsibilities cast on him by the new mechanical ore handling plant, have been taken into consideration in proposing the revised pay scales. The post of Chief Mechanical Engineer and the Deputy Chief Mechanical Engineer is open to all categories of engineers. No special allowance can be made if the incumbent happens to be a Marine Engineer.

Deputy Chief Mechanical Engineer.

8.6 The Deputy Chief Mechanical Engineer is on the scale of Rs. 1000 - 1500. He looks after the Marine Workshop as well as the Non-Marine Workshops, viz., Loco Shop, Mobile Crane Shop, and the



~~Electrical Section.~~ It is estimated that about three fourths of his work is non-marine. It is contended that the post of Deputy Chief Mechanical Engineer is a marine post. The qualifications required are First Class MOT Engineer Certificate with at least two years workshop experience. Appointment to the post is made by promotion by selection from among the Dredger Chief Engineer and the senior Marine Engineers, failing which by direct recruitment. The Dredger Chief Engineer's scale is Rs. 1000 - 1700, where as the scale of the promotion post of Deputy Chief Mechanical Engineer is Rs. 1000 - 1500, which, it is contended, is an obvious anomaly and should be rectified. It is also urged that the Deputy Chief Mechanical Engineer is in the line of promotion to the post of Chief Mechanical Engineer together with Plant Manager, who is on the scale of Rs. 1400 - 1800. This also is an anomaly that needs to be rectified. On promotion as Deputy Chief Mechanical Engineer a Dredger Chief Engineer is allowed to retain his scale as personal with the result that he does not get any benefit of promotion at all. It is requested that his scale should be higher than Rs. 1000 - 1700 and should be given effect from 1.1.1969.

8.7           A similar point was urged before the Desai Committee. The Desai Committee observed: "As regards the Deputy Chief Mechanical Engineer, there is some force in his contention that he should

have a higher scale than the Chief Engineer (Dredger).

However, we cannot overlook the fact that it is a shore based post on an existing scale on with other engineering posts. We, however, recommend that if the Chief Engineer (Dredger) is promoted as Deputy Chief Mechanical Engineer he should be allowed to retain the scale of Chief Engineer (Dredger) as personal to him. "

As has been observed by the Desai Committee, the post of Deputy Chief Mechanical Engineer is a shore-based post. As I have stated above, three-fourths of the duties and responsibilities of Deputy Chief Mechanical Engineer related to non-marine work. Therefore, it is only appropriate, as has been recommended by the Desai Committee, that the pay scale of the post should be fixed by comparison with scales of posts on the engineering side proper. The Marine scales are not relevant to the duties and responsibilities of the post. There is an anomaly but the anomaly exists in the recruitment rule which requires marine qualifications for a post with principally non-marine duties. The Administration may like to review it. In the meantime, a Dredger Chief Engineer on his appointment as Deputy Chief Mechanical Engineer, may be allowed to retain the Dredger Chief Engineer's scale as personal to him. The scale of the post itself has been suggested by me having regard to its position vis-a-vis other engineering posts, as has been done by the Desai Committee.

OFFICERS OF THE MECHANICAL IRON ORE HANDLING COMPLEX.

8.8 It is stated that the Mechanical Iron Ore Handling Complex is a highly mechanised, sophisticated and complicated system, the only one of its kind in the country. An investment of Rs. 130 crores has gone into it. It handles 65 to 70 per cent of the total traffic of the port; it is operated round the clock throughout the year on all the 365 days, inclusive of holidays and Sundays; and it extends to about 8 kilometres. The down time of the plant would be extremely costly. Though the ore handling capacity of the port has gone up many times, the status of the officers has not witnessed a proportionate growth. The officers work under enormous strain both physical and mental, in disagreeable conditions created by dust and slush. The interest of the plant requires a very high degree of mental alertness.

It has been suggested that the wage structure should be fixed after a scientific job evaluation based on skills, responsibilities and other working conditions. It is stated that similar officers of the Coromandal Fertilizer Company are in receipt of <sup>much</sup> r / higher emoluments though their duties are far less onerous. The emoluments paid by the Coromandal Fertilizers should be treated as the "going rate" and paid by the Port Trust also.

It has been claimed that the plant should be treated as a Department by itself and / <sup>its</sup> management restructured under a General Manager, Deputy General Manager, etc. for

the purpose of revision, the General Manager's scale should be treated as Rs. 2000 - 2300. The Assistant Engineers and Assistant Executive Engineers should be merged into a single cadre of Assistant Plant Managers Mechanical, Electrical etc., on the scale of Rs. 1500 - 2500.

8.9. It has been demanded that the officers of the ore handling complex should be given a special allowance on par with marine officers in view of the specialised nature of their duties. They should be given a special duty allowance equal to 20 per cent of their basic pay for working in unfavourable conditions.

8.10 A demand for a uniform allowance of Rs. 1200 per annum and a washing allowance of Rs. 240 per annum has also been made. It has been requested that the officers should also be supplied with winter clothing and rain coats. Those who work during the night shifts should be given night duty allowance equal to 15 per cent of their basic pay to compensate them for the inconvenience in night work. A request has also been made for honorarium for work on Sundays and holidays equal to one day's wages.

8.11 It is a fact that the mechanical ore handling complex has been created at enormous cost and its smooth functioning is of immense importance to the economy of the port. It has a highly sophisticated equipment which needs to be maintained with care and competence. Some of the officers of the plant have to work in dusty, marshy and disagreeable conditions

and occasionally underground in the tunnels through which the conveyor belt passes. It would, however, be an exaggeration to say that the plant is operated round the clock throughout the 365 days including Sundays and holidays. Considering its capacity and the volume of iron ore exported, it is estimated that the plant works for only 60 to 70 days in a year; rest of the time it is either idle or under repairs and maintenance.

8.12 The pay structure has to be determined having regard to the nature of work, level of responsibility, etc. it cannot be increased merely in proportion to the increase in capacity of the plant as has been suggested. The duties and responsibilities of various officers were evaluated as recently as in 1976 when the complex was commissioned and the staff was sanctioned. It would be too early for me to make a fresh evaluation. However, I have taken note of the various submissions made by the officers in proposing the revised pay scales.

8.13.1 The duties of the officers of the ore handling plant are in no way comparable to those of the marine officers. The claim that the officers should be given allowances on par with those of marine officers has no validity.

8.13.2 As I have stated above, some of the officers have to work in dusty and disagreeable conditions.

They are in need of ~~protective clothing~~ made of hard-wearing material, rain coats and gum boots. It is recommended that they may be given Rs. 60 per month as uniform allowance which should cover making as well as washing charges. The climatic conditions in Visakhapatnam do not justify supply of woollen suits. In fact a woollen suit would be incongruous with the working conditions on account of which a uniform allowance has been claimed. The Port authorities may themselves identify the categories and persons to whom the uniform allowance should be admissible having regard to their duties and the conditions in which they have to work.

8.14 The conditions in which the officers work have been taken into consideration in proposing the pay scales. The job of engineers is essentially a field job. I am unable to suggest any hard duty/ special duty allowance for working in unfavourable conditions.

8.15 Questions relating to night duty allowance and honorarium for work on Sundays and holidays have been discussed elsewhere. The general recommendations made there would apply to the engineers of the complex also.

Plant Superintendent (Electrical) Ore Handling Complex.

8.16 It is stated that the scales of Civil Engineers and Marine Engineers are higher than those of Electrical Engineers for historical reasons. This was alright

when the port did not have mechanical equipment. The position has changed over the years. The electrical work in connection with <sup>the</sup> mechanical ore handling complex is worth about Rs. 10 crores. Electrical energy consumed is of the order of 20,000 kilowatts. There are 17 electrical officers and over 880 electrical staff as against the staff strength of only 800 on the Civil Engineering side. The maintenance budget of the Civil Engineering side is about <sup>/Rs.</sup> 100 lakhs against Rs. 200 lakhs on the Electrical side. The responsibilities shouldered by the Electrical Engineering Section of the Mechanical Engineering Department are greater than those of the Civil Engineering Department. There should be an Electrical Engineering Department with its own head and pay scales <sup>pf</sup> the Electrical Officers should be fixed commensurately with their responsibilities. Similar duties in Madras are looked after by an officer of Superintending Engineer rank on the scale of Rs. 1400 - 1900, whereas the Plant Superintendent (Electrical) in Visakhapatnam is on the scale of Rs. 1000 - 1500, despite the fact that he is the senior-most electrical engineer in the port and has

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already served as Executive Engineer for ten years. He should have been given the Superintending Engineer's scale, that being the avenue of promotion of the Executive Engineer. He requests that he should be given a scale on par with that of the Superintending Engineer (Electrical) of the Madras Port Trust.

8.17 The higher post of Plant Manager, Mechanical Ore Handling Plant, is on the scale of Rs. 1400 - 1800. It would be anomalous to suggest a scale higher than that of the Plant Manager for the Plant Superintendent (Electrical). However, the duties and responsibilities of the post of Plant Superintendent and his position vis-a-vis others and all other relevant factors have been taken into consideration in proposing the revised pay scale for him.



Assistant Executive Engineer (Shri A.Nagaraju).

8.13 It is urged that the post of Assistant Executive Engineer is intermediary between Assistant Engineer and the Executive Engineer. The minimum of the Assistant Engineers' scale is Rs. 425 and of Executive Engineers Rs. 800. The Assistant Executive Engineer's minimum should be around Rs. 610 instead of Rs. 475.

Weightage should be given to officers with technical qualifications such as engineering vis-a-vis those with general education such as in arts and science. He says that he has to work in difficult conditions outside working hours and on holidays to maintain the continuity of service.

8.19 The qualifications and experience required for the post have been taken into consideration along with other relevant factors in proposing the new pay scales. The minima or maxima cannot be fixed on the basis of arithmetical means as has been suggested in the submissions made to me. If the officer is over-worked, as he claims, the post should arrange to give him suitable relief.

Medical Officers.

8.20 It is urged that the medical officers have to undergo a long academic training and professional experience. It should be taken into account for fixing their pay scale. There should also be provision for time bound promotions for staff once in every five years except that a post-graduate degree should be a pre-condition for the post of Chief Medical Officer. Scales ranging from Rs1500 - 2000 at the lowest for a medical officer to Rs. 3100 - 3450 for the Chief Medical Officer have been suggested. It has been also suggested that the Medical Department should be separated from the Secretary's Department under its own head. The Chief Medical Officer should be given the same scale as Chief Medical Officers of other Major Ports like Bombay and Madras. The Anesthetist and Casualty Medical Officer should be given a higher scale in view of their specialised and higher degree of responsibilities. Where prescribed qualification is graduation, five increments should be given for a post-graduate degree and 3 for a post-graduate diploma. Medical Officers looking after specialist's duties in addition to their routine medical or surgical work, should be given Rs. 250 per month. They should also be paid night duty allowance; call duty allowance when called out to attend to emergency cases outside working hours; and

8.21 The periods spent by the medical officers in their academic training and for acquiring the professional experience required for recruitment to the posts under Port Trusts as also the promotion opportunities available to them, have been taken into consideration in proposing the new scales. Their proposition that time-bound promotion should be provided after five years cannot be accepted. The specialised nature of the Anaesthetist's work has been taken into consideration. The question of granting post-graduate allowance has been discussed elsewhere and suitable proposals made. As I have observed elsewhere a specialist allowance or a specialist grade can be given only to those who are specifically appointed as specialists in identified posts requiring qualifications and experience suitable for specialists. It cannot be given merely for possession of post-graduate qualifications. The fact that the medical officers are called upon to attend to emergency cases outside working hours has been taken into consideration in proposing the revised pay scales. Payment of Call Duty Allowance as demanded is not justified.

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8.22 I have proposed the revised scales having regard to all the relevant factors.

8.23 I would suggest for the consideration of the port that the medical department should be placed under a separate Head of Department, viz., Chief Medical Officer. It is large and important enough to be separate from the Secretary's department.

Fire and Assistant Safety Officer

8.24 The post is on the junior Class I scale of Rs. 475-1100. It is demanded that since the Fire and Assistant Safety Officer is concerned with fire prevention and fire fighting both on ships and on shore installation including safety arrangements for carriage and transportation of dangerous and hazardous cargo, his post should be classified as a marine post and he should be equated with the Chief Officer in the Marine Department like the Chief Officer (Tugs), Chief Officer (Dredger), etc., It is stated that he is responsible for the management of about 100 persons distributed at about four places.

8.25 The duties and responsibilities of the Fire and Assistant Safety officer bear no comparison with those Chief Officers on tugs and dredgers. He cannot be treated as a Marine Officer merely because he functions under the administrative control of the Deputy Conservator. He already has the facility of rent-free accommodation, which he desires, should be continued. There is no proposal to withdraw it. The revised scale has been suggested having regard to all the relevant considerations.

Deputy Traffic Manager (Shri Suryanarayana) and  
other Traffic Officers

8.26 It is claimed that the successful working of the port and the quick turn round of ships depends on the planning, coordination, competence and technical and administrative skills of the Traffic Department. The main burden of traffic is borne by the officers of the Traffic Department who have to be alert all the time to work longer hours and even on Sundays and holidays. They have to display considerable amount of initiative and tact in dealing with outside agencies as well as with staff and labour for the successful discharge of their functions. All these features should be taken into consideration in determining the pay scales of the officers of the Traffic Department. Fifty five to sixty five percent of the traffic handled at Visakhapatnam consists of iron ore which passes through the iron ore handling complex. Except for commercial billing, the Traffic Department has no role to play in the handling of this cargo. In the loading and unloading of foodgrains, fertilisers, iron and steel and petroleum oil and lubricants also the Traffic Department has no direct hand except to : ensure smooth operations, Traffic is mostly in bulk and is handled by the shippers themselves. No custody of the cargo is taken or mates receipts obtained except in respect of a small tonnage of import cargo.

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Considering that most of the traffic is handled by the parties themselves, the Traffic Department does not have much responsibility except in regard to management of the port trust railway and to provide co-ordination for various operations. The Department has a work force of about 3091 but a substantial number is surplus to actual requirements.

8.27 The duties and responsibilities of the officers of the Department and the role that they play in the port operations and their position vis-a-vis others have been taken into consideration in proposing the new scales. I have suggested the revised scales having regard to all the relevant factors.

Law Officer:

8.28 It is claimed that the duties and responsibilities of the Law Officer of Visakhapatnam are not in any way different from those of the Legal Advisers in Bombay and Calcutta. The Law Officers of Visakhapatnam should be placed on par with the Law Officers of Bombay and Calcutta. If that is not possible, he should at least be equated with the Deputy Legal Adviser. The Law Section of the Secretary's Department should be separated and converted into an independent head of department. The Assistant Law Officer (Rs.425-1040) should be redesignated as Deputy Law Officer, and given the scale of a Deputy Legal Officer, Bombay Port Trust. The Legal Assistant (Class III) should be redesignated as Assistant Law Officer and given the scale on par with the Assistant Legal Adviser of the Bombay Port Trust. The Law Officer should be paid Rs.300 per month to compensate them for the extra work that they have to do outside office hours or on holidays and Sundays to consult with and brief the advocates of the Port.

8.29 A representation on similar lines have been made by the Assistant Law Officer .

The Law Officer is concerned with various legal matters including drafting of regulations, agreements, etc. and maintaining liasion with advocates of the Port. He also deals with correspondence connected with legal matters. He works administratively under the Secretary



but in fact he claims to be functioning independently. Most of the agreements etc. are in standard forms. During the hearing it was conceded that about 70 to 75 per cent of the forms were standardised, though I would personally put the percentage at about 95. The claim that he should be placed on par with the Legal Advisers in Bombay and Calcutta cannot be accepted. Larger quantum of work gives rise to greater authority and complexity of issues to be dealt with. In legal matters, the Port Trust has the benefit of advice of a Legal Adviser who is on a retainer.

8.30.1 The Law Officer's claim for parity with Bombay and Calcutta cannot be accepted. The duties and responsibilities of the post and the qualifications and experience required for it, have been duly taken into consideration in proposing a new scale for the post of Law Officer as well as that of the Assistant Law Officer. The post of Legal Assistant is a Class III post, which is outside my purview.

8.31 Non-practising Allowance has been given to the doctors for historical reasons. There is no case for extending it to other categories. Consultation with the port advocates outside office hours or on Sunday and holidays is an occasional requirement. There is no case for grant of any consolidated overtime for that purpose.

Programmer

8.32 The present scale of the Programmer's post is Rs. 425-1040. His request is that it should be treated as on the Class I scale i.e. Rs. 475-1100 for purposes of revision.

8.33 The post has been created in 1975 by upgrading class III post. It is too early to make a fresh assessment. It has not been established that any material change has occurred since then to justify an upward revision of its scale.

Controller of Stores and Deputy Controller of Stores.

8.34 It is stated that the qualifications required for the post of Controller of Stores and Deputy Controller of Stores are similar to those required for Chief Engineer/Chief Mechanical Engineer and for the Deputy Chief Engineer/Deputy Chief Mechanical Engineer viz. an Engineering degree and experience of 10/7 years. In addition, the Controller of Stores and Deputy Controller of Stores are required to have knowledge of materials management and familiarity with the working of the mechanical engineering and civil engineering departments to enable them to function properly. Therefore, the pay scales of Controller of Stores/ Deputy Controller of Stores should be the same as for Chief Engineer/Chief Mechanical Engineer and Deputy Chief Engineer/Deputy Chief Mechanical Engineer, respectively. Considering the additional requirement of and experience in materials management, their pay should be even higher. The purchases, issues and disposals of stores at Visakhapatnam are almost equal to those at Bombay, Calcutta and Madras. Though the Chief Mechanical Engineer processes the procurement of spares for the ore handling plant, actual purchases are made by the Controller of Stores. The Deputy Controller of Stores being next in rank to the Controller of Stores, has to carry heavy responsibilities. Considering these heavy responsibilities

and the No.2 position that he holds in the Department, his scale should not be less than that of Deputy Chief Engineer/Deputy Chief Mechanical Engineer. Also the post of Deputy Controller of Stores should be elevated to that of Senior Deputy Controller of Stores as in Calcutta. In view of the responsibility and burden that they carry, the scales of all Controllers of Stores and Deputy Controllers of Stores in all the ports should be the same, particularly as the nature of work and responsibility discharged by them are similar.

8.35           Qualifications and experience are to be considered along with other relevant factors in making comparisons. The nature and value of experience in one assignment can be different from that in another assignment. Similarity in length of experience does not, therefore, offer any criterion. The similar relative positions of two different posts in two different hierarchies do not necessarily make them comparable. The claim that Controller of Stores and Deputy Controller of Stores should have the same scale as Chief Engineer and Deputy Chief Mechanical Engineer, respectively, because of similar qualifications and length of experience and the similar positions that they hold in their respective hierarchies, is not tenable. A similar claim was made before the Desai Committee. The Committee was unable to accept it for the reason that the work of Controller of Stores cannot be compared to that of Chief Engineer. The

nature and volume of responsibility of the Controller of Stores and his Deputies in Visakhapatnam have been duly taken into account by me in making my proposals.

Assistant Controller of Stores (Shri Mohan Rao)

8.36 It is contended that the duties and responsibilities of the post of Assistant Controller of Stores in Visakhapatnam (Rs. 475-1100) are similar to those of the Assistant Controller in Bombay (Rs. 800-1350). The Assistant Controller of Stores in Visakhapatnam should, therefore, be placed on par with the Assistant Controller of Stores, Bombay.

8.37 The organisational pattern in Bombay is different from that in Visakhapatnam. The Assistant Controller in Bombay is a supervisory officer, who supervises the work of other officers of the status comparable to that of Assistant Controller in Visakhapatnam. The two positions are not really comparable. The duties and responsibilities of the post in Visakhapatnam and its position vis-a-vis the other posts in Visakhapatnam and in other ports has been duly taken into consideration in proposing the revised scale.

Secretary

8.38 The present scale is Rs.1200-1600 . It is urged that originally the scale was Rs.1100-1400 when the Heads of Finance Department and Traffic Department were on the scale of Rs.1100-1600. Since then the scale of the Financial Adviser and Chief Accounts Officer has gone upto Rs.1400-1800 and that of Traffic Manager to Rs.1400-2000, the Secretary's scale has improved only to Rs.1200-1600. In the past the Board had recommended a scale of Rs.1300-1800 for the Secretary but the Government did not approve of the proposal and left it to be considered by the Desai Committee which awarded only Rs.1200-1600. The Secretary is one of the Heads of Departments and his duties and functions are as important as those of any other Head of Department. Therefore, he should be on the same scale as any other Head of Department, and at least the same as Traffic Manager. Besides his usual functions he is also responsible for industrial relations and personnel management, labour welfare, public relations, legal section, vigilance section, information section, medical set-up including sanitary and anti-malaria wing, port training institute and the apprentices training programmes. He oversees the work of more officers (20) than the Traffic Department (11) and the Accounts Department (11). He co-ordinates the

working of all the Departments and has to take administrative policy decisions in the absence of the Chairman/Deputy Chairman. He is the appointing and disciplinary authority for Class III and Class IV employees of the Medical Department and is answerable broadly for the efficient functioning of that Department. He gives policy advice and direction on matters relating to industrial relations and personnel management and employee grievances. He gives interpretation and clarifications on his own, consulting the Chairman/Deputy Chairman only when there is a deviation from the policy or debut. Several other ports have separate Departments for personnel management and industrial relations, legal services, and medical. It is true that in legal matters, the responsibility of the Secretary is administrative in character and does not extend to giving authoritative legal opinion. It is also true that administration of Port Technical Institute is the direct responsibility of a Director. However, the Secretary is generally responsible for overseeing their functions. Again, even if a separate Medical Department is set up under a separate Head of Department as in other ports, it would not make any significant difference to the burden and responsibilities that the Secretary carries. Visakhapatnam is no longer a small port as in the past. The scale of the Secretary in Visakhapatnam should be same as that of the Secretaries of other Port Trusts and in fact higher because of the additional responsibilities that he carries.

In any case it should not be less than that of Secretary in Madras.

8.39 The role of the Secretary is principally advisory and giving staff support to the Chairman. I am unable to accept the contention that his scale should be equal to those of other Heads of Departments in the port who have direct operational responsibility of one kind or the other. The plea that Secretaries of all ports should be given the same scale of pay cannot also be accepted. The position of Secretary in Visakhapatnam and the multifarious duties and responsibilities that he shoulders as compared to Secretaries in other ports have been taken into consideration by me in proposing the revised scale for him.

Chief Cashier.

8.40 Chief Cashier is responsible for the receipt, disbursement and safe custody of cash. He is also responsible for verification of debit and credit advices received from the Bank. It is stated that since the last pay revision, there has been a considerable increase in his volume of work and responsibility. Physical cash transactions have gone up from about Rs. 250 lakhs per annum to about Rs. 600 lakhs per annum on expenditure side only. It is claimed that he has to work longer hours regularly. In the morning he has to come early to distribute cash for disbursement; in the evening he has to stay late to balance cash books. He has also a sense of grievance



that persons junior to him on Accounts side have been promoted to higher posts and are now drawing higher salaries. It is claimed that in Bombay similar duties are performed by an Assistant Accountant on the Class I scale of Rs. 800 - 1350, while in Calcutta Treasurer Class I doing similar duties is on the scale of Rs. 680 - 1040.

8.41 The volume of cash transactions in Bombay and Calcutta is much larger. Custody, receipt and disbursement of cash in Bombay is the responsibility of Cashier on the Class III scale of Rs. 900 - 1200. His work is supervised by a Junior Assistant Accountant on the scale of Rs. 475 - 1100 and not Rs. 800 - 1350. Somewhat similar responsibilities in Visakhapatnam are shouldered by the Deputy Chief Accounts Officer on the scale of Rs. 475 - 1100. According to the information furnished to me, he is responsible for closing the expenditure cash chest after physical verification of cash with cash books. He holds one of the two keys of the cash chest. Comparisons with promotions that have taken place on the accounts side is not relevant. Equalities of opportunities in two totally different compartments cannot be ensured. The Chief Cashier is appointed by promotion from Head Assistant (Cash) on the pre-revised scale of Rs. 310 - 550 (now Rs. 850 - 1100). Public transactions close at 4.30 p.m. and ordinarily it should not be necessary for him to work beyond normal office hours. He has to stay late

~~when the balance does not tally and this~~ should be an occasional requirement and not a daily routine.

I do not think that a claim for being placed on the scale of Rs. 800 - 1350 has been established.

As the position now stands, he already enjoys certain advantages over the Cashier in Bombay and those advantages sufficiently compensate him for the differences in his duties and responsibilities. His claim for parity with Calcutta cannot be conceded. The increase in his duties and responsibilities both in terms of volume and cash handled and the number of transactions have been suitably taken into account in proposing the revised scale.

#### MARINE DEPARTMENT

8.41 Officers belonging to the marine services have submitted a representation in which they have made their suggestions regarding the pay scales for the various posts as well as regarding the allowances such as tonnage allowance, cold move allowance, night fees/weightage, overtime, shorthanded allowance, conveyance allowance, uniform allowance etc. These are similar to the claims made by the marine officers in other ports. I have duly taken these suggestions into account in proposing appropriate revised scales for them.

As regards allowances I have dealt with them in Chapter V

8.43 I recommend that the existing scales of pay of various posts in the Visakhapatnam Port Trust be revised as shown in the schedule annexed to this chapter.

## VPT 1

Sl. No. Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
1. Deputy Chairman	2100-100-2300	2450-100-2750
ADMINISTRATION DEPARTMENT		
2. Secretary	1200-50-1600	1700-55-1810-70-2300
3. Personnel Officer	300-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
4. Assistant Personnel Officer	475-175-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
5. Deputy Secretary	300-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
6. Chief Vigilance Officer	300-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
7. Information Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
8. Law Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
9. Assistant Secretary (Class I)	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
10. Assistant Secretary (Class II)	425-25-500-30-520-EB-30-530-35-1040	900-35-1040-40-1080-EB-40-1400-45-1580

VPT 2

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
11.	Assistant Law Officer	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-45-1580
12.	Personal Assistant to the Chairman	425-25-500-30-680-EB-30-830-35-1040	950-40-1110-45-1245-EB-45-1380-50-1630.
13.	Personal Assistant to the Deputy Chairman	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-45-1580.
14.	Chief Medical Officer	1200-50-1500	1700-55-1920-60-2160
15.	Senior Medical Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	1000-40-1120-45-1300-EB-50-1650-EB-50-1900
16.	Medical Officer	425-25-500-30-680-EB-30-830-35-1040	950-40-1110-45-1245-EB-45-1380-50-1630.
17.	Anaesthetist	425-25-500-30-680-EB-30-830-35-1040	950-40-1110-45-1245-EB-45-1380-50-1630.
18.	Casualty Officer	425-25-500-30-680-EB-30-830-35-1040	950-40-1110-45-1245-EB-45-1380-50-1630.
19.	Labour Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630.
20.	Assistant Director (Elec. Engg.) PTI	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580.
21.	Assistant Director (Marine and Mechanical Engineering) P.T.I.	425-25-500-30-680-EB-30-830-35-1040.	900-35-1040-40-1080-EB-40-1400-EB-45-1580.

VPT 3

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
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RESEARCH AND PLANNING DEPARTMENT

22.	Director	1200-50-1600	1700-55-1920-60-2160
23.	Deputy Director	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
24.	Assistant Director Class I	475-475-525-35-770-35-840-40-1000-50-1100.	950-40-1110-45-1245-EB-1320-50-1630.
25.	Analyst Programmer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1320-50-1630
26.	Programmer	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1520.

ACCOUNTS DEPARTMENT

27.	Financial Adviser and Chief Accounts Officer	1400-60-1700-100-1800	1900-75-2200-100-2400.
28.	Senior Deputy Financial Adviser and Chief Accounts Officer	1200-50-1500	1700-55-1920-60-2100.
29.	Deputy Financial Adviser and Chief Accounts Officer	800-40-1000-50-1200-50/2-1350.	1300-50-1650-EB-50-1900

## VPT 4

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
30.	Deputy Chief Accounts Officer	475-475-525-35- 770-EB-35-35- 840-40-1000- 50-1100	950-40-1110-45-1245- EB-45-1380-50-1600
31.	Accounts Officer	425-25-500-30- 620-EB-30-830- 35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580.
32.	Chief Cashier	425-25-500-30- 620-EB-30-830- 35-1040	970-35-1040-40-1080- EB-40-1400-EB-45- 1580.

## TRAFFIC DEPARTMENT

33.	Traffic Manager	1400-60-1700-100- 2000	1900-75-2200-100-2600
34.	Docks Manager	1000-50-1500	1500-50-1700-55-1920- 60-2100
35.	Railway Manager	1200-1600	1700-55-1920-60-2100
36.	Deputy Traffic Manager	800-40-1000-50- 1300-50/2-1350	1300-50-1650-EB-50- 1900
37.	Assistant Traffic Manager, Class I	475-475-525-25- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245-EB- 45-1380-50-1630.
38.	Assistant Traffic Manager, Class II	425-25-500-30- 620-EB-30- 830-35-1040.	900-35-1040-40-1080- EB-40-1400-EB-45- 1580.

## VPT 5

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
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## STORES DEPARTMENT

39.	Controller of Stores.	1400-60-1700- 100-1800	1900-75-2200-100- 2400
40.	Deputy Controller of Stores	800-40-1000-50- 1200-50/2- 1350	1300- 50-1650-EB- 50-1900
41.	Assistant Controller of Stores	475-475-525-35- 770-EB-35-340- 1000-50-1100	950-40-1110-45-1245- EB-45-1380-50- 1630.
42.	Stock Verifier	425-25-500-30-680- EB-30-320-35- 1040	900-35-1040-40-1080- EB-40-1400-EB- 45-1580.

## CIVIL ENGINEERING DEPARTMENT

43.	Chief Engineer	1700-100-2100	2200-100-2400- 125/2-2650.
44.	Deputy Chief Engineer	1000-50-1500	1700-55-1920-60- 2100
45.	Executive Engineer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
46.	Assistant Executive Engineer	475-475-525-35- 770-EB-35-340- 40-1000-50-1100	950-40-1110-45-1245- EB-45-1380-50-1630

VPT 6

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
47.	Assistant Engineer	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080- EB-40-1400-45- 1580.
48.	Estate Manager	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1380-50- 1630.
49.	Assistant Executive Engineer (Railways)	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1380-50- 1630.
50.	Assistant Engineer (Railways)	425-25-500-30- 680-EB-30- 830-35-1040.	900-35-1040-40-1080- EB-40-1400-EB-45- 1580.

51.

OUTER HARBOUR PROJECT

51.	Deputy Chief Engineer	1000-50-1500	1700-55-1920-60-2100
52.	Executive Engineer	800-40-1000-50- 1200-50/2- 1350.	1300-50-1650-EB-50- 1900
53.	Assistant Executive Engineer (C)	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100.	950-40-1110-45-1245- EB-45-1380-50- 1630.
54.	Assistant Engineer (C)	425-25-500-30- 680-EB-830- 35-1040.	900-35-1040-40-1080- EB-40-1400-EB-45- 1580.
55.	Senior Accounts Officer	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1380-50- 1630.



Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
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## MECHANICAL ENGINEERING DEPARTMENT

56.	Chief Mechanical Engineer	1400-60-1700- 100-2000	<del>1900</del> -75-2200-100- 2600-(upto 31.12.1976)  2200-100-2400-125/2- 2650 (from 1.1.77)
57.	Plant Manager	1400-60-1700- 100-1800	1900-75-2200-100- 2400
58.	Deputy Chief Mechanical Engineer	1000-50-1500 **	1700-55-1920-60- 2100 **
59.	Plant Superintendent	1000-50-1500	1500-50-1700-55-1920- 60-2100
60.	Dredger (Chief Engineer)	1050-50-1700	1650-50-1750-60-2050- EB-60-2350.
61.	Dredger Second Engineer (a)	950-50-1600 (For those with MOT First Class Combined Certificate) Less Rs. 100 for those with MOT First Class single Certificate.	1550-50-1700-60-1880- EB-60-2240 (for those with MOT First Class Combined Certificate) Less Rs. 100 for those with MOT First Class Single Certificate.
	** If Chief Engineer (Dredger) is appointed as Dy. Chief Mech. Engineer he will retain the scale of Chief Engineer (Dredger) as personal to him.	(b) 800-40-1000-50/2- 1250 (For those with MOT Second Class Combined Certificate) Less Rs. 50 for those with MOT Second Class single Certificate.	1350-50-1600-EB-50-1800 (For those with MOT Second Class Combined Certificate) Less Rs.50 for those with MOT Second Class Single Certificate.

## VPT 8

Sl. No.	Designation of Post	Existing Scale RS.	Proposed Scale Rs.
62.	Senior Marine Engineer	1050-50-1700	1650-50-1750-60-2050- EB-60-2350
63.	Marine Engineer	950-50-1600	1550-50-1700-60-1880- EB-60-2240
	(a)	(For those with MOT First Class combined certificate) Less Rs. 100 for MOT First Class single certificate.	(For those with MOT First Class combined certificate) Less Rs. 100 for MOT First Class single certificate.
	(b)	800-40-1000-50/2-1250 (For those with MOT Second Class combined certificate) Less Rs. 50 for Second Class single certificate.	1350-50-1600-EB-50-1800 (For those with MOT Second Class Combined Certificate) Less Rs. 50 for those with MOT Second Class Single Certificate.
64.	Executive Engineer (Mechanical)	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.
65.	Executive Engineer (Electrical)	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.
66.	Industrial Engineer	800-40-1000-50-1200-50/2-1350.	1300-50-1650-EB-50-1900.
67.	Engineer, D.D. Waltair	800-40-1000-50-1250 (For those with MOT Second Class Combined Certificate) Less Rs.50 for those with MOT Second Class single certificate.	1350-50-1600-EB-50-1800 (For those with MOT Second Class combined certificate) Less Rs. 50 for those with MOT Second Class single certificate.

VPT 9

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
68.	Engineer (150 ton Floating Crane)	800-40-1000-50-1250 (For those with MOT Second Class Combined Certificate) Less Rs. 50 for those with MOT Second Class Single Certificate.	1350-50-1600-EB-50-1800 (For those with MOT Second Class Combined Certificate) Less Rs. 50 for those with the MOT Second Class <u>Certificate</u> . <u>single</u>
69.	Engineer Tugs	800-40-1000-50-1250 (For those with MOT Second Class combined certificate) Less Rs. 50 for those with MOT Second Class single certificate.	1350-50-1600-EB-50-1800 (For those with MOT Second Class combined certificate) Less Rs. 50 for those with MOT Second Class single certificate.
70.	Engineer GHD Durga	800-40-1000-50-1250 (For those with MOT Second Class combined certificate) Less Rs. 50 for those with MOT Second Class single Certificate.	1350-50-1600-EB-50-1200 (For those with MOT Second Class Combined Certificate) Less Rs. 50 for those with MOT Second Class Single Certificate.
71.	Assistant Executive Engineer (Mechanical)	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1320-50-1630

VPT 10

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
72.	Assistant Executive Engineer (Tenders)	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1330-50-1630.
73.	Assistant Executive Engineer (Electrical)	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630.
74.	Assistant Executive Engineer (Electronics)	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
75.	Assistant Engineer (Mechanical)	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580.
76.	Assistant Engineer (Electrical) OHP	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580.
77.	Assistant Engineer (Op./OHP)	425-25-500-30-680-EB-30-830-35-1040.	900-35-1040-40-1080-EB-40-1400-EB-45-1580.
78.	Assistant Engineer (Elec./Maint.)	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580.
79.	Assistant Engineer (Auto)	425-25-500-30-680-EB-30-830-35-1040.	900-35-1040-40-1080-EB-40-1400-EB-45-1580.
80.	Assistant Engineer (Planning)	425-25-500-30-680-EB-30-830-35-1040.	900-35-1040-40-1080-EB-40-1400-EB-45-1580.

VPT 11

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

81.	Deputy Conservator	1800-75-2100-50-2200	2350-75-2500-100-2800
82.	Harbour Master	1700-75-1850-50-2050	2250-75-2550-100-2650
83.	Dredging Superintendent	1400-50-1700-75-1850-50-1900.	2000-60-2360-100-2560
84.	Dock Master	1400-50-1700-75-1850-80-1900	2000-60-2360-100-2560
85.	Pilots	1000-50-1700-75-1850	1600-50-1700-60-2000-EB-60-2300-100-2500 A Pilot will not draw his second increment from a date earlier than the date on which he obtains a Pilot's licence.
86.	Dredger Commander	1000-50-1700	1600-50-1750-60-2050-EB-60-2350
87.	Chief Officer Grade I	900-50-1550	1500-50-1750-60-1870-EB-60-2170
88.	Chief Officer Grade II	700-40-1000-50/2-1250	1250-50-1600-EB-50-1800.

## VPT 12

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
89.	Senior Hydrographic Surveyor	800-40-1000-50- 1200-50/2- 1350	1300-50-1650-EB-50- 1900
90.	Hydrographic Surveyor	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100.	950-40-1110-45-1245- EB-45-1380-50-1630
91.	Fire and Assistant Safety Officer Class I	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245-EB- 45-1380-50-1630
92.	Fire and Assistant Safety Officer Class II	425-25-500-30- 680-EB-30- 830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580.
93.	Senior Master Class II	425-25-500-30- 680-EB-30- 830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580.

CHAPTER - IX

MADRAS PORT TRUST

9.1 Madras Port has 20 berths in the Jawahar Dock, Harbour Basin and Bharati Dock. The oil berth at the Bharati Dock is capable of accommodating vessels upto 83,000 DWT. The Bharati Dock also has a fully mechanised ore berth capable of loading iron ore at the rate of 8000 tonnes per hour. The maximum permissible length, beam and draft in the Jawahar Dock is 228.6 metres, 32.0 metres and 11.1 metres and in the Bharati Dock 259.1 metres, 39.6 metres and 11.6 metres. The pilots board the vessel at a distance of about 3 Kilometres from the harbour entrance, where they go by launches. The main channel is 244 metres wide and maximum available draft at all states of tides is 15.8 metres. The port has a fleet of 6 dredgers, 6 tugs and 18 other port craft. It has 41 shore cranes and a variety of other cargo handling equipment. It has its own railway system with a track of 78.8 Kilometres. It has 60 wagons and 26 locomotives. It has a well laid out and well equipped workshop which is capable of undertaking all repairs except to larger craft which are sent to Calcutta for want of a suitable dry dock. It has a work force of 11,150 including 169 class I and 58 class II officers. It has a hospital which has recently been upgraded from 100 to 150 bed strength. It has its own residential colony for its staff.

## Secretary's Department

### Secretary

9.2 Secretary to the Port Trust has represented that there is an anomaly in his existing scale inasmuch as it is less than the scale of Superintending Engineer who holds a position below that of his head of department, and of the Harbour Master who also holds a position below that of his head of department. He has also claimed that he should get the same scale of pay as is given to Secretaries of Bombay and Calcutta Ports on the ground that he is performing similar functions and is in addition responsible for labour and legal matters as also for training, research and vigilance. I have not been able to accept the claim that the pay scales at Madras Port should be equal to that at Bombay and Calcutta ports. Similarity of functions has to be considered along with other relevant factors. Law, statistics and training are only formal placements under the Secretary. Statistics work is being done under the supervision of the Accounts Department; training is an engineering function and law is not a requirement of the post. The claim of parity with Bombay and Calcutta cannot be supported.

### Senior Deputy Secretary

9.3 This post was created with effect from 2nd July 1977 on the scale of Rs. 1050-50-1500 in lieu of one of the two posts



of Deputy Secretary. The Senior Deputy Secretary has claimed that he attends to establishment cases emanating from departments prior to submission to the Chairman/Deputy Chairman, coordinates the implementation of the orders relating to reservation for scheduled castes and scheduled Tribes; prepares draft rules and regulations and assists in dealings with the unions. He has claimed that the post of Deputy Secretary should have the same scale as that of Deputy Secretary in Bombay and Calcutta and that there should be a still higher scale for the post of Senior Deputy Secretary.

9.4 The post of Senior Deputy Secretary was created as recently as July 1977. No case has been made out for a reassessment so soon.

#### Deputy Secretary

9.5 The Deputy Secretary has represented that prior to his appointment as Deputy Secretary he held the post of Legal Assistant. On his promotion to the post of Deputy Secretary in the normal course, the post of Legal Assistant was abolished. He has since been looking after legal matters also. His duties involve preparation and finalisation of plaints, written statements, rejoinders and briefing of advocates and legal advisers. He claims that he should be equated with the Legal Adviser of Bombay (Rs. 1800-2250).

9.6 I find that the post of Deputy Secretary does not require legal qualifications. Legal work has been

entrusted to the present incumbent as a personal arrangement. Ordinarily, the post is filled by selection from amongst Assistant Secretary, Labour Welfare Officer and Administrative Assistant. Moreover, the legal work attended to by the Deputy Secretary is of a limited nature; all important matters are referred to the Port's Legal Adviser. Request for parity with the Legal Adviser in Bombay cannot be supported.

#### Assistant Secretary

9.7 There are five posts of Assistant Secretary on Rs. 475-1100. ~~scale~~ The Assistant Secretaries manage 2/3 small sections each and are interchangeable with the Administrative Assistants in the Engineering, Marine and Medical Departments. They have asked for parity with the Assistant Secretary in Bombay and Calcutta who are on Rs. 800-1350.

9.8 Posts of Assistant Secretary in Bombay and Calcutta are filled by promotion from amongst Junior Assistant Secretaries on Rs. 475-1100 which in turn are filled mainly by direct recruitment. The post of Assistant Secretary in Madras on the other hand is filled by promotion from class III. The claim for parity with Assistant Secretary of Bombay and Calcutta cannot be accepted.

#### Private Secretary to Chairman

9.9 This post is at present on the scale of

~~Rs. 475-1100.~~ The claim is for the same scale as may be fixed for the post of Assistant Secretary. I have already expressed the view that a higher scale is not warranted for the post of Assistant Secretary.

Reception Officer

9.10 The post of Reception Officer was created on the scale of Rs. 425-800 with a special pay of Rs. 100 by conversion of the class III post of Guest House Superintendent with effect from 23.8.1974. The post was again upgraded to that of Public Relations Officer on the scale of Rs. 475-1100 with a special pay of Rs. 100 with effect from the 1st September 1977. It has been represented that the conversion to the post of Reception Officer should be advanced to the 1st January 1974. It has also been represented that for the post of Public Relations Officer, a scale equal to that of Assistant Secretary (Public Relations) in Bombay Port Trust or of Deputy Secretary (Project) in Visakhapatnam Port Trust (who also attends to public relations work) should be given in addition to the continuance of the special pay of Rs. 100.

9.11 The post of Public Relations Officer has been evaluated as recently as September 1977. There has been no change since then warranting fresh assessment. The question of retrospective effect to the upgradation done in August 1974 is outside my terms of reference. The special

of  
pay/ Rs. 100 per month should continue.

Training Manager

9.12 The post of Training Manager (Rs. 800-1350) has been newly created with effect from 1st April 1977. It has been claimed that the duties involved cover a wide range of skills. The Training Manager has to function independently to develop a Training Wing. The post is filled by secondment from the Engineering Department and the officer gets no extra benefit. A combination of the scale applicable to Executive Engineer (Rs. 800-1350) and Superintending Engineer (Rs. 1400-1900) with a higher minimum or the scale of Rs. 1200-1800 (unrevised) has been claimed.

9.13 The post has been recently created. It is too early to make a fresh assessment. A claim for a higher scale has not been established and cannot be supported.

Statistical Officer

9.14 The functions of Statistical Officer are largely in the nature of collection, compilation, analysis and interpretation of statistical data and submission of reports. On the ground of higher qualifications and the nature of work done as also on the ground that the post is isolated, it has been represented that the post should be upgraded from class I junior scale to class I senior scale.

9.15 The recruitment rules provide for appointment by promotion. The functions are largely in the sphere of

compilation of statistical data; there is very little research work involved. Claim for upgradation cannot be accepted.

Labour Welfare Officer and  
Assistant Labour Welfare Officer

9.16 On the ground that the post requires a post-graduate degree in addition to experience and that the duties call for initiative and tact in dealing with workers besides establishing contacts with officers of higher status, it has been represented that the Labour Welfare Officer should be given a scale corresponding to the existing scale of Rs. 800-1350 and the Assistant Labour Welfare Officer a scale corresponding to the existing scale of Rs. 700-1350. It has also been urged that in Cochin Port Trust the pay scale of Labour Welfare Officer has been revised to Rs. 800-1350.

9.17 I have suggested the revised scales having regard to all the relevant factors.

Stores Department

Controller of Stores

9.18 The officers of the Stores Department in their memorandum have stated that the annual value of purchases and the number of items held in stock have increased during the recent years on account of acquisition of new equipment by the Port Trust. The workload in Madras is now broadly comparable with that in Bombay. Therefore, the pay scales of Controller of Stores should not be lower than that in Bombay. Also, the Controller of Stores has higher delegated financial powers than the Chief Engineer in respect of purchases. Having regard to these considerations, the scale of pay of the Controller of Stores should be fixed on par with that of the Chief Engineer and the Chief Mechanical Engineer.

Deputy Controller of Stores

9.19 It is stated that the Deputy Controller of Stores has also not had a fair deal inasmuch as though the qualifications required for direct recruitment to the post of Deputy Controller of Stores are higher than those of the Superintending Engineer, he has been placed on a scale applicable to an Executive Engineer. While for the post of Superintending Engineer a degree in Engineering with seven years' experience is required, for the post of Deputy Controller of Stores, ten years' experience is required. The Deputy Controller of Stores would shortly

Stores Department

Controller of Stores

9.18 The officers of the Stores Department in their memorandum have stated that the annual value of purchases and the number of items held in stock have increased during the recent years on account of acquisition of new equipment by the Port Trust. The workload in Madras is now broadly comparable with that in Bombay. Therefore, the pay scales of Controller of Stores should not be lower than that in Bombay. Also, the Controller of Stores has higher delegated financial powers than the Chief Engineer in respect of purchases. Having regard to these considerations, the scale of pay of the Controller of Stores should be fixed on par with that of the Chief Engineer and the Chief Mechanical Engineer.

Deputy Controller of Stores

9.19 It is stated that the Deputy Controller of Stores has also not had a fair deal inasmuch as though the qualifications required for direct recruitment to the post of Deputy Controller of Stores are higher than those of the Superintending Engineer, he has been placed on a scale applicable to an Executive Engineer. While for the post of Superintending Engineer a degree in Engineering with seven years' experience is required, for the post of Deputy Controller of Stores, ten years' experience is required. The Deputy Controller of Stores would shortly

be delegated with enhanced powers including powers to enter into contracts on behalf of the Port Trust. There has been an increase in the workload of the Deputy Controller of Stores in charge of depot due to increase in transactions. Therefore, the Deputy Controller of Stores should be placed at least on par with the Superintending Engineer.

Assistant Controller of Stores (Class I)

9.21 The post of Assistant Controller of Stores (Class I) carries the same scale as Assistant Engineer though the qualifications and experience for direct recruitment to the post of Assistant Controller of Stores (Class I) are higher than those of the Assistant Executive Engineer. The qualifications prescribed for direct recruitment to the post of Assistant Executive Engineer are a degree with two years' experience whereas those for direct recruitment to the post of Assistant Controller of Stores (Class I) are a degree with three years' experience. Moreover, the Assistant Controller of Stores has certain financial powers in the matter of purchase whereas Assistant Executive Engineers have not been delegated any financial powers. There is a proposal under consideration to enhance the powers of Assistant Controller of Stores in regard to purchases. Therefore, Assistant Controller of Stores (Class I) should be raised to the level of Executive Engineer.

Assistant Controller of Stores (Class II)

9.21 Assistant Controllers of Stores (Class II) are



at present on two scales of pay viz. Rs. 425-1040 and Rs. 425-800. The qualifications required for both these grades are almost similar viz., graduate in Arts, Science or Commerce with 7/8 years' experience of which two years should be in a large engineering stores and a Graduate in Engineering with two years' experience of which one year should be in a large engineering stores. Both these grades should be merged into a single scale and upgraded to the rank of Assistant Controller of Stores in Bombay. The existing scales are not sufficiently attractive with the result that it has not been possible to attract candidates of good quality.

9.22 Comparisons cannot be made on the basis of qualifications only; the job content, duties and responsibilities and other relevant factors have also to be considered. The duties and responsibilities of the engineer officers are totally different from those of the Stores Officers. Claim for parity on the basis of qualifications cannot be accepted.

9.23 I have suggested the revised scales having regard to all the relevant considerations including comparability of corresponding posts in Calcutta and Bombay ports.

Traffic Department

Traffic Manager

9.24 The scale of the post is Rs. 1400-2000. It has been represented that the Traffic Manager is responsible for shipping, railway, (both operational and commercial) and estates. The Traffic Department also undertakes stevedoring work. Recently, a marketing cell to attract trade to the port has also been set up. At Bombay, there are separate heads of departments to look after service matters, estates and railways. The Docks Manager there is concerned only with shipping work and he has a number of deputies on a higher scale to assist him in the work. It has, therefore, been submitted that the pay scale of Traffic Manager should be equal to the pay scale of the Docks Manager at Bombay.

9.25 I find that the Traffic Manager is not concerned with the newly commissioned iron ore handling plant including its attendant railway, operational and commercial work. Even the iron ore so far handled at Jawahar Dock has shifted to the new ore handling plant. As it is, he is also not concerned with handling of oil, food and fertilisers ashore. Bulk of the railway work has shifted to the Bharati Dock. Estate work involves management of lands within the Dock area only. The number of tenants is small and the terms standardised. Similarly, work within the docks in Bombay is also done by the Docks Manager. Stevedoring is done on a limited scale. I am,

therefore, unable to accept a claim for parity with Bombay.

Docks Manager

9.26 The present scale of the post is Rs. 1200-1500. Previously the Docks Manager was responsible for operational matters, portage and commercial work. Since May 1976, he has been entrusted mainly with the planning of ships operations. It has been requested that he should be treated on par with the Superintending Engineer and given a scale corresponding to the existing scale of Rs. 1400-1900.

9.27 The duties and responsibilities of the Superintending Engineer are not comparable. The demand cannot be supported.

Deputy Traffic Managers

9.28 The present scale of the Deputy Traffic Managers is Rs. 800-1350. It has been stated that with the assigning to the Docks Manager of the work concerning the pre-planning of ships operations, Deputy Traffic Managers have to function independently. Their promotional avenues are also rather limited. It has been urged that the existing scale should be elongated by 5 stages for purposes of revision.

9.29 I have suggested the revised scale having regard to all the relevant factors.

9.30 It has been stated on behalf of the Traffic Officers that they have to inspect the docks by turns before commencement of the shift from 5.00 a.m. and 6.00 a.m. and between 10.00 p.m. and midnight in addition to their normal duties. Each officer has to attend to such inspection work about six times in a month. It has been urged that as they are disturbed outside their normal hours, they should be given a special pay of Rs. 100 per month.

9.31 Such occasional inspections are inherent in the position and responsibility of an officer and cannot be separately remunerated. The demand cannot be supported.

Accounts Department

Financial Adviser & Chief Accounts Officer

9.32 The scale of the post is Rs.1400-2000. It has been stated that in the recent past the Accounts Department has taken on several new items of work which were previously being done in the Secretary's and Chief Mechanical Engineer's Departments such as compilation of management information, cost studies and electronic data processing. It has been urged that the pay scale of Financial Adviser & Chief Accounts Officer should be the same as that of the Chief Accountant in Bombay (Rs.1900-2200) or the Financial Adviser & Chief Accounts Officer (Rs. 1900-2200) in Calcutta. It has also been urged that the scale of Financial Adviser & Chief Accounts Officer should not be less than that of any other head of department including the Chief Engineer (Rs. 1900-2200).

Senior Deputy Chief Accounts Officer

9.33 The Senior Deputy Chief Accounts Officer is on the scale of Rs. 1200-1500. He is responsible for project accounts, stores, compilation of budget, accounts etc. Another post of Senior Deputy Chief Accounts Officer has been created to take charge of costing cell, planning and research and electronic data processing which is proposed to be introduced shortly. It has been urged that the pay scale of Senior Deputy Chief Accounts Officer should not be less than that of

a Superintending Engineer (Rs. 1400-1900) of Madras or of a Deputy Chief Accountant (Rs. 1400-1700) of Bombay port.

Deputy Chief Accounts Officer (Revenue)

9.34 The present scale of the post is Rs. 800-1350. The officer is responsible for assessment of charges and audit of piece-rate wages. It has been claimed that he should be given the same scale as Docks Manager (Rs. 1200-1500).

9.35 It has also been requested that the Deputy Chief Accounts Officer (Engineering) and Deputy Chief Accounts Officer (Establishment) who are now on the scale of Rs. 800-1350 should be raised to the level of Senior Deputy Chief Accounts Officer for purposes of revision.

Cost Accounts Officer

9.36 It has also been represented that the Cost Accounts Officer (Rs. 475-1100) who is in charge of the costing cell under the Senior Deputy Chief Accounts Officer should be treated as on the scale of Rs. 800-1350 for purposes of revision.

Accounts Officer

9.37 A representation has also been made on behalf of the Accounts Officers on the scale of Rs. 475-1100 who work under the Deputy Chief Accounts Officers and Senior Deputy Chief Accounts Officers. It has been requested

~~that their present scale~~ should be raised to the level of senior class I (Rs. 800-1350) for purposes of revision.

9.38 I have considered the various submissions made on behalf of the officers of the Accounts Department. Considering the size of the operations and the financial transactions that the Financial Adviser & Chief Accounts Officer in Madras has to handle, he cannot be treated on par with the corresponding officers in Bombay or Calcutta ports. His duties and responsibilities are entirely different from those of the Chief Engineer. The claim for parity with the Chief Engineer or with the Chief Accountant in Bombay or Financial Adviser and Chief Accounts Officer in Calcutta cannot be supported. Similarly, the Senior Deputy Chief Accounts Officer cannot be compared with the Superintending Engineer whose field is totally different; nor is there any validity in the claim that he should be treated as equal to the Deputy Chief Accountant in Bombay.

9.39 The claim made on behalf of the Deputy Chief Accounts Officer (Revenue), the Deputy Chief Accounts Officer (Engineering) and Deputy Chief Accounts Officer (Establishment), the Cost Accounts Officer and the Accounts Officers have also not been substantiated. I am not able to support them. I have suggested the revised pay scales having regard to all the relevant factors and after consideration of the various submissions made by the officers.

Medical Department

Assistant Surgeons

9.40 Madras Port Trust Medical Officers' Association has stated that the qualifications required for appointment of Assistant Surgeons is an MBBS degree with five years' experience of which one year should be in a hospital with a bed strength of 100 or more. The basic medical course (MBBS) is longer and more expensive than the other professional courses. The duration of the course is 4½ years followed by one year's compulsory internship. A further five years' experience is essential for entry into the port service. On the basis of the Third Pay Commission's recommendations, Assistant Surgeons in the employ of Central Government have been upgraded to Class I. Therefore, the post of Assistant Surgeon should be upgraded to Class I. The next promotion is to the post of Resident Medical Officer. The number of Resident Medical Officers is only two. The promotion chances of Assistant Surgeons are, therefore, severely limited. 20 per cent of the strength of Assistant Surgeons should be placed in a higher grade. There is one post of Deputy Chief Medical Officer on Rs. 700-1350 and one post of Chief Medical Officer on Rs. 1400-1700.



These posts should also be placed on suitable higher scales taking into account the growth of the hospital and the variety of services provided. Since the pay scales were last fixed, the bed strength in the Port Trust hospital has risen from 63 to 150. The total expenditure on medical aid is Rs. 41 lakhs and the patient population is 61,000. All this has, no doubt, added to the responsibilities of the Chief Medical Officer. I have suggested the revised scales having regard to all the relevant factors including the submissions made by the Association.

9.41 It has been urged that 30 per cent of the Assistant Surgeons in the port hold a post-graduate degree or diploma and that they are doing specialist work in their respective specialities. The Association has, therefore, asked for a special pay of Rs. 200 per month to the Assistant Surgeons holding a post-graduate degree or diploma. They have asked for a similar special pay to the Assistant Surgeons.

9.42 I am unable to accept the suggestion for granting a special pay merely for being in possession of a post-graduate degree or diploma. Claim for a specialist grade or a specialist pay can be considered only for such posts as are specifically so designated having regard to work requirements and appointments to these are made in accordance with

prescribed qualifications and other conditions. There is already a system of granting advance increments for holding post-graduate qualifications and this is adequate and should continue.

Uniform allowance

9.43 All categories of doctors at present are eligible for a uniform allowance of Rs. 150 per annum. It has been urged that this allowance should be raised to Rs. 300 per annum. In view of the increase in the cost of coats, aprons and the washing charges, I recommend that the allowance be raised to Rs. 300 per annum.

Risk allowance

9.44 It has been claimed that the doctors working in Anaesthesia and TB Sections and attending to leprosy cases should be granted risk allowance of Rs. 150 per month as is the practice in the Tamil Nadu. The kind of risk for which a claim for special allowance has been made is inherent in the work of any doctor and the pay scale takes this element into account. The claim for a risk allowance cannot, therefore, be supported.

Medical Examination Fees

9.45 It has been suggested that the Port Trust should charge fees for the medical examination carried out by the Port Trust doctors of candidates recruited to the Port Trust service and a percentage thereof should be given to the doctors conducting the medical examination.

9.45A Such examinations are a part of the normal duties of the doctors in the port service and cannot be separately remunerated. The claim is also incompatible with the system of Non Practising Allowance. The demand is not justified.

9.46 It has also been urged that as in Cochin Port Trust, the doctors should be allowed to treat employees of Central Government at their Out-door Patient Department and given a share in the fees recovered from the Central Government for the same.

9.47 The claim is incompatible with the grant of Non Practising Allowance and cannot be supported. If such a practice exists in Cochin Port Trust it should be discontinued.

Mechanical Engineering Department

Chief Mechanical Engineer

9.48 The Mechanical Engineering Department was a part of the Civil Engineering Department till November 1974. In that month the Department was bifurcated and constituted into an independent Department with a Chief Mechanical Engineer on the scale of Rs. 1700-100-2200 as its head.

9.49 The Chief Mechanical Engineer is responsible for maintenance, operation and supervision of various services on mechanical handling berths, such as ore berth including documentation for collection of dues and other services rendered. He is also responsible for operation and maintenance of equipment at general cargo berths, locomotives, floating craft in the Department, repairs to floating craft of Marine Department and repairs to dredgers, maintenance of power supply, maintenance of electronic equipment such as radio telephones, maintenance of oil and water pipelines, pump houses, including equipment at oil jetty, central workshop and for procurement of all vehicles and mechanical equipment. It is claimed that there have been many changes particularly during the last eight years which have cast a heavy burden on the mechanical and electrical department. Reference has been made in this connection to the construction of Jawahar Dock, installation of semi-mechanical ore loading

plant at Jawahar Dock and South Quay 3, modernisation of workshop and power system, acquisition of diesel tugs and diesel electric floating craft and above all the mechanical ore loading plant at Bharati Dock. It is claimed that the responsibility carried by the Chief Mechanical Engineer is onerous and does not justify a scale lower than that of the Chief Engineer. It has also been requested that the scale of pay of the post of Chief Mechanical Engineer should be equal to that of the Chief Mechanical Engineer at Calcutta.

Superintending Engineer

9.50 The present scale of the post is Rs. 1400-1900. There are three posts of Superintending Engineer. One of them is assigned to operation and maintenance of the ore handling plant operation and maintenance of oil jetty at the outer harbour, maintenance of fire fighting installation at outer harbour, electric power supply installations, etc. The second post is for the operation and maintenance of all cargo handling equipment, including supply of equipment to meet the requirements of Traffic Department. The third post is assigned to the workshop which has six production shops and five maintenance shops. This Superintending Engineer is also in charge of training of all categories of apprentices - graduate and diploma holder apprentices and marine apprentices. It is stated that all the Superintending Engineers have put in more

than 20 years of service and are in the age group of 44 to 46. They have no chances of promotion as the present incumbent of the Chief Mechanical Engineer's post is also in the same age group.

9.50.1 A scale of Rs. 2100-3450 has been demanded for them.

#### Executive Engineers

9.51 Executive Engineers are responsible for the efficient running of their respective divisions. They are assisted by Assistant Executive Engineers and supervisory staff. It is stressed that the Executive Engineers in the Mechanical Engineering Department have a vital role to play as they have to maintain the cargo handling equipment in good repairs and ensure its optimum availability. It is stated that opportunities for promotion are inadequate. Taking into account their duties and responsibilities and absence of adequate promotional opportunities it has been suggested that the pay scale of an Executive Engineer should be fixed at Rs. 1800-75-2250-100-2650 and that on completion of ten years service in that scale he should be given the higher scale of Superintending Engineer irrespective of occurrence of vacancies.

#### Assistant Executive Engineer

9.52 There are 29 posts of Assistant Executive Engineer on the scale of Rs. 475-1100. The qualification required is a degree in Mechanical or Electrical Engineering with

at least five years' experience as Junior Engineer or a Diploma in Mechanical or Electrical Engineering with at least three years' experience as Foreman Grade I.

Graduate engineers enter at the level of Junior Engineers, a class III cadre. 20 per cent of the posts of Assistant Executive Engineer are reserved for promotion from Foreman Grade I. Although the minimum qualifying service prescribed for promotion is only five years as Junior Engineer, it normally takes 7 to 8 years to get promotion to the post of Assistant Executive Engineer. Cases in which persons have taken as many as 11 years for promotion are not known. It is stated that the promotion chances are thus limited as compared to those available to officers at the corresponding levels in the Accounts and Traffic Departments. In Bombay and Calcutta Graduate engineers are directly recruited to class I scale. For this and other reasons, a scale of Rs. 1200-50-1500-75-2000 has been demanded for the post of Assistant Executive Engineer with provision for promotion to the next higher post of Executive Engineer at the end of six years without a change in functions.

9.53 It is also stated that previously there were two posts of Assistant Engineers in the class II scale of Rs. 425-1040. They were upgraded to class I on the scale of Rs. 475-1100 from 1st June 1977. It is demanded that service rendered in the class II posts should also be reckoned towards computation of six years proposed for promotion to the post of Executive Engineer. The claim

for the grant of scale of pay of Executive Engineer on completion of six years service as Assistant Executive Engineer cannot be supported. The mode of recruitment, qualifications, etc. are matters for administration to decide. Taking into account the qualifications prescribed, duties and responsibilities and other relevant factors I have proposed a suitable scale of pay for the posts of Assistant Executive Engineer.

9.54 The post of Chief Mechanical Engineer was created in November, 1974 and in assigning the scale of Rs. 1700-2200 to it, the workload on account of the mechanical ore handling plant at Bharati Dock was visualised and taken into consideration. The duties and responsibilities of the Chief Mechanical Engineer in Calcutta and Bombay are far heavier than those of the Chief Mechanical Engineer in ~~Kolkata~~ Madras. The claim for parity with Calcutta or even with Bombay cannot be supported. I have taken the increase in workload and other changes in the circumstances since the post was created in November 1974, into consideration along with other relevant factors including the submissions made by the officers, in proposing the revised scale of Chief Mechanical Engineer, the Superintending Engineers, the Executive Engineers and the Assistant Executive Engineers of the Department.

9.55 The claim of the Executive Engineers for grant of Superintending Engineer's scale on completion of ten years' service and of the Assistant Executive Engineers



for grant of Executive Engineer's scale on completion of six years service cannot be supported. Lack of promotional opportunities are partly due to the faulty cadre structure which provides for direct entry at a very low level in a class III cadre. However, mode of recruitment, qualifications, etc. are matters for the administration to consider.

Field Allowance/Disturbance Allowance

9.56 A field/disturbance allowance of Rs. 200 per month has been claimed for the engineers of the Mechanical Engineering Department. It is stated that the duties of the Superintending Engineer include not only extensive field work but also maintenance of stores and equipment of traffic and marine departments as also design and development work. It is claimed that they are often disturbed at night in emergencies and have thus no fixed hours of work. The executive engineers have no financial incentives such as are available to marine officers and they have to work beyond normal hours. The Assistant Executive Engineers have to work in similar conditions.

9.57 As I have stated in dealing with a similar demand of the civil engineers, working conditions, along with the duties and responsibilities and other relevant factors, have been taken into account in proposing the revised scales. Field work is inherent in the duties of an engineer. Emergency duties are inherent in the position and responsibilities of an officer. The demand for a separate allowance on this account has no substance and cannot be supported.

Qualification Allowance

9.58 A personal pay of Rs. 200 has been claimed for the officers in possession of post-graduate qualifications acquired after entry into the Port Trust service. It is also stated that a few of the engineers are in possession of post-graduate qualifications such as Master's Degree in Business Administration. A demand for a qualification allowance of Rs. 250 per month for possession of a post-graduate degree and Rs. 150 for a post-graduate diploma has been made.

9.59 I understand that the post-graduate qualifications possessed by the officers are not required by the recruitment rules for the posts held by them. Where they are required they are sufficiently taken note of in prescribing the pay scale for them. The demand for a qualification allowance cannot be supported.

Uniform Allowance

9.60 A uniform making and washing allowance of Rs. 500 per annum has been asked for by the Executive Engineers. No case for such an allowance has been established.

Shift Allowance

9.61 Certain Assistant Engineers attached to the control room and the floating craft 'Vaigai' work in shifts in rotation. A claim has been made that they should

be granted shift allowance of 10 per cent of their basic pay.

9.62 It is common to require operational officers to work in shifts. Their pay scales are supposed to take this aspect of their work into account. No separate compensation such as has been claimed can be recommended.

Civil Engineering Department

Chief Engineer

9.63 The Chief Engineer is on the scale of Rs. 1900-2200. He is responsible for all civil engineering works, marine survey including research and maintenance dredging. He is assisted by four Superintending Engineers in project and maintenance work, a Dredging Superintendent and an Engineer Superintendent for dredging work. He has 3,000 employees and 70 officers working under him.

9.64 It is stated that the development works of the port have been planned and carried out by the Department to a very large extent without any assistance from outside consultants. The annual expenditure on project works has been of the order of Rs. 7 to 8 crores during the last five years and it is likely to continue at that level. Construction of fisheries harbour, godowns for the Food Corporation of India and an outer arm to improve tranquility is likely to be taken up soon. The project report for a dry dock is also under preparation. The Chief Engineer's workload, it is claimed, is of the order of Rs. 9 crores.

9.65 It is stated that separation of the Mechanical Engineering Department from Civil Engineering Department has not reduced the Chief Engineer's responsibility in any significant manner. A scale of Rs. 3000-4500 has been demanded for the post.

Superintending Engineer

9.66 The post is on the scale of Rs. 1400-1900. The Superintending Engineers are in charge of circles which consist of 2/4 divisions each. They are responsible for the efficient management of all engineering works in their circles. It is stated that the workload of a circle varies from Rs. 2 crores to Rs. 3 crores. It is claimed that they function as deputies to the Chief Engineer and carry a very high degree of responsibility and that their work is more arduous than that of their counterparts in the PWD or the railways. A scale of Rs. 2500 - 4200 has been demanded for them.

Executive Engineers

9.67 The present scale of the post is Rs. 800- 1350. The Executive Engineers are in charge of divisions consisting of 2/4 sub-divisions each. They are responsible for supervision and execution of works in their respective charges. It is claimed that they have to possess knowledge of more than one branch of engineering, viz., railways, roads, buildings, heavy structures, harbour engineering, etc., and that, therefore, they have to shoulder much greater responsibilities than the Executive Engineers of the PWD and the railways. A scale of Rs. 1900 - 3450 has been demanded for them. It has also been urged that considering the lack of promotional opportunities they should be upgraded and placed on the scale of Rs. 2200 - 4000.

Assistant Executive Engineers and Assistant Engineers

9.63 The Assistant Executive Engineers are on the scale of Rs. 475- 1100. Till some time back there were also Assistant Engineers on the scale of Rs. 425 - 1040. Recently, all the posts of Assistant Engineers have been upgraded to the level of Assistant Executive Engineers on the scale of Rs. 475 - 1100 .

9.69 The Assistant Executive Engineers are in charge of sub-divisions and are responsible for the day-to-day work in their fields. It is claimed that they have to be conversant with various fields of engineering such as marine, railways, building, etc., unlike their counterparts in other organisations. It has been demanded that they should be given a scale of Rs. 1500 - 2900 and that 50 per cent of these posts should be upgraded to the rank of Executive Engineers.

9.70 The claim that the duties and responsibilities of the officers of the Civil Engineering Department of the Madras Port Trust are more onerous than those of their counterparts in railways or PWD is difficult to accept. I have taken due note of the submissions made by the officers and of their workload and responsibilities at various levels in proposing the revised scales.

Occupational Allowance

9.71 It has been claimed that the engineers in the ports have to work beyond normal hours and sometimes on Sundays and holidays. In their work they are exposed to risks which do not exist in other organisations. It has been urged that they should be paid an occupational allowance of Rs. 200 per month.

Field Allowance

9.72 A field allowance of Rs. 200 has been claimed for all engineers on the ground that they have to work on shore as well as offshore. Their work is risky and hazardous. They have to travel in launches, boats and even catamarans. They have to work with heavy duty equipment and put in longer hours of work.

Dress Allowance

9.73 A uniform allowance of Rs. 2,000 per annum has been claimed on the ground that the engineers have to work in dusty conditions and in areas without proper approach roads.

9.74 The conditions in which the various officers have to work have been taken into consideration along with their duties and responsibilities in proposing the revised scales. There are no special risks involved in the duties and responsibilities of the engineer officers. There is no substance in the claim for separate allowances on these counts.

Extra increments for additional qualifications

9.75 Extra increments for additional qualifications such as a post-graduate degree or diploma and doctorate have been claimed for the engineers.

9.75.1 Since these degrees are not required for the jobs that they have to perform, no case exists for grant of advance increments to them for holding these qualifications.

Commuter Allowance

9.76 A commuter allowance has been claimed for journeys from residence to office and back. It is stated that most of the engineers have to stay in their own or rented houses 10 to 15 kilometres away from their place of work. They have to work round the clock and find it difficult to get public conveyance at odd hours.

9.77 It is the officer's responsibility to make arrangements for reaching his place of work. No allowance can be recommended for such journeys by the officers of the Civil Engineering Department.



Marine Department

9.78 The Madras Port Marine Officers have represented that the port is situated in the direct path of cyclone and, therefore, pilotage calls for a very high degree of skill. Pilotage is undertaken both during day and night. Jawahar Dock can take vessels upto 36 feet draft and vessels of 45,000 DWT enter the lock regularly; Bharati Dock has a draft of 46 feet and has been handling bulk carriers and tankers of 88,000 DWT. Bharati Dock is proposed to be deepened to 49 feet and will eventually be able to handle ships of 100,000 DWT. The port is also subject to seasonal spells of inclement weather. The proficiency of the pilots in Madras it is claimed, is, therefore, at par with that of pilots in any other port. The basic qualifications for Master at sea in the merchant navy and pilots are identical but the wages at sea have increased to such an extent that the present salaries of the pilots are only about 1/3rd of the wages at sea. Consequently, there has been a steady drift of qualified persons from shore to sea. They have further stated that although a 100 per cent parity with wages at sea is not claimed in view of certain disadvantages of sea life, 70 per cent of the sea wages would be appropriate. The Association claims that the pilot has a more difficult task to do than a Master. Whereas a Master at sea is in command of a ship and is responsible for its safety and

discipline of its crew, the pilot has to perform the difficult task of piloting ships of various sizes and of various laden conditions in all states of weather. A person with Master's ticket does not become a pilot without undergoing training in the harbour and passing a departmental examination.

#### Dock Master

9.79 The Dock Masters are appointed from amongst pilots after they have put in considerable experience of pilotage work in the port. Their responsibility is to guide the ship through the narrow cutting of the wet dock, the cutting being too narrow for the pilot to judge for himself. According to the Association, the Dock Master's responsibility in this regard is greater than that of the pilots. In addition, the Dock Masters are responsible for smooth and efficient functioning of various support operations such as maintenance of navigational aids, floating craft, fenders, training of ratings, enforcement of Harbour Craft Rules, inspection, signal stations, shore facilities, preparation of navigational charts, etc. The Association says that the duties of the Dock Masters do not entail less responsibility than those of the Masters at sea. The Dock Master at Madras should be at par with the Dock Master at Bombay.

#### Harbour Master

9.80 The Harbour Master is in charge of shipping

movements. He programmes the work of pilots, supervises the work of Dock Masters and sees that the harbour is geared to undertake all responsibilities expected of an efficient port. He also pilots ships in emergencies. The Association has claimed that his duties are distinctly above those of Masters at sea and are fully comparable with those of the Harbour Master at Bombay.

#### Deputy Conservator

9.81 The Association has claimed that the responsibilities of the Deputy Conservator are far greater than those of the Masters at sea. He is primarily responsible for the safety of all the ships in the harbour particularly in cyclonic weather when he has to take the ships out of the harbour.

9.82 The Association has expressed the view that pay scales of marine officers should not be compared with the scales of non-marine officers working ashore. Their functions are specialised and are comparable only to those of officers having similar qualifications in the merchant navy. However, if it is considered that parity inter se with other departments should not be disturbed, the scales might be fixed without disturbing the parity but the marine officers should be separately compensated by a special allowance so that the pay plus allowances would be equal to 70 per cent of the wages at sea for pilots and proportionately higher for Dock Master, Harbour Master.

and Deputy Conservator.

9.83 I am unable to accept the claim that pilots shoulder heavier responsibilities than the Masters in command of a ship in the merchant navy. The claim that the pilots have superior qualifications as compared to Master has no validity. The port trains the pilots and holds the examination on the basis of which Government grants a licence. The possession of licence cannot by itself support the case for a higher scale. Pilotage in Madras does not require any special skill or involve any special hazards. The approach channel is only three miles long and is wide, straight and deep. The channel being easy, very often ships are allowed to approach the dock even without a pilot. However, the fact that the channel is exposed and ship-handling can be rough and difficult in monsoons, is acknowledged. Berthing work done by pilots does not require any special weightage. In Calcutta and Bombay this is done by less qualified persons. Berthing is in enclosed and smooth waters. As I have observed earlier, none of the Committees has laid down any rigid relationship between the salaries of pilots and wages of Masters at sea. It is only coincidental that the emoluments fixed by the Desai Committee were 70 per cent of the wages than prevailing at sea. I do not think that the claim for parity between the Dock Masters and Harbour Master at Madras with the Dock Masters and Harbour Master at Bombay respectively has been substantiated.

I have, however, taken note of the submissions made by the officers and have proposed the revised scales after taking them into account along with other relevant factors including the changes that have taken place in shipping and pilot operations since the Desai Committee looked into them.

#### Tonnage Allowance

9.84 Pilots have been in receipt of an allowance at the rate of Rs. 75 per movement for handling tankers of 60,000 DWT or over since the 1st February 1973. The Deck Masters are also deployed to handle giant tankers if need be and they are also eligible for an allowance at the same rate. It has been represented that this amount is too meagre in comparison with the additional responsibilities which the pilots and Deck Masters shoulder in handling such vessels and that the rate of this allowance should be increased to Rs. 200 per movement. It will be adequate if the allowance is increased to Rs. 100 per movement.

#### Overtime Allowance/Night Pilotage Allowance

9.85 The Pilots in Madras work in two shifts of eight hours each from 6.00 a.m. to 2.00 p.m. and 2.00 p.m. to 10.00 p.m. Every act in excess of a norm of 15 acts a month is paid for at the rate of Rs. 50 from 1st April 1977. Any act performed between the hours of 2200 and 0600 was paid for at the rate of Rs. 75 per act commencing from

the 1st September 1975; from the 1st April 1976 this has been raised to Rs. 100 per act. This payment is over and above the allowance admissible for acts in excess of the monthly norm of 15.

9.86 As I have observed elsewhere, the turn system is the most appropriate system to the requirements of shipping. A system of fixed shifts such as has been adopted in Madras, is wasteful of manpower resources. Again, payment of overtime on the basis of acts in excess of a pre-determined norm, is incongruous to a shift system, which is essentially time-rated. In a shift system the entire time of the pilot, while on duty, should be regarded as at the disposal of the employer and he should undertake as many jobs as may be feasible having regard to their availability and other conditions without reference to any norm as such. If any jobs is done beyond the normal working hours, the overtime should be reckoned in terms of time actually spent on duty and paid for on hourly basis at the single rate of pay and dearness allowance. The present arrangement which is an amalgam of the two systems is, in my view, not satisfactory. However, since it is already in existence, I have refrained from suggesting any interference with it.

9.87 Acts performed over and above the norm of 15 acts per month may continue to be paid for at the rate of Rs.50 per act. I have considered all the relevant factors and do not think there is any need to increase the existing rate.

As regards night pilotage during the hours of 2200 and 0600, it has been contended that since piloting of ships during the hours of darkness calls for a higher degree of judgment and consequently imposes a greater strain on the pilots, the night pilotage allowance should be increased from Rs. 75 to Rs. 100 per act and it should be admissible between sunset and sunrise instead of between 2200 hours and 0600 hours as at present.

9.83 In dealing with similar claims in other ports also, I have maintained that night weightage/allowance should be admissible only between the hours of 2200 and 0600. I do not think there is any need or it is desirable to change this period to sun-set to sun-rise as it can give rise to several difficulties. As regards the rate, I am of the view that the present rate is unduly excessive. Considering the pattern that I have uniformly suggested in other ports, it should be Rs. 25 per act unless the act is over and above the norm of 15 acts in which case it should be Rs. 75 inclusive of the payment of Rs. 50 admissible for additional acts over the norm.

9.82.1 In making the recommendations above, I am aware that there is a degree of de-liberalisation in so far as night pilotage is concerned. When the night pilotage allowance was sanctioned in September '75 or increased from April 1976, there was no overtime in the shape of an allowance for acts over a norm. The night pilotage allowance must be deemed to cover not only night

weightage but also an element of time-rated overtime. With the sanction of overtime in terms of payment for acts over a ~~monthly~~ monthly norm, the rate for night pilotage should have been reviewed and reduced by the amount payable in respect of additional acts over the norm. This has not been done with the result that the present inconsistencies arise. I have recommended substantial improvement in the pay structure. It should be possible for the administration to take this opportunity to review the arrangements and place them on consistent footing without any hardship.

Dead Move Allowance

9.89 It has been represented that pilots on many occasions are called upon to shift ships from one berth to another without the aid of ship's engine power and that such operations require more than normal skill and judgment on the part of a pilot. It has been requested that, therefore, the pilot should be compensated at the rate of Rs. 200 whenever he is called upon to undertake such an act of pilotage.

9.90 The system of making a separate payment in such circumstances does not at present obtain in any of the ports. The fact remains, however, that a dead move does entail more than ordinary skill and judgment on the part of the pilot. It will be adequate if the pilots are compensated at the rate of Rs. 25 for each such act.



Allowance for handling LASH and large passenger ships

9.91 It is represented that under the existing orders, handling of LASH ships does not qualify for a tonnage allowance as they are generally less than 60,000 DWT but are otherwise as difficult to handle as ships of 60,000 DWT or over in view of their size and length. I have recommended elsewhere that the pilots may be paid at the rate of Rs. 100 per act for handling ships with a length of 600 feet and above. For movements between 2200 hours and 0600 hours the allowance will be reckoned at the rate of Rs. 150 per act. This should cover the LASH vessels also adequately. I do not consider it necessary to suggest any allowance for movement of LASH vessels if they are of smaller length.

Assistant Marine Engineer

9.92 There is one post of Assistant Marine Engineer in the Marine Department. The post was originally created in the Electrical and Mechanical Department to assist the marine engineer in that Department in carrying out repairs to the floating craft. The scale of pay (Rs. 750-1200) for this post was fixed on the basis of a scale of pay prescribed by the Desai Committee for marine engineers with second class MOT certificate. It has been represented that the Assistant Marine Engineer has to attend to 16 crafts under the control of the Deputy Conservator consisting of 5 tugs, 3 pilot launches, 4 mooring launches/ fire floats and 2 water barges and has to supervise about

150 men. It is claimed that although he heads a section concerned only with breakdown repairs and preventive maintenance, he has a heavier burden since the drivers of the crafts with whose help he attends to this work are essentially operators and not mechanics conversant with the repairs of machinery. He has asked for a scale of Rs. 1800-2900 on the basis of a comparison with salaries admissible to class II MOT Engineers in the merchant navy and on MOT dredgers.

9.93 The duties and responsibilities of Assistant Marine Engineer relate only to breakdown repairs and preventive maintenance. Survey and major repairs of the craft are done at the workshop of the Mechanical and Electrical Engineering Department. The duties and responsibilities of engineers on the MOT dredgers and in the merchant navy are not comparable. A suitable scale has been suggested having regard to all the relevant factors.

9.94 It has been requested that the post of Assistant Marine Engineer should be made eligible for a uniform allowance.

9.95 The necessity for uniform has not been established. The request cannot be supported.

9.96 It has also been represented that the incumbent of the post of Assistant Marine Engineer should be made eligible for an out station allowance as given to dredger engineers deputed for dry docking and repairs of dredgers.

9.97 I understand that the Assistant Marine Engineer does not have to undertake voyages regularly except when a new tug has to be brought to the port after taking delivery thereof or when salvage work is undertaken outside the port limits. Such occasions are few and far between. On these occasions he may be given the same benefit and allowances as I have recommended for the dredger engineers.

Marine Officers working on dredgers

9.98 There are four dredgers at the port of Madras (three suction dredgers and one grab dredger). One of the suction dredgers is the dredger 'Cauvery'. She is a sea-going self-propelled twin screw suction hopper dredger with a loading capacity of 1500 tonnes of spoil which can be dredged in about 40 minutes. The second dredger 'Sir Godfrey Armstrong' is a twin screw hopper suction dredger, about 30 years old. The third suction dredger is 'Coleroon' acquired by the port in 1972. She is also a sea-going self-propelled twin screw suction hopper dredger. The fourth dredger is a grab dredger called 'Wenlock'. All the four dredgers at present work in two shifts of 8 hours each from 6.00 a.m. to 10.00 p.m. The port has introduced an incentive scheme for dredging operations. Under the scheme the datum for each dredger in terms of loads lifted in a month and incentive payable when the output exceeds the datum, has been fixed after allowing for time for bunkering, receiving fresh water, maintenance, etc. In the case of the crew the incentive payable is expressed as a percentage of monthly pay when the output exceeds the datum but does not exceed the specified number of loads above datum. The officers working on dredgers are eligible for incentive payment at a fixed rate of Rs. 350 per month when the output exceeds the datum. The Dredging

Superintendent and Engineering Superintendent are also eligible for incentive payments.

9.99 The Chief Engineer of the port is responsible for dredging in the port. The port has recently created the posts of Dredging Superintendent and Engineer Superintendent (Dredgers) both on the scale of Rs. 1400-1900. The post of Dredging Superintendent is held by a person with a Certificate of Competency as Master Foreign Going and the post of Engineer Superintendent (Dredging) by a marine engineer. The Dredging Superintendent is responsible for detailing dredgers at the required locations as programmed by the Chief Engineer and for their manning, repairs and spares on the deck side during dry docking. The Engineer Superintendent deploys engineers and engine room crew of various dredgers, arranges for spares and stores required and organises the work connected with survey to be done by port and during dry docking.

9.100 The Dredging Master in command of the dredger 'Colercon' holds the certificate of Master Foreign Going and is called Senior Dredging Master. He is on the pay scale of Rs. 1000-50-1700. He has under him in each shift a second officer designated as Dredging Master on the scale of Rs. 850-50-1500 or as Dredger Chief Officer on the scale of Rs. 750-1200 according as he holds a Home Trade Master's Certificate of Competency or a Home Trade Mate's Certificate. There are also two marine engineers

designated 'Engineer Dredger' in each shift. The 'Cauvery' has a similar manning pattern on the deck side but on the engine side, she has only one Marine Engineer (Dredger) in each shift.

9.101 The Dredger 'Armstrong' is under the charge of an engineer who is responsible for both engine side and dredging work. He is, therefore, designated 'Engineer and Dredging Master'. The dredger 'Wenlock' is worked with a complement of engine drivers under the supervision of the Engineer & Dredging Master as is the case with 'Armstrong'.

9.102 In the memorandum submitted by the Madras Port Marine Officers' Association, the dredger officers have asked for the following basic scales of pay with effect from the 1st January 1974:

Senior Dredging Master (Foreign Going)	Rs. 2500-150-3400
Dredging Master (Home Trade)	Rs. 1800-70-2150-100- 2650-150-3275
Dredger Engineer (First Class MOT Certificate)	Rs. 2000-100-2300-125- 2675-150-3275
Dredging Engineer (Second Class Certificate)	Rs. 1300-70-2150-100- 2650-150-2950

9.103 It is stated that the scales above have been proposed having regard to scales obtaining in the merchant navy from which the officers in the marine services of the ports are recruited. It is claimed that the marine officers should be regarded as a special

category in fixing their pay scales. It is their contention that they having acquired training in dredging operations, their responsibilities are greater than those shouldered by Masters at sea.

9.104 The considerations urged for higher pay scales for the Dredger Officers are similar to those advanced by the officers of other marine services. They have already been dealt with earlier. I am unable to accept the plea for a parity or for any rigid relationship with the wages at sea. However, in recommending the revised scales I have borne in mind the fact that the officers are drawn from the same source as officers in the merchant navy where the emoluments of the officers have increased over the years along with all other relevant factors.

Dual Duty Allowance

9.105 It is claimed that the Engineer and Dredging Master on the dredger 'Armstrong' not only looks after the machinery and its maintenance but is also responsible for the actual dredging operations of the dredger. There is a navigating officer under the Harbour Craft Rules to handle the vessel. But the management and control of the crew are the responsibility of the Engineer and Dredging Master. He is also responsible for indenting, stocking and issue of stores and spare parts. It is stated that the Engineer and Dredging Master of the 'Armstrong' is also responsible for the daily and periodical

maintenance of the hull and machinery of dredger 'Wenlock'. It is, therefore, claimed that a special allowance of Rs. 200 per month should be given to him.

9.106 In a somewhat similar situation in Bombay I have suggested grant of a special pay of Rs. 150 per month to the engineers on dredger 'Chelure' and 'Vikas'. I suggest that the Engineer and Dredger Master on the dredger 'Armstrong' may be similarly given a special pay of Rs. 150 per month.

#### Overtime Allowance

9.107 A demand has been made that when Dredger Officers work for extended hours both while at Madras and when their dredgers go for dry docking at the out-station, they should be paid overtime. It has also been demanded that the overtime should be paid at twice the rate of wages as is done in the case of crew working under them.

9.108 Dredgers in Madras port used to work in extended shifts of 12 hours and were paid overtime at single rate of pay for the hours beyond normal time. I understand that they are not now required to work overtime except occasionally. Occasional overtime is inherent in the position and responsibilities of an officer and is taken care of by his pay scale. I am unable to accept the claim for overtime for the Dredger Officers.



Mess Allowance

9.109 It is stated that unlike shore-based officers, the dredger officers cannot avail themselves of subsidised canteen facilities. They have, therefore, asked for provision of cooks and bearer on board the craft in each shift and a messing allowance of Rs. 12 per day for the dredger officers.

9.110 The dredgers work in 8 hours shifts and, therefore, the circumstances of their working are not materially different from those of other officers similarly placed. I find myself unable to support this demand.

Incharge Allowance

9.111 A demand has been made that the Dredger Officers who hold overall charge of the craft on the deck and engine side of the dredger should each be given an Incharge Allowance of Rs. 200 per month.

9.112 The higher responsibility is adequately reflected in a higher pay scale. There is no case for a separate allowance in addition.

Combined Certificate Allowance for Dredger Engineers.

9.113 The scales prescribed by the Desai Committee were separate for those with Combined Certificate and Single Certificate. The difference in the scales is Rs. 100 in the case of First Class Certificate and Rs. 50

in the case of Second Class Certificate. A demand has been made that a Combined Certificate Allowance of Rs. 100 should be provided for engineers holding Combined Steam and Diesel Certificates. A similar demand has been made in the other ports also. The pattern laid down by the Desai Committee already recognises the higher value of a combined certificate. There is no reason to deviate from it.

#### Outstation Allowance

9.114 The Desai Committee has standardised the rules in regard to extra payment to be made when a port craft is sent for dry docking/repairs to an outstation. These rules provide that the officers should be given the under-mentioned emoluments and benefits during the period they are deputed to other ports on board the port craft:

- (i) Normal pay and all allowances (including motor car allowance, conveyance allowance, where admissible).
- (ii) 33 1/3 per cent of basic pay from the date of departure to the date of arrival at home port.
- (iii) Messing on board should be provided free as far as possible but where this cannot be done, daily allowance in accordance with the normal rules should be paid. Where either free messing or free boarding only is provided, daily allowance should be paid at 50 per cent of the normal rates.

9.115 The Desai Committee has specifically mentioned that in proposing the above benefits it has taken into account the

extent of overtime that the officers may have to do and that no overtime should be paid to any officer during the journey time.

9.116 A demand has now been made that the officers concerned should be paid 50 per cent of the basic pay as against 33 1/3 per cent being paid at present. and that in addition, they should be given a special voyage allowance for the period actually spent at sea. at thrice the rate of emoluments as is paid to the crew.

9.117 With the exception of Bombay, Calcutta and Visakhapatnam, all the ports have to send their port craft for dry docking/repairs to other ports. It is desirable that there is uniformity in the rates of payment to officers in this regard. The formula laid down by the Desai Committee is a sound one and in my opinion does not need a change. I have separately provided for enhanced rates of daily allowance while on tour. The rate of 33 1/3 per cent will now apply to the revised scales which are higher than the existing scales. These two improvements should meet the requirements of the officers sufficiently.

#### General

9.118 I recommend that revised scales of pay of the various posts in the Madras Port Trust should be <sup>as</sup> indicated in the schedule annexed to this chapter.

## MPT 1

Sl. No.	Designation of Post.	Existing Scale Rs.	Proposed Scale Rs.
1.	Deputy Chairman General Manager	2100-100-2300	2450-100-2750

SECRETARY'S DEPARTMENT

2.	Secretary	1200-50-1400-60- 1700-100-1800	1700-55-1810-70- 2300-100-2400
3.	Senior Deputy Secretary	1050-50-1500	1550-50-1700-55- 1920-60-2100.
4.	Deputy Secretary	830-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
5.	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	900-40-1110-45- 1245-EB-45- 1380-50-1630.
7.	Training Manager	800-40-1000-50- 1200-50/2-1350.	1300-50-1650- EB-50-1900
8.	Statistical Officer (Planning and Research Cell)	475-475-525-35-770- EB-35-840-40- 1000-50-1100	950-40-1110-45- 1245-EB-45- 1380-50-1630
9.	Labour Welfare Officer.	475-475-525-35-770- EB-35-840-40- 1000-50-1100	950-40-1110-45- 1245-EB-45- 1380-50-1630
10.	Assistant Welfare Officer	425-25-500-30-630- EB-30-830-35- 1040.	900-35-1040-40- 1080-EB-40- 1400-EB-45- 1580

MPT 2

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
11.	Reception Officer	425-25-500-30-680-EB-30-800 + Special Pay of Rs. 100.	900-35-1040-40-1080-EB-40-1400-EB-45-1580 + Special pay of Rs. 100 p.m.
12.	Public Relations Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100 + Special pay of Rs. 100 per month	950-40-1110-45-1245-EB-45-1380-50-1630 + Special pay of Rs. 150 per month

ACCOUNTS DEPARTMENT

13.	Financial Adviser and Chief Accounts Officer.	1400-60-1700-100-2000.	1900-75-2200-100-2600.
14.	Senior Deputy Chief Accounts Officer.	1200-50-1500	1700-55-1920-60-2100.
15.	Deputy Chief Accounts Officer	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.
16.	Accounts Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630.
17.	Probationary Accounts Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630.
18.	Cost Accounts Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100.	950-40-1110-45-1245-EB-45-1380-50-1630.
19.	Chief Cashier (i) upto 9.1.1977	(i) 425-25-500-30-680-EB-30-800.	900-35-1040-40-1080-EB-40-1400-EB-45-1580.
	(ii) from 10.1.1977	(ii) 475-475-525-35-770-EB-840-40-1000-50-1100.	950-40-1110-45-1245-EB-45-1380-50-1630.

## MPT 3

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
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## TRAFFIC DEPARTMENT

20.	Traffic Manager	1400-60-1700- 100-2000	1900-75-2200-100- 2600.
21.	Docks Manager	1200-50-1500	1700-55-1920-60- 2100
22.	Deputy Traffic Manager	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
23.	Assistant Traffic Manager	475-475-525-35-770- EB-35-840-40- 1000-50-1100	950-40-1110-45- 1245-EB-45- 1380-50-1630
24.	Probationary Assistant Traffic Manager	475-475-525-35- 770-EB-35-840-40- 1000-50-1100.	950-40-1110-45- 1245-EB-45- 1380-50-1630
25.	Safety Officer	475-475-525-35-770- EB-35-840-40- 1000-50-1100	950-40-1110-45- 1245-EB-45- 1380-50-1630
26.	Administrative Assistant	475-475-525-35-770- EB-35-840-40- 1000-50-1100	950-40-1110-45- 1245-EB-45- 1380-50-1630

## MEDICAL DEPARTMENT

27.	Chief Medical Officer	1400-60-1700-	1900-75-2200- 100-2500
28.	Deputy Chief Medical Officer	700-35-840-40-1000- 50/2-1200-50/2- 1350.	1250-50-1650-EB- 50-1950
29.	Resident Medical Officer	475-475-525-35-770- EB-35-840-40- 1000-50-1100	1000-40-1120- 45-1300-EB-50- 1650-EB-50-1900

## MPT 4

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
30.	Assistant Surgeon	425-25-500-30-680- EB-30-830-35-1040	950-40-1110-45-1245- EB-45-1380-50- 1630
31.	Administrative Assistant	475-475-525-35-770- EB-35-840-40- 1000-50-1100	950-40-1110-45-1245- EB-45-1380-50- 1630

## STORES DEPARTMENT

32.	Controller of Stores	1400-60-1700-100- 1800	1900-75-2200-100- 2500
33.	Deputy Controller of Stores	800-40-1000-50-1200- 50/2-1350	1300-50-1650-EB-50- 1900
33A.	Assistant Controller of Stores (Class I)	475-475-50-525-35-770- EB-35-840-40- 1000-50-1100	950-40-1110-45-1245- EB-45-1380-50- 1630
34.	Assistant Controller of Stores (Class II-Senior)	425-25-500-30-680- EB-30-830-35- 1040	900-35-1040-40-1080- EB-40-1400-EB- 45-1580
35.	Assistant Controller of Stores (Class II-Junior)	425-25-500-30-680- EB-30-800	900-35-1040-40-1080- EB-40-1360

## MPT 5

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
CIVIL ENGINEERING DEPARTMENT			
36.	Chief Engineer	1900-100-2200	2400-100-2700
37.	Superintending Engineer (Civil)	1400-60-1700-100- 1900	1900-75-2200-100- 2500
38.	Executive Engineer (Civil)	800-40-1000-50-1200- 50/2-1350	1300-50-1650-EB-50- 1900
39.	Assistant Executive Engineer (Civil)	<del>425-475-525-35-770-</del> EB-35-840-40-1000- 50-1100	<del>900-45-1040-40-1080-</del> EB-40-1400-EB-45- 1580
40.	Assistant Executive Engineer (Civil)	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
41.	Senior Scientific Officer	800-40-1000-50-1200- 50/2-1350	1300-50-1650-EB-50- 1900
42.	Administrative Assistant	475-475-525-35-770- EB-35-840-40-1000- 50-1100	950-40-1100-50-1240- EB-45-1380-50-1630
43.	Personal Assistant (Non-technical)	425-25-500-30-680- EB-30-800	900-35-1040-40-1080- EB-40-1360
44.	Mines Manager	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
45.	Foreman (Dock Construction)	425-25-500-30-680- EB-30-830-35-900	900-35-1040-40-1080- EB-40-1400



## MPT 6

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
46.	Dredging Superintendent	1400-60-1700-100- 100-1900	2000-60-2360-100- 2560
47.	Senior Dredging Master	1000-50-1700	1600-50-1750-60-2050- EB-60-2350
48.	Dredger Master (Home Trade Master's certificate)	850-50-1500	1400-50-1800-EB-60- 2100
49.	Dredger Chief Off. (Home Trade Master's Certificate)	750-40-950-50-1200	1300-50-1600-EB-50- 1750
50.	Engineer Superintendent (Dredger)	1400-60-1700-100- 1900	2000-60-2360-100- 2560
51.	<u>Engineer Dredger</u> Engineer and Dredging Master	(a) (i) 950-50-1600 (For those with MOT First class combined certifi- cate)  (ii) 850-50-1500 (For those with MOT First class single certificate)	(a) (i) 1550-50-1700- 60-1880-EB-60- 2240 (For those with MOT First class combined certificate)  (ii) 1450-50-1600-60- 1780-EB-60- 2140 (For those with MOT First class single certificate)

## MPT 7

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
51.	<u>Engineer Dredger</u> Engineer and Dredger Master	(b) (i) 800-40-1000- 50-1250 (For those with MOT Second class combined certifi- cate)  (ii) 750-40-950-50- 1200 (For those with MOT Second class single certifi- cate)	(b) (i) 1350-50-1600- EB-50-1800 (For those with MOT Second class combined certificate)  (ii) 1300-50-1600-EB- 50-1750 (For those with MOT Second class single certificate)
52.	ELECTRICAL AND MECHANICAL ENGINEERING DEPARTMENT		
52.	Chief Mechanical Engineer	1700-100-2200	2300-100-2700
53.	Superintending Engineer (Electrical)	1400-60-1700-100- 1900	1900-75-2200-100- 2500
54.	Superintending Mechanical Engineer	1400-60-1700-100- 1900	1900-75-2200-100- 2500
55.	Executive Engineer (Mechanical and Electrical)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
55 a.	Superintending Engineer (Marine)	1400-60-1700-100- 1900	2000-60-2360-100- 2560

MPT 3

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
56.	Marine Engineer	1000-50-1500	1600-50-1700-60-1880- EB-60-2240
57.	Assistant Marine Engineer	750-40-950-50- 1200	1300-50-1600-EB-50- 1750
58.	Assistant Executive Engineer (Mechanical/ Electrical/ Electronics)	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245- EB-45-1380-50- 1630
59.	Administrative Assistant	475-475-525-35-770- EB-35-840-40-1000- 50-1100	950-40-1110-45-1245- EB-45-1380-50- 1630

MARINE DEPARTMENT

60.	Deputy Port Conservator	1800-75-2100-50- 2200	2350-75-2500-100- 2800
61.	Harbour Master	1700-75-1850-50- 2050	2250-75-2550-100- 2650
62.	Dock Master	1600-50-1700-75- 1850-50-1950	2150-60-2450-75-2600
63.	Pilot	1000-50-1700-75- 1850	1600-50-1700-60-2000- EB-60-2300-100- 2500

A Pilot will not draw his second increment from a date earlier than the date on which he obtains a Pilot's ~~license~~ certificate.

MPT 9

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
64.	Administrative Assistant	475-475-525-35-770- EB-35-840-40- 1000-50-1100	950-40-1110-45-1245- EB-45-1380-50- 1630
65.	Assistant Marine Officer	475-475-525-35-770- EB-35-840-40- 1000-50-1100	950-40-1110-45-1245- EB-45-1380-50- 1630
66.	Assistant Marine Engineer	750-40-950-50- 1200	1300-50-1600-EB-50- 1750
67.	Fire Officer and Assistant Safety Officer	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580

CHAPTER - X

COCHIN PORT TRUST

10.1 Cochin port has 12 berths of which 5 are in the Ernakulam Channel on the North side of Willingdon Island and 7 berths in the Mattancherry channel on the south of Willingdon Island. There is also an oil jetty with 2 berths in the Ernakulam Channel serving the Cochin Refinery. There are also 12 stream moorings in the Mattancherry channel. The Pilots board the vessel 2 to 3 Kms. away from the Fairway Buoy which is about 7.2 Km. away from the harbour entrance where they go in launches. The width of the approach channel is 137.2 metres. The Ernakulam Channel has a turning basin with a width of 243.8 metres diameter. The length, and draft permissible at Cochin are 213.4 metres and 9.1 metres respectively, the limitations being imposed by the width of the channel and the diameter of the turning basin. The port has a fleet of 3 dredgers, 3 tugs and 21 other floating craft. It is served by a railway system operated by the Southern Railway. It has 28 shore cranes and a variety of mobile equipment. It maintains a workshop capable of repairing all its equipment except the bigger craft which are sent to Bombay for dry docking and major repairs. It has a small dry dock which can accommodate some of the smaller port craft. It has a workforce of 6495 men including 84 Class I and 44 Class II officers. It maintains a 76 bed hospital to which 40 beds are proposed to be added. It has a residential colony on the Willingdon Island.

Mechanical Engineering Department:

10.2 The Department consists of three divisions - Mechanical, electrical and stores. Mechanical Division is headed by the Mechanical Superintendent (Rs.1200-1500) assisted by three officers at the divisional level viz. Assistant Mechanical Superintendent (Marine) (Rs.950-1600), Assistant Mechanical Superintendent (Mechanical)(Rs.800-1350) and Executive Engineer (Mechanical, IC Engines) (Rs.800-1350). The Electrical Division is in charge of an Executive Engineer (Electrical) (Rs.800-1350) who has under him an Assistant Executive Engineer (Electrical) (Rs.475-1100) and Assistant Engineers (Electrical)(Rs.425-1040) working in shifts. The Stores Division is in charge of a Controller of Stores, of the rank of Executive Engineer who has under him an Assistant Controller of Stores (Rs.425-1040). The Stores Division is responsible for purchase of all stores and materials required by different departments including those required for the Civil Engineering Department. There is also a Drawing Office attached to the Chief Mechanical Engineer's office. This is under the Deputy Chief Mechanical Engineer. The Administrative Staff College of India which was entrusted with a study of the re-organisation of the Mechanical Engineering Department with a view to introducing better maintenance management systems, has recommended certain re-organisation to be introduced in two phases - the first phase relating to a system of job requisitions

and check lists for preventive maintenance, overhaul, maintenance of spares and spares planning, has already been introduced. The second phase envisages constitution of the Stores Division into a separate Department and division of the residual Department of Mechanical Engineering into two Wings - one for Marine services including dry dock and workshop and the other concerning electrical and IC engine Divisions under a Deputy Chief Mechanical Engineer.

Chief Mechanical Engineer:

10.3 Chief Mechanical Engineer is on the scale of Rs.1400-2000. The present incumbent is a qualified marine engineer. It is stated that he entered the port service as a marine engineer on a dredger. In 1971 he was promoted as Chief Mechanical Engineer. At the time of his promotion he was holding the post of Dredging Superintendent on the scale of Rs.1350-1800. The pay scale of Chief Mechanical Engineer is Rs.1400-2000 with a car allowance of Rs.150 per month. The Dredging Superintendent is on the scale of Rs.1350-1800 with a car allowance of Rs.291/-. Thus on promotion, as Chief Mechanical Engineer he got a rise of Rs.59 only. As against this his duties and responsibilities as Chief Mechanical Engineer were much higher than those of the Dredging Superintendent. He requested that this factor should be borne in mind while suggesting a suitable pay scale for the post of Chief Mechanical Engineer. The

post of Chief Mechanical Engineer is not tenable by Marine Engineers only; mechanical engineers are also eligible to be considered for appointment to it. Therefore, its pay scale has to be determined on broader considerations and not with reference to the scales of marine engineers alone.

10.4 I have considered the submissions and have recommended a suitable scale taking all the factors into account.

Mechanical Superintendent, Assistant Mechanical Superintendent(Marine), Assistant Mechanical Superintendent(Mechanical) and Executive Engineer(Mechanical IC engines).

10.5 There is one post of Mechanical Superintendent on the scale of Rs.1200-1500. The incumbent is responsible for repairs and maintenance including dry docking of port flotilla and mechanical repairs of all mechanical equipment in the port. The work is organised into three Divisions - under the Assistant Mechanical Superintendent (Marine), Assistant Mechanical Superintendent(Mechanical) and Executive Engineer (Mechanical IC Engines). Assistant Mechanical Superintendent (Marine) looks after docking and undocking of floating craft of the port and occasionally<sup>of</sup> those of the Indian Navy and Fisheries Department. On an average 20 private vessels are docked and undocked in a year. The repairs to small tugs and launches carried out on the slipway and floating pipeline of Lord Willingdon are also a part of his responsibilities. His other duties include structural



repairs to the bridge connecting the main land with the Willingdon Island, cranes, gangways, oil and water pipelines etc. as also the light buoys, mooring buoys, etc. The number of workmen under his control is 650.

10.6 The Assistant Mechanical Superintendent (Mechanical) is in charge of the main workshop. The workshop is organised into ten sections - machine shop, fitting shop, foundry, forging shop, painting shop, furniture repairs, sail makers' section and navigation lights section. The workshop also provides training to Graduate engineers and apprentices. The supervisory staff includes one General Foreman, four Junior Foremen, eleven Supervisors and Assistant Foremen and 220 skilled workmen. The post of Assistant Mechanical Superintendent carries a special pay of Rs.50 per month.

10.7 It is stated that although the Assistant Mechanical Superintendent is regarded as a promotion post for the Controller of Stores and Executive Engineer (Mechanical IC Engines), they are all on the same scale of pay except that the post carries a special pay of Rs.50 per month.

Previously the post was on a higher scale than the posts of Controllers of Stores and Executive Engineer (Mechanical IC Engines) but its scale was <sup>brought</sup>  $\angle$  on level with that of Controller of Stores and Executive Engineer on the creation of the post of Assistant Mechanical Superintendent (Marine).

10.8 Executive Engineer (Mechanical IC Engines) controls operation and maintenance of cargo handling equipment,

repairs to motor vehicles overhaul and breakdown repairs for diesel engines of floating craft.

Controller of Stores:

10.9 The Controller of Stores is in charge of the Stores Division. The value of annual purchase is stated to be about Rs.110 lakhs; the purchase made for direct consumption is about Rs.70 lakhs. The value of inventory in 1976-77 was stated to be about Rs.110 lakhs comprising about 7,000 items.

10.10 The Assistant Controller of Stores who works under the Controller of Stores is in charge of the Depots. There are three Depots - one each at workshop, Fort Cochin Old Workshop and one for cement and steel.

10.11 It is stated that in other ports Controller of Stores is a head of an independent Department.

Executive Engineer(Electrical), Assistant Executive Engineer (Mechanical) and Assistant Engineer (Electrical)

10.12 The Electrical Division is responsible for supply of power for port operations, domestic and commercial use and to Railways and other users. The port buys electricity in bulk from <sup>the State</sup> Kerala Electricity Board, steps down the voltage by suitable transformers and sub-stations for supply to points. The number of sub-stations is 16. There is a power house with a generating capacity of 1156 KVA but it is intended to be operated in case of failure of main supply. The operation and maintenance of electric cranes at the wharves also comes under the Electrical Division. It has a testing and repair shop

where all repairs to electrical plant and machinery, re-winding of motors and generators are carried out. The maintenance and repairs to electrical equipment on board the dredgers, cargo handling equipment, Oil Tanker Berth and fire fighting installation are also his responsibility.

Assistant Engineers:

10.13 Assistant Engineers are in the Drawing Office attached to the Chief Mechanical Engineer's office. They provide assistance to the Deputy Chief Mechanical Engineer and the Chief Mechanical Engineer in scrutinising proposals, drawings, specifications, estimates, preparation of tender documents, placement of supply orders, and provide office support to the Chief Mechanical Engineer and Deputy Chief Mechanical Engineer in technical and administrative matters. Recruitment to the post of Assistant Engineer(Mechanical) is partly by promotion and partly by direct recruitment. The qualification prescribed is a degree in Mechanical Engineering with 3 years experience or a Diploma in Mechanical Engineering with 7 years experience. Promotion is from Class III grade of Mechanical Foreman and General Foreman(900-1200) failing which from Head Draftsman on the scale of Rs.775-1150.

10.14 The following scales of pay have been demanded for the above posts:

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<u>Designation</u>	<u>Existing Scale</u> Rs -	<u>Scale asked for</u> -Rs
Dy.Chief Mechanical Engineer	1200-1500	2250-150-3300
Mechanical Superintendent	1300-50-1800	2500-200-3700
Executive Engineer (Electrical)	800-1350	1750-100-2950
Controller of Stores	800-1350	1750-100-2950
Executive Engineer	800-1350	1750-100-2950
Assistant Mechanical Superintendent (Mechanical)	800-1350 + Rs.50 as special pay.	1750-100-2950
Assistant Executive Engineer (Electrical)	475-1100	1400-2400
Assistant Engineer (Electrical)	425-1040	1300-2050
Assistant Engineer (Mechanical)	425-1040	1300-2050
Assistant Engineer (Mechanical IC Engines)	425-1040	1300-2050
Technical Assistant	425-1040	1300-2050
Assistant Controller of Stores	425-1040	1300-2050

10.15 The question of appropriate scales for the Assistant Mechanical Superintendent(Mechanical), Assistant Mechanical Superintendent (Marine) and Mechanical Superintendent has been discussed later in some detail in dealing with the representations of Marine Engineers.

10.16 I have recommended the revised scales having regard to all the relevant considerations.

Advance increments for acquiring additional qualifications:

10.17 A claim has been made that though the minimum

educational qualification prescribed for class I and class II posts is a degree or diploma in engineering some of the officers have acquired higher qualifications. They should be granted advance increments.

10.18 It has not been shown that the job requires higher qualifications or that the higher qualifications serve a public interest. The consideration for which doctors who acquire post-graduate qualifications are granted advance increments do not exist in the present case. The demand cannot be supported.

Allowance for extra hours of duty performed at site:

10.19 It is claimed that all officers upto the level of Divisional Officers often have to attend to urgent work beyond their normal hours and that they should be compensated by the grant of overtime.

10.20 Attendance beyond normal hours in the circumstances mentioned, is occasional and is inherent in the position of an officer. No overtime can be recommended.

Secretary's Department

Private Secretary to Chairman:

10.21 Prior to May 1973, the post was designated as Personnel Assistant to the Chairman and was in a Class III scale. The post was upgraded to Class II in May 1973 and redesignated as Private Secretary to the Chairman. In the written memorandum it has been urged that the duties and responsibilities of the post are the same as those of the Assistant Secretary, Public Relations, in the Bombay Port Trust. During the oral hearing, however, this claim was not pressed but it was urged that the post should be given the same scale as Private Secretary to Chairman in other ports. It is also claimed that the Private Secretary to the Chairman has in addition to do public relations work. A suitable special pay should be granted in consideration of this work.

10.22 I have <sup>taken</sup> the various submissions into consideration in proposing the revised scale. I have also suggested a special pay of Rs.100 per month for the work of public relations.

Research Officer:

10.23 The post of Research Officer is on the Class II scale of Rs.425-1040 and is filled by direct recruitment. The prescribed qualifications are a Master's degree in Statistics, Mathematics or Economics with 5 years' experience. It is stated that the post is attached to

the Secretary's Department but is not included in the regular line of promotion for the officers of that Department. The clerical and supervisory staff under the Research Officer can in due course aspire for promotion to the post of Assistant Secretary and Deputy Secretary. In Mormugao and Vizag, there are separate Departments with several posts and different levels for research work. In Bombay the Research Officer is in Class I Junior scale. It is also urged that the post has not yet framed recruitment rules for filling the post of Statistical and Research Officer. It is also urged that the Class III staff under the Research Officer are in receipt of higher total emoluments than the Research Officer consequent on the revision of pay scales based on the Wage Revision Committee's Report. It has, therefore, been urged that a suitable higher scale, at least a Class I junior scale with attractive rates of increments should be fixed for the post.

10.24 The Cochin Port Trust has stated that though no formal recruitment rule for the posts of Statistical and Research Officer has been framed, the intention is to fill it by promotion from the post of Research Officer.

10.25 The grievance regarding lower total emoluments will be redressed on implementation of the scales that I am recommending. I have kept in view the other submissions in framing my recommendations.

Welfare Officer:

10.26 The post of Welfare Officer was created in February 1975 in compliance with the provisions of Section 49 of the Factories Act and the rules framed thereunder. The post then carried a scale of Rs.425-1040. This scale was fixed taking into account the requirements of Kerala Factories (Welfare Officers) Rules which prescribed that the Welfare Officers employed in factories be given a scale of Rs.375 - 800. An amendment to the Kerala Factories (Welfare Officers) Rules made in 1976 prescribed that the scale of Welfare Officer should be Rs.560 - 1100. Since it was considered that the continuance of the Welfare Officer on Rs.425-1040 would violate the Factories Rules, the Port decided to revise the Scale to Rs.560-1100. Thus the Welfare Officer is at present on the scale of Rs.560-1100 and is in addition drawing allowances at the rates admissible to Port Trust Officers.

10.27 During the oral hearing it has been urged that the revised scale prescribed under the amendment to the Kerala Factories (Welfare Officers) Rules based on the general pay revision of Kerala Government servants was effective from 1973 and that, therefore, the revised scale of Rs.560-1100 should be applied to the Welfare Officer from the same date. It is also claimed by the Welfare Officer that in prescribing the scale of Rs.560-1100, the port has deviated from the normal practice of fixing an appropriate scale



taking into account the requirements of the Factories Rules and in his opinion the scale should have been the scale as applicable to the Tug Master viz. Rs.700 - 1100. It is also claimed that though the scale had been revised, the rate of increment had not been improved and that this is anomalous. It is stated that according to the Factories Act, the status and conditions of service of the Welfare Officer should not be inferior to those of the executive head of the factories. For these reasons it is claimed that the scale at present applicable to the post of Assistant Mechanical Superintendent viz. Rs.1200 - 1500 should be prescribed for the post of Welfare Officer.

10.28 I am not concerned with the claim that the scale prescribed under the Kerala Factories (Welfare Officers) Rules should have been made effective from the date the Kerala Government servants' pay scales were revised by that Government. There is no validity in the comparison made with the post of Tug Master. I am also unable to accept the claim for giving the scale prescribed for the post of Assistant Mechanical Superintendent to the post of Welfare Officer as the nature and functions of the two posts are totally dissimilar. I understand that the post was first upgraded to Class II in 1975. Since then the scale has been revised on the basis of Kerala Factories Rules. Apparently, the post has evaluated the post and fixed an appropriate scale. I do not, therefore, recommend any further

change in the scale for the post of Welfare Officer as demanded by the Officer excepting restructuring it on the general pattern that I have followed in the case of other scales.

Labour Officer:

10.29 The present incumbent was originally borne on the Central Pool of Labour Officers. He joined the Cochin Port Trust on deputation in 1962 and was subsequently absorbed in the port from April 1971 in the Class I Junior Scale of Rs.475-1100. In October 1976, the port revised the said scale to the Class I Senior Scale of Rs.800 - 1350. It is stated by the officer that his erstwhile colleagues in the Central Pool who chose to get absorbed in certain other public sector undertakings in the area have derived better benefits including pensionary benefit. He has, therefore, asked for the scale that may be fixed for the post of Deputy Chief Engineer (now on Rs.1000 - 1500).

10.30 The claim for parity with the Deputy Chief Engineer in the matter of pay scale is not well-founded. The port must have assessed the post before deciding on placing it on the scale of Rs.800 - 1350 in 1976. There has been no change since then which should warrant a further review. The other circumstances urged are not relevant to pay determination. I have suggested the revised scale having regard to all the relevant considerations.

Statistical and Research Officer:

10.31 The post of Statistical and Research Officer is on the Class I Junior scale of Rs.475 - 1100. It is stated that in 1972 the Board approved a proposal to revise the scale but it was not agreed to by Government. It is claimed by the officer that the duties attached to the post inter alia include rendering of advice on efficiency levels and suggesting corrective actions, and that for this purpose necessary data on port working and cargo movements have to be collected and analysed. The officer has stated that in ports of Mormugao, Bombay and Calcutta, Visakhapatnam corresponding posts are on much higher scales and that in Mormugao and Vizag the incumbents have the status of Head of Department. He has also stated that in addition to his work in the Planning and Research Cell, he has been entrusted with the work of training the clerical staff. He has further stated that though he is in the Secretary's Department, he has no avenues of promotion in the general cadre of officers in that Department. He has reached the maximum of his present scale and has been stagnating there without prospects of any further promotion. He has, therefore, asked for the following reliefs:-

- i) He should be placed at the level of a Head of Department, as Director of Planning and Management Services and his pay scale

should be fixed on that basis with retrospective effect from 1st January 1974. In view of the specialised management functions that he is performing, the scale that should be attached to his post should be a specialist grade different from and higher than the scales given to non-specialist officers. The scale should be a vestibuled one with a maximum equal to the maximum of the scale of technical Heads of Department like Chief Engineer, Chief Mechanical Engineer and Deputy Conservator;

- ii) In view of the specialised post-graduate qualifications and experience possessed by him, he should be given a special pay equivalent to six advance increments; and
- iii) As he is qualified to practice as Management Consultant and Statistician, he should be given a Non-Practising Allowance of 40 per cent of basic pay as is given to Medical Officers of the Port Trusts.

As noted by the Desai Committee, the functions of the Research Cell by and large have been generally confined to compilation of statistical data. Training function has been entrusted to the Planning and Research Cell as statistical and research work does not keep the officers fully occupied. Training imparted is also of an elementary nature. I am unable to accept the claim for the grant either of advance increments or Non-Practising Allowance. I have taken into account the other submissions made by the officer while proposing the revised scale for the post.

ACCOUNTS DEPARTMENT:

10.32 The officers of the Accounts Department have in their written memorandum submitted that the income of Cochin Port in 1976-77 was Rs.12.79 crores, and the expenditure Rs.11.98 crores. The Budget Estimates for 1977-78 provide for an income of Rs.12.92 crores and an expenditure including project expenditure of Rs.15.47 crores. The Department is responsible for giving financial advice, compilation of accounts, preparation of balance sheet, custody of cash and securities, disbursement of wages, preparation of management accounting statements etc.

10.33 It is also stated that for historical reasons the Head of Accounts Department has not been given a pay scale equivalent to that of Heads of Engineering and Marine Departments. It is claimed that taking into account the size and nature of the financial transactions, the Head of Accounts Department should be given the same pay scale as the Heads of Engineering and Marine Departments.

10.34 The officers have also requested that there should be two posts of Deputy Financial Adviser - one to be responsible for maintenance of Accounts of income and related matters, and another to look after expenditure and related matters. It is also stated that one of the two posts should be on a higher scale with the designation of Senior Deputy Financial Adviser as in Visakhapatnam Port Trust and the incumbent of the other post should be able to get promotion as Senior Deputy Financial Adviser.

10.35 A demand has been made that as in the case of Accounts Officers of the Indian Audit and Accounts Department, the Senior Deputy Chief Accountant who is at present on Class II scale should be started on a higher minimum pay.

10.36 While the suggestion that the scale of Financial Adviser and Chief Accounts Officer in different ports should be fixed broadly keeping in view the size of their budgets and other relevant factors, is reasonable the claim that the Head of Accounts Department should be given the same scale as Head of Engineering or Marine Department is without validity. It is incorrect to attempt a comparison of the scales of posts, <sup>the</sup> nature of whose duties, functions and responsibilities have little in common. I have suggested revised scales having regard to all the relevant factors. I am not in favour of prescribing a higher minimum for the post of Senior Deputy Chief Accountant Class II as the conditions under which a higher minimum has been prescribed for the Accounts Officers of the Indian Audit and Accounts Department do not obtain here.

TRAFFIC DEPARTMENT:

Deputy Traffic Manager

10.37 There are two posts of Deputy Traffic Manager on the scale of Rs.800 - 1350. One of the Deputy Traffic Managers is responsible for supervision and control over shore labour and their piece rate calculations. The other Deputy Traffic Manager assists the Traffic Manager in administrative, operational and commercial work. He has submitted a memorandum stating that the total number of employees including shore labour in the Traffic Department is about 2,000. He is responsible for the establishment matters relating to ministerial and wharf staff like Shed Clerks, Shed Writers etc. but excluding shore labour. He has demanded that his duties and responsibilities are comparable to those of the Additional Docks Manager (Rs.1700 - 1900) in Bombay and Docks Manager (Rs.1700 - 1900) in Calcutta. He has stated that though Bombay and Calcutta Ports handle a larger volume of traffic, the Traffic Departments in these ports have a larger proportion of officers compared to Cochin and that this higher number of officers lead to <sup>a</sup>larger sharing of responsibility. He should, therefore, be given the same scale as that of Additional Docks Manager in Bombay or the Docks Manager in Calcutta.

10.38 The responsibilities shouldered by the Deputy Traffic Manager do not exceed those of an Assistant Docks Manager in Bombay. I have suggested a suitable scale for the post of Deputy Traffic Manager taking all the factors into consideration.

10.39 A demand has been made that a special pay should be attached to the post of Deputy Traffic Manager in consideration of the fact that the officer concerned has to work frequently beyond his normal working hours as also on Sundays and holidays. Occasional work outside office hours and on holidays is inherent in the officer's position and responsibility. No separate pay for it can be recommended.

Assistant Traffic Manager

10.40 The post of Assistant Traffic Manager is in the Class II scale of Rs.425 - 1040. It is filled by promotion from Wharf Superintendent in the Class II Scale of Rs.425 - 900 which post in turn is filled from the post of Deputy Wharf Superintendent in the Class III scale of Rs.900 - 1200. Assistant Traffic Manager (Porterage) in his written memorandum has stated that there are two posts of officers in the Porterage Section - Deputy Traffic Manager (Porterage) and Assistant Traffic Manager (Porterage). It is claimed that though the post of Assistant Traffic Manager is two levels above that of Deputy Wharf Superintendent, his total emoluments are less than those of the Deputy Wharf Superintendent.



10.41 He has also referred to the concession of Special Pay equal to 10% of pay available to Class III Wharf staff including the Deputy Wharf Superintendent in consideration of their having to put in 8 hours of work as against  $6\frac{1}{2}$  hours put in by the staff working in the offices. He has to supervise the shore labour in regard to their work on the spot. His pay scale should, therefore, be fixed from 1-1-74 based on the pattern of the wage structure evolved by the Wage Revision Committee for Class III and Class IV employees. A scale of Rs.1400 - 60 - 1760 has been demanded.

10.42 Eight hours work is a universally accepted norm for the operational staff. The duties of the operational staff are not comparable with those of the office staff. The claim for a special pay on this account cannot be supported. I have suggested the revised scale having regard to all the relevant considerations.

10.43 It has been stated that the Assistant Traffic Manager (Porterage) has to work on Sundays and Holidays and beyond normal working hours on other days regularly and that, therefore, a special pay equal to 50% of pay and the concession of rent-free quarters be attached to his post, if he is required to stay in the port quarters on Willingdon Island. In the alternative a

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special pay equal to 20% of pay should be attached to his post if he is not required to stay in port quarters in the Island.

10.44 As I have said earlier, occasional work outside office hours and on holidays is inherent in an officer's position. No separate allowance can be recommended on this account. Compulsion to stay on the Island is a part of the conditions of service.

MEDICAL DEPARTMENT:

10.45 The Cochin Port Trust Medical Officers Association has made certain general submissions. These run along the familiar lines of submissions of doctors in all the ports. They have stated that a person has to undergo a long and expensive professional training course as compared to other officers and thereafter put in some experience before he can be eligible for entry into the port service. It is stated that it takes anything from 10 to 12 years to be eligible to join port service. As a result the average age of entry into the port service of doctors is much higher than of other services. A weightage of 0.5 over the scales prescribed for Class III employees by the Wage Revision Committee should be given while evolving the framework of basic scales of pay and within this framework, the entry scale of doctors should be higher than that of other officers.

10.46 I am unable to accept the claim that the pay scales of doctors should be framed on the basis of any specified weightage as has been suggested. I have taken note of the other submissions in proposing the revised scales.

Chief Medical Officer:

10.47 The post of Chief Medical Officer is on the scale of Rs.1200-1700. He is the head of the Medical Department which consists of a general hospital with 70 beds, an

isolation hospital with six beds, eight first aid posts and a dispensary. The hospital has a complement of 13 medical officers, six visiting specialists and 209 other staff. The construction of an additional in-patient block of 40 beds is under way and it is expected to be commissioned shortly. The hospital caters primarily to the needs of port employees<sup>and employees</sup> of the Central Government/Railways stationed at Willingdon Island and their families, Dock Labour Board staff are also attended to. The number of out-patients at the out-patient clinic is stated to be about 800 a day. The Association has represented that the scale of Chief Medical Officer should be equivalent to that of other technical Heads of Departments like the Chief Engineer and of the Chief Medical Officers of the ports of Bombay and Calcutta. The Association has also claimed a special pay of Rs.400 per month for the post of Chief Medical Officer on account of post-graduate qualifications held by him and the specialist work that he is performing in his speciality.

10.48 The post of Chief Engineer, Chief Mechanical Engineer and Deputy Conservator being not comparable to the post of Chief Medical Officer, the claim based on such comparisons cannot be accepted. Since the patient population catered for by the Chief Medical Officers at Bombay and Calcutta is much larger than the

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patient population looked after/the Chief Medical Officer in Cochin, the claim for parity with Bombay and Calcutta cannot be supported. However, I have taken note of these submissions and of the changes that have taken place since the pay scales were last revised by the Desai Committee in framing my recommendations. As I have said earlier I am unable to accept the claim for a special pay for holding a post-graduate qualification.

Deputy Chief Medical Officer:

10.49 There is one post of Deputy Chief Medical Officer on the scale of Rs.700-1350. It is stated that his duties and responsibilities are similar to those of Deputy Chief Medical Officers in the Medical Departments of other Major ports. It is represented that his charge includes in-patient section and first aid post, general administration, discipline and supervision over the working of the Department besides deputising for the Chief Medical Officer in administrative matters. He has, in addition, to do professional work both at the out-patient and in-patient sections. The present incumbent holds a post-graduate qualification in ENT. It has been represented that his workload has increased with the expansion of the hospital, but his scale is not commensurate with his position in the Department and the workload of his post. It is, therefore, claimed that he should

be placed on a scale equivalent to that of a Superintending Engineer, and should be given a special pay of Rs. 400 in addition for being in possession of a post-graduate qualification and doing specialist's work in his speciality. During the oral hearing it was stated that the post should be placed on the same scale as Deputy Chief Medical Officers in the hospitals of other major port Trusts.

10.50 The duties and responsibilities of the Deputy Chief Medical Officer are entirely different from those of Superintending Engineers. As I have said earlier no special pay can be given purely for possessing post-graduate qualifications. I have made my recommendations having regard to all the relevant factors.

Assistant Chief Physician & Chief Obstetrician and Gynaecologist:

10.51 There are two posts of specialists on the scale of Rs. 700 - 1350. This scale is the same as applicable to the post of Deputy Chief Medical Officer. The Assistant Chief Physician is in charge of the Medical section and attends to, besides routine out-patient work, cases referred to by the Assistant Medical Officers and serious medical cases admitted into the hospital. The Assistant Chief Physician looks after the ECG and ICC Unit. The Assistant Chief Obstetrician and Gynaecologist is in charge of Obstetrics and Gynaecological Sections and the family planning clinic and also attends to cases referred by Assistant Medical Officers and undertakes

obstetric and gynaecological surgery. It is claimed that the duties and responsibilities of the posts are the same as those of the specialists posts in Bombay and Calcutta which are at present on the scale of Rs. 1400-1700.

10.52 I understand that the Desai Committee had placed the above posts on Assistant Medical Officer's scale with a special pay of Rs. 150 per month and that recently these scales were revised to Rs. 700 - 1350 after merging the special pay therein and changing the designation as Assistant Chief Physician and Assistant obstetrician and Gynaecologist. I have taken note of these developments and the submissions made in suggesting suitable scales for these posts.

Resident Medical Officer:

10.53 The post of Resident Medical Officer is on the Class I Junior Scale of Rs. 475 - 1100. It is stated that the Resident Medical Officer is responsible for medical stores, dieting arrangements, linen requirements, ambulance services, up-keep of hospital building and compound and health services of the out-patient department. It is argued that he has to look after the Deputy Chief Medical Officer's work in his absence. It is also stated that with the expansion of the hospital bed strength, his duties and responsibilities have increased considerably. For these reasons and on the ground that he holds the third position in the hierarchy

of the Medical Department, it is claimed that the post of Resident Medical Officer should be given a pay scale very close to that of Deputy Chief Medical Officer and equivalent to that of Deputy Chief Engineer in the Engineering Department. A special pay of Rs. 400 is also claimed on the ground that the present incumbent of the post is in possession of post-graduate qualifications and also attends to work in his speciality.

10.54 The comparison with Deputy Chief Engineer made in the representation is mis-concieved as the functions and responsibilities of the posts are totally different. There is already a system of granting advance increments for holding Post-graduate qualifications and this provides for adequate recognition. I have taken note of the other submissions in making my recommendations.

Assistant Medical Officer:

10.55 There are eight posts of Assistant Medical Officer. They are on the scale of Rs. 425 - 1040. The prescribed qualification is an MBBS degree with three years' experience. It is claimed that the Assistant Medical Officers bear the brunt of hospital work as they shoulder responsibilities for manning the Casualty Section round-the-clock and on Sundays and Holidays besides managing in-patient and out-patient Sections.



It is also claimed that they hold additional charge of sections such as Blood Bank, Clinical Lab., Radiology Section etc. The officers have stressed that their promotional opportunities are severely limited and that their scale is meagre as compared to scales of pay obtaining in the public sector undertakings in the region. They have a grievance that they have higher qualifications and experience, but have lesser promotional opportunities compared to the generalist officers on identical scales in the Secretary's, Accounts and Traffic Departments whose basic qualification is generally School Leaving Certificate only. They have made the following demands:-

- i) All Assistant Medical Officers should be elevated to Class I;
- ii) More promotional posts should be recommended to prevent stagnation in the post of Assistant Medical Officer;
- iii) As even with the creation of more promotional posts, stagnation cannot be avoided altogether the pay scales of Rs. 1400 - 55 - 1675 and Rs. 1720-70-2000-75-2300-80-2540 should be prescribed. The Assistant Medical Officers should be transferred from the lower scale to the higher scale on completion of five years service in the lower scale;

- iv) A specialist cadre on a still higher scale should be created. Assistant Medical Officers possessing Post-Graduate qualifications should be granted a special pay of Rs. 400 per month for the specialised work that they do in addition to their routine work in the hospital; and
- v) The Assistant Medical Officers not in possession of post-graduate qualifications but doing specialised work or holding charge of Blood Bank and Radiology Unit should be granted a special pay of Rs. 200 per month.

10.56 Having regard to the qualifications and experience required for entry into medical services I have generally proposed junior Class I scales for them. In doing so appropriate note has also been taken of the lack of opportunities for promotion. A specialists' grade or special pay cannot be given merely for possession of post-graduate qualifications. It can be given only when appointed to posts specifically designated as specialist posts with appropriate recruitment rules of their own. The present practice of granting advance increments on acquisition of post-graduate qualifications is more than adequate recognition, considering particularly that about 90% of the treatment is for common ailments only.

Supervision of X-Ray and Clinical Laboratory and Blood Bank is incidental to the duties of doctors in hospitals and cannot be separately remunerated.

Uniform Allowance:

10.57 It is stated that the doctors have to incur some expenditure on providing themselves with coats and that they should be compensated by the grant of a suitable uniform allowance. Reference to the practice obtaining in Madras Port Trust where doctors are granted a uniform allowance of Rs. 150 per annum has been cited. During the oral hearing it was stated that six overcoats are necessary and that the cost would be about Rs. 30 per piece. I recommend that the Port Administration may grant an allowance of Rs. 180 per annum to each doctor on this account.

Night Duty Allowance:

10.58 A night duty allowance of Rs. 50 per night has been claimed for the doctors attending to night duties. Night duty is a part of the normal duties of a doctor and a separate compensation as claimed is not justified. This aspect has been duly taken into account while fixing the pay scales.

Medical Examination Fees:

10.59 A demand has been made that medical examination fees should be paid to the doctors for conducting the medical examination of candidates selected for appointment to the port services at the rate of Rs. 50 per candidates for Class I and Class II posts and Rs. 25 per candidate for the Class III and Class IV posts. Medical examination of candidates is a part of the doctors' duties and the claim made in this behalf cannot be supported.

LIC Practice:

10.60 The Association has represented that although the Doctors in Cochin Port are allowed to examine those taking life insurance policy, orders issued by Port Administration require that the fees received for such examinations should be made over to the Port Trust in full. As they do not benefit by this procedure, they have not been undertaking this work. They have requested that they should be allowed to retain the fees in full if they undertake the work. Retention of fees by the doctors would be against the concept of prohibition of private practice in any form and incompatible with the grant of Non-Practising Allowance in lieu. The demand cannot be supported.

CIVIL ENGINEERING DEPARTMENT

Superintending Engineer

10.61 The Civil Engineering Department is responsible for design, construction and maintenance of all civil engineering works including project works. The department is currently executing a fishing harbour project which is estimated to cost about Rs. 3 crores.

10.62 The Superintending Engineer is on the scale of Rs. 1400-1700 and is in charge of the project. He has claimed that his post should be treated as being on the same scale viz. Rs. 1400 - 1900 as is admissible to Superintending Engineer in Madras.

10.63 The Workload of the Superintending Engineer in Cochin is not equal to that of Superintending Engineer in Madras. The Madras project is estimated to cost about Rs. 8.9 crores/<sup>as</sup>against about Rs. 3 crores in Cochin. The annual expenditure in Cochin is stated to be of the order of Rs. 70 lakhs. The workload of this order does not justify a higher scale.

Deputy Chief Engineer

10.64 The present scale of the post is Rs. 1000-1500. It is stated that the Deputy Chief Mechanical Engineer is on the scale of Rs. 1200-1500. The Deputy Chief Engineer in Mormugao is also on that scale viz. Rs. 1200 - 1500. It is claimed that the present scale of

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Rs. 1000 - 1500 is not appropriate and that the post should be given a scale not lower than that of the Superintending Engineer in Madras (Rs. 1400 - 1900).

10.65. The Deputy Chief Engineer is in charge of the Drawing Office and supervises the work of the establishment and accounts section of the Engineering Department. He also assists the Chief Engineer in his engineering work. Considering the facts placed before me during the hearing, I am unable to accept the claim that the scale of the Deputy Chief Engineer should be the same as that of Superintending Engineer in Madras or even in Cochin itself. I have, however, suggested a suitable improvement in proposing the revised scale.

10.66 The Deputy Chief Engineer has also asked for an allowance of Rs. 150 in consideration of his holding post-graduate qualification of M.Sc. in Structural Engineering. I understand that his functions do not require this higher qualification nor does it serve any public interest. The demand cannot be supported.

Executing Engineer (Civil)

10.67 It is claimed that the work of maintenance and construction done by the Executive Engineers in the ports is different from that of the Executive Engineers

in the State or Central Public Works Departments. It is stated that previously the Executive Engineers were at par with the Mechanical Superintendent and Dredging Superintendent but as a result of successive pay revisions, the parity has been upset. The Executive Engineers in Bombay and Calcutta are on two scales viz. Rs. 800-1350 (Junior Executive Engineer) and Rs. 1200-1500 (Senior Executive Engineer). The Executive Engineers in Cochin have claimed that they should be equated with the engineers on the higher grade and have asked for a scale of Rs. 1800-2400. In demanding a higher scale, they have also mentioned that promotional opportunities for them are small.

10.63 As I have mentioned earlier elsewhere, pay scales cannot be determined merely on the basis of historical parities. The claim for parity with Dredging Superintendent is not tenable. The qualifications prescribed for the post and the nature of its work and responsibility are entirely different. The claim for parity with Senior Executive Engineers in Bombay and Calcutta has also not been substantiated. The range of duties and jurisdiction of the Executive Engineers in Cochin are not beyond those appropriate to Executive Engineers anywhere else. In proposing the revised scales, I have taken into consideration all the relevant factors.

10.69 A demand has also been made that Executive Engineers should be allowed to come over to the next higher scale on reaching the maximum of their own scale. The scales of the higher posts are for discharge of higher responsibilities. The demand cannot be supported.

Project Allowance:

10.70 A project allowance has been claimed for the Executive Engineer in charge of project work.

It is contended that project work entails longer hours of work and he should be suitably compensated.

10.71 A project allowance is generally granted only during the construction stages when amenities like housing, education, market centre etc. are not available to the extent required. These considerations do not arise in Cochin. There is no project in the real sense of the term. The request cannot be supported.



Assistant Executive Engineer,  
Assistant Engineers and  
Technical Assistant.

10.72 There are 12 sub-divisional offices in the Civil Engineering Department. Seven of these are under the charge of Assistant Executive Engineers on the scale of Rs. 475-1100 and five under the charge of Assistant Engineers/Technical Assistant who are on the scale of Rs. 425-1040. Assistant Executive Engineers are incharge of relatively larger sub-divisions. There is no direct recruitment either to the post of Assistant Engineer or the Assistant Executive Engineer. Graduate engineers are directly recruited to the post of Junior Engineer upto 50% of the vacancies, the remaining 50% being filled by promotion from among Supervisors who are Diploma Holders. It has been represented that it takes about 10 years for graduate direct recruits to become Assistant Executive Engineers and even though three promotions are involved, monetary benefits are comparatively small. It is claimed that the sub-divisional charge in Cochin is comparable to the charge of an Executive Engineer on the scale of Rs. 800-1350. The Diploma holders are not eligible for promotion beyond the level of Assistant Executive Engineer.

10.73 It is claimed that Assistant Engineers/Technical Assistants should be fixed in the scale of Rs. 1400-2150. and Assistant Executive Engineers on 1500-2200. It has been

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suggested that in view of the limited promotional chances, Graduate Assistant Executive Engineers should be allowed to go over to the next higher scale on reaching the maximum of their scale and Diploma holders should be allowed stagnation increments as in the case of Class III employees.

10.74 Claim for parity with Executive Engineers on the scale of Rs. 800 - 1350 has no substance. As I have said earlier in other cases, demands for automatic promotions to higher posts cannot be supported.

Marine Department:

10.75 Cochin Port Trust Master Mariners' Association has referred to the heavy incidence of inflation and the wide disparity between the emoluments of the Masters at sea and of Master Mariners in the marine services of the ports. It has also been stated that a number of pilots including some senior pilots have left the Port Trust service because of inadequate emoluments offered by the Ports. The Association has suggested the following pay scales:

Pilots	2100-100-3200
Dredger Commander	2100-100-3200
Harbour Master	3200-125-3700
Deputy Conservator	3400-4000

10.76 During the oral hearing the Association stated that in 1956 the salaries of the pilots in the ports were 96% of the salaries at sea; in 1977 the percentage dropped to 35% and that too despite the fact that pilots are now called upon to handle larger ships than before. It was stated that whereas in 1957 ships of 500 ft. length were handled the Pilots were now handling ships of even 700 ft. length. While the Pilots did not claim complete parity with the wages of Masters at sea they wanted some reasonable relationship between the shore wages and sea wages.

10.77 The general question of parity with the wages at sea has been discussed earlier in dealing

with the representation of marine services in other ports. I have suggested the revised scales having regard to all the relevant factors and after consideration of the submissions made by the Association.

Junior Dredger Commander

10.78 The Association has stated that the new dredger "Mattancherry" is manned by a single Commander; he is continuously engaged for full 8 hours in dredging operations and manoeuvring the vessel. It is suggested that, therefore, two Commanders should be posted and the Senior Commander should be placed in charge with a command allowance of Rs.300 per month.

10.79 Manning scales are outside my terms of reference. In any case operational officers are expected to work for eight hours which is universally accepted now. There is no case for a Second Commander. The Commander's pay scale takes into account the fact that he has charge of the vessel. There is no substance in the claim for Command Pay.

Harbour Master.

10.80 The Harbour Master coordinates the pilotage work. It is claimed that he is often called upon to assist in the formulation of expansion schemes and other developmental plans and that this considerably adds to his duties. It is contended that his workload is at least equal to that of the

Harbour Master in Bombay or Calcutta.

10.81 Harbour Masters in Bombay and Calcutta shoulder much greater responsibilities than the Harbour Master in Cochin. I cannot agree to the parity claimed. I have, however, taken note of the submissions made in proposing a revised scale for the post of Harbour Master at Cochin.

Deputy Conservator

10.82 Apart from the submissions made by the Master Mariners Association, the Deputy Conservator has separately submitted a written memorandum and also appeared in person during the oral hearing. It is stated that he is responsible for the direction, management and control of the Marine Department both in respect of administration and operations, planning and execution of various conservancy works. These include conduct of hydrographic surveys and preparation of charts, maintenance of buoys and navigation marks, notice to mariners, licensing of craft, slipways etc. Control over shipping including survey of harbour craft is also his responsibility. He oversees the shipping operations and navigation within port limits and plans and executes dredging operations. He controls the communication system operated between port craft like dredgers, tugs, pilot launches, boats etc. Fire service is a part of his Department. Besides, he is the officer authorised to act as the receiver

of wrecks within the port limits and is<sup>the</sup> registering authority under the Harbour Craft Rules. It is claimed that with the acquisition of the new dredgers and increasing demand from trade for better facilities, his workload has increased over the years.

10.83 The Deputy Conservator has under him 41 Class I officers out of a total of 86 such officers in the port. It has been stressed that being the seniormost post available to the marine officers and considering the salaries admissible to them at sea, the fixation of an appropriate scale for the post should not be influenced by his relative position in the administrative heirarchy at the port.

10.84 The various submissions made by the Deputy Conservator and the Master Mariner's Association have been taken into consideration in proposing the revised scale for him.

10.84.1 Pilots at Cochin work in two shifts of 8 hours each from 6 AM to 2 PM and 2 PM to 10 PM. If they are required to work beyond their shift hours, they get honorarium by way of overtime payment at the following rates:

Rs. 100 per ship of less than 600 ft. length overall in day time

Rs. 200 per ship of above 600 ft. length and above and tankers during day time and

Rs. 200 for all jobs done during hours of darkness.

It is claimed that these rates should be enhanced to

Rs. 150 and Rs. 250, respectively.

10.85 Though these payments are known as honoraria, they are really in the nature of overtime payments. With effect from the date of Government's orders on these recommendations, these payments should be discontinued and overtime to Pilots should be regulated in accordance with the recommendations made in this behalf in Chapter V.

Allowance for handling ships with dead main engines:

10.86 It is claimed that since handling of ships without their main engines working involves complicated manoeuvring and calls for greater alertness, a special allowance of Rs. 100 per act of such movement should be allowed. Elsewhere, I have recommended payment of Rs. 25 for every such act. I recommend the same for Cochin Port also.

Tonnage Allowance:

10.87 It is claimed that when the Oil Jetty under construction is commissioned, tankers of upto 1,15,000 DWT are expected to be handled. The Association has, therefore, asked for extra allowance based on DWT of ships. I have taken the view that tonnage allowance should be given only when the ship handled is of 60,1000 DWT or over. Cochin port is at present not handling ships of that tonnage. The question of paying tonnage allowance, therefore, does not arise at the present stage. The port may consider applying these rates when it starts handling such larger ships.

10.37.1 I have elsewhere recommended a tonnage allowance of Rs. 100 (Rs. 150 between the hours of 2200 and 0600) per pilotage act in respect of ships of 60,000 DWT or over. That recommendation may apply to Cochin Port also.

Marine Department - Dredger Section:

10.83 Till recently there were four dredgers in the port. One of these SD "Lord Willingdon", a self-propelled twin screw cutter suction dredger, has since sunk.

10.89 BD "Lady Willingdon" is a non-self-propelled Bow Well Bucket Dredger. She works with three hopper barges. She is employed for dredging the inner channel, turning basins, alongside berths and mooring barths. Lord Willingdon and Lay Willingdon used to work alternately and, therefore, except for a Chief Engineer and a nucleus of crew, the other officers and crew were alternated between these two dredgers.

10.90 Grab Dredger GD "Bolghati" is the third dredger commissioned in February 1977. She is twin screw grab dredger. She is deployed to dredge areas alongside wharves close to the dock wall and in restricted spaces. The fourth dredger is HSD "Mattancherry" acquired by the port in the year 1975. She is a twin screw mobile dredger with 2500 cu.m. hopper capacity and can be employed for dredging anywhere in the port.

10-91 There are separate Chief Engineers in overall charge of "Lord Willingdon" (since lost) and



"Lady Willingdon". The other engineer officers on the two dredgers are for three shifts of eight hours each. The deck side is in charge of an officer designated "Senior Dredging Master", who is an Inland Master, in one shift and a Dredging Master, who is a Class III officer, in the other shift. The hopper barges are under the charge of an Engineer Incharge in each shift. The dredger "Bolghati" work works in a single shift with a Dredging Master who is an Inland Master on the deck side and an Engineer Incharge who is a marine engineer on the engine side. Mattancherry works in two shifts of 8 hours each. She has a complement of a Dredging Commander who is a Foreign-going Master and a Chief Officer who is a Home Trade Master in each shift and a Chief Engineer and a Second Engineer on the engine side in each shift.

10.92 The Dredging Section has also tug "Pumba" which attached to it/in charge of an Inland Engineer. There is also a self-propelled floating crane of 120 tonnes capacity in charge of an Inland Engineer.

10.93 On the shipping side, the port has three tugs ST "Ernakulam", MT "Shaktan" and MT "Bristow". The three tugs taken together provide five shifts working. On the deck side there is a Master (Tug) who is a Home Trade Master and four Class III Junior Masters with First Class Inland Certificates. On the engine side the tugs are manned by marine engineers.

10.94 The Marine Engineers' Guild has stated that the Marine Engineers undergo a long and arduous course

of training and have to pass a number of difficult examinations. The Desai Committee, according to the Guild did not do full justice to the Marine Engineers. While it looked into the cases of marine engineers afloat, it did not go deep into the pay scales of shore-based marine engineers with the result that the latter posts were compared with the other non-marine shore-based posts. It is also stated that the marine engineers in Cochin shoulder responsibility for dredging as well as machinery as the port does not employ Master Mariners, except on Mattancherry, as in other ports. It is urged that this aspect should be given due consideration while fixing the scale of pay of Chief Engineers of "Lord Willingdon" (now lost) and "Lady Willingdon" and Engineer Incharge "Bolghati". It is also stated that marine engineers can, in the normal course, look forward to promotion as Chief Engineer on the flotilla and, thereafter, as Assistant Dredging Superintendent and Dredging Superintendent in the Marine Department or as Assistant Mechanical Superintendent (Marine) and Mechanical Superintendent in the Chief Mechanical Engineer's Department. It is, however, their grievance that the pay scale of Assistant Dredging Superintendent carries the same maximum as that of Chief Engineer and the pay scale of Dredging Superintendent has an increase of only Rs. 100 over that of Assistant Dredging Superintendent. Appointment to the post of Assistant Mechanical Superintendent, it is stated, is no promotion

at all since the pay scale of that post is lower than that of Chief Engineer. As a result, the post had to be upgraded to the level of marine engineer in 1976 with a view to filling it by direct recruitment. It is also stated that the post of Mechanical Superintendent has not received justice at the hands of the Desai Committee. That Committee fixed only a scale of Rs. 1200-1500 for the post with a provision that those promoted from the post of Dredging Superintendent may retain the Dredging Superintendent's scale, namely, Rs. 1350-1800 as personal. The post of Mechanical Superintendent is not exclusively available to marine engineers. They have to compete for the post along with the mechanical engineers in the Chief Mechanical Engineer's Department. It is also contended that the shift engineers in charge of "Lord Willingdon" (since lost) and "Lady Willingdon" should get a special pay in view of their overall responsibility for working the shifts. The Chief Engineers of "Lord Willingdon", "Lady Willingdon" and "Mattancherry" and the Engineer Incharge of "Bolghati" should be paid a special pay at a still higher rate in addition to the grade pay. It is also claimed that the marine engineers in the Cochin Port shoulder higher responsibilities than the engineers of sea-going ships as the dredgers not only have propulsion machinery like that of sea-going vessels but also complicated dredging engines and gear to look after. According to the Guild, the responsibility of an Engineer Incharge of a port craft

in Cochin port is comparable only with that of a Chief Engineer on MOT dredgers.

10.95 With regard to Assistant Dredging Superintendent it is stated that he assists the Dredging Superintendent in the day-to-day work of office administration and at various sites which involve supervision and control over dredging carried out by the various dredgers. He also holds charge of the Mooring Section (dealing with Shifting, ship moorings, marine salvage, water supply to ships and the heavy lift crane). The Dredging Superintendent is in overall charge of the Dredging Section. The following scales have been demanded for the Marine engineers:

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|---|--|
| 1. Engineer Incharge of hopper barges and tugs, Engineer Incharge of Lord Willingdon (Machinery) and Engineer Incharge of Mattancherry: | Scale of pay of Chief Engineer of MOT dredgers.                    |
| 2. Engineer Incharge of shifts of Lord Willingdon.  | Scale of Chief Engineers of MOT Dredgers + special pay of Rs. 100. |
| 3. Chief Engineers of Lord Willingdone, Lady Willingdon, Mattancherry and Engineer Incharge of Bolghati;                                | Rs. 200 more than the scales of Chief Engineers of MOT dredgers.   |
| 4. Assistant Mechanical Superintendent, Assistant Dredging Superintendent.  | At par with Harbour Master.  |
| 5. Dredging Superintendent Mechanical Superintendent.   | Rs. 200 more than Harbour Master.                                  |

10.96 Working conditions on the MOT dredgers are materially different. Claim for parity with Chief Engineers of MOT dredgers cannot be accepted. Comparisons of Assistant Dredging Superintendent, Assistant Mechanical Superintendent, Dredging Superintendent and Mechanical Superintendent with the Harbour Master have also no validity. The qualifications duties and responsibilities of the Harbour Master are different. I have suggested the revised scale having regard to all the relevant factors.

Assistant Mechanical Superintendent (Mechanical)  
Assistant Mechanical Superintendent (Marine)  
Mechanical Superintendent.

10.97 The Assistant Mechanical Superintendent is on the scale of Rs. 800-1350 with a special pay of Rs. 50. The Assistant Mechanical Superintendent (Marine) is on the marine scale of Rs. 950-50-1600 (Rs. 850-1500 for a single certificate) and Mechanical Superintendent on the scale of Rs. 1200-1500. The Assistant Mechanical Superintendent (Mechanical), it is stated, is appointed by promotion of Executive Engineer (Mechanical) or the Controller of Stores who are also on the same scale viz. Rs. 800-1350 except that Assistant Mechanical Superintendent gets a special pay of Rs. 50. in addition. The post of Assistant Mechanical Superintendent (Marine) was created in 1976. Appointment to it is made by direct recruitment of candidates possessing BOT or MOT First Class Certificate or equivalent with sufficient experience in a marine engineering workshop.

10.98 The qualifications prescribed for the Mechanical Superintendent are a First Class BCT or MCT Engineer's Certificate with experience in running a marine engineering workshop or a degree in Mechanical Engineering or Electrical Engineering with not less than ten years' experience in a marine engineering workshop. Appointment is made by promotion of Assistant Mechanical Superintendent (Mechanical), Assistant Mechanical Superintendent (Marine), Dredging Superintendent or Chief Engineers on the Dredgers. The Chief Engineers on the Dredgers are also on the marine scale of Rs. 1050-1700 (less Rs. 100 for a single certificate). The Dredging Superintendent is on the scale of Rs. 1350-1800. The Chief Engineers on the Dredgers and Dredging Superintendent when appointed as Mechanical Superintendent, can retain their own scales. It is the grievance of the officers that appointment as Mechanical Superintendent does not in effect amount to a promotion for the Dredging Superintendent or the Chief Engineers in the present arrangements. The scale of the Mechanical Superintendent should be revised to remove the anomaly.

10.99 In other ports, marine engineers on the scale of Rs. 950-1600 have been treated as corresponding to the cadre of Junior Executive Engineers and Senior Executive Engineers (Rs. 800-1350 and Rs. 1200-1500 taken together). There can be no departure from this arrangement in the case of Cochin. The post of Mechanical Superintendent is tenable not only by marine engineers but also by mechanical engineers. The pay scale for this post has to be determined

in this broader context and not having regard to the position of the marine engineers alone. As anomaly arises because the post of Mechanical Superintendent has been treated as a promotion post for the Chief Engineer on the Dredgers as well as the Dredging Superintendent, who are already on comparatively higher scales. The Mechanical Superintendent does not supervise the work of Dredging Superintendent or the Chief Engineers on the Dredgers.

Therefore, it is anomalous that the Chief Engineers on the Dredgers and the Dredging Superintendent should be in line for promotion to the post of Mechanical Superintendent. I understand that this arrangement has been made to enable the Chief Engineers on the dredgers and the Dredging Superintendent to be considered for promotion to the post of Chief Mechanical Engineer. If that is the real reason, it would be more appropriate to consider them on merits along with the Mechanical Superintendent instead of treating the post of Mechanical Superintendent as a promotion post for them. The seemingly anomalous position that now exists has to be rectified administratively by an amendment of the rules not by way of revision of pay scales.

10.100 In proposing the revised scales for the Mechanical Superintendent, I have suggested that if appointment is made by promotion of Assistant Mechanical Superintendent (Marine), the scale should be treated as Rs. 1700-60-2240 which is the upper segment of the marine engineers' scale. Pay in this scale should be fixed as on promotion which would give him the benefit of one increment.

As regards the Chief Engineers on the Dredgers and Dredging Superintendent, I have had no option but to suggest that they may retain their own scales.

Victualling Allowance

10.101 It is stated that unlike in the ports of Madras and Vizag, where the dredgers work within a short distance from the shore, the dredgers in Cochin port have to work at a longer distance extending upto six miles particularly when assigned to dredging in the outer channel. Their shifts are of a continuous period of eight hours and they cannot avail themselves of the facilities for meals etc. provided to other shore-based officers. It is claimed that even though services of cooks and facilities like utensils and galley space etc. have been provided, the Engineers have to incur extra expenditure in providing themselves with meals during their working hours. They have, therefore requested that a victualling allowance of Rs. 15 per day be granted to the marine officers on the flotilla.

10.102 The conditions in which the Marine Engineers have to work have been taken into consideration in determining their pay scales. The position of the shore-based officers is not materially different in this respect. They have also to incur extra expenditure on their meals unless they bring them from their houses, which the marine engineers can also do. The marine officers have the



additional facility of being provided with cooks and galley space, etc. There is no case for grant of victualling or mess allowance in such cases.

Uniform Allowance

10.103 It has been requested that Dredging Superintendent and Assistant Dredging Superintendent should be given the concession of uniform allowance as they have to visit dredgers of the flotilla.

10.104 The Dredging Superintendent and the Assistant Dredging Superintendent administer and supervise the work of uniformed officers. It will be appropriate to extend the concession of uniform allowance to them at the rate of Rs. 100 per month as I have recommended in other similar cases. I recommend accordingly.

Dirt and Noise Allowance

10.105 A demand has been made for an allowance of Rs.100 per month on the ground that the marine engineers have to work in hazardous, noisy and dirty surroundings.

10.106 There are no special hazards in the work of marine engineers. Their working conditions are one of the factors taken into consideration in framing their pay scales. No separate allowance in this regard is called for.

Special Allowance for Relieving Duties:

10.107 It is stated that there are no posts of engineers specified for relieving duties. Whenever there is a shortage on any craft, one of the engineers on the craft on which there are two engineers, is asked -----

to make up the shortage on the other craft. Generally, the junior-most engineer is asked to do relieving duties. Such transfer takes place fairly frequently. The engineer is put to inconvenience by such frequent shifting particularly if the same happens to be in the second and third shift. He cannot make reasonable arrangements for his meals. He should be given a relieving allowance of Rs. 18 for each such occasion.

10.108 The port administration may consider how best the inconvenience can be minimised. There is no case for any separate allowance to compensate such inconveniences which are incidental to administration and are essentially occasional.

#### Overtime Allowance

10.109 It is stated that while posted on dredgers assigned to outer channel dredging, marine engineers have to spend, on an average, two hours extra - one hour before commencement of the shift and one hour after its close. The Class III and Class IV employees are paid overtime for this period, but the officers get only Rs. 5 per day. It has been requested that the payment of Rs. 5 per day should be replaced by a system of paying overtime at single rate of pay treating the transport time from the wharf to the dredging site and back as overtime. While assigned to dredgers working in the inner harbour also, they start half an hour after the close. It is claimed that they should be

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compens-ated for these extra hours.

10.110       Such extra time is incidental to work on dredgers and is not always spent on actual dredging duties. Claim for overtime on this account cannot be supported. The present arrangement under which the Engineers are paid Rs. 5 per day is adequate and may continue.

Dredging Superintendent  
Assistant Dredging Superintendent

10.111 The Dredging Superintendent is on the scale of Rs. 1350-1800 and the Assistant Dredging Superintendent on Rs. 1200-1700. The Dredging Superintendent is appointed by promotion of Assistant Dredging Superintendent and the Assistant Dredging Superintendent is a promotion post for the Chief Engineers of the dredgers.

10.112 It has been contended that the duties and responsibilities of the Dredging Superintendent and the Assistant Dredging Superintendent are higher than those of their counterparts in other ports and organisations like the Dredging Corporation of India. It is claimed that the Dredging Superintendent is in charge of floating craft worth about Rs. 20 to 25 crores. He has under him 16 Class I and Class II Officers and 600 other staff including the crew. It is claimed that the duties of Dredging Superintendent are comparable to those of officers Incharge Port Dredging or Engineer Superintendent in Calcutta Port; the duties of Assistant Dredging Superintendent are comparable to those of Assistant Engineer Superintendent in that port. It is further stated that the Dredging Superintendents in Visakhapatnam and Madras are on a higher scale of Rs. 1400-1900 though the responsibilities in Cochin are greater.

10.113 As I have said earlier, the port of Cochin has only four dredgers, one of which has since been lost. The responsibilities of the Dredging Superintendent and the Assistant Dredging Superintendent in Cochin bear no comparison with those of the Engineer Superintendent and the Assistant Engineer Superintendent in Calcutta. The claim for parity with those posts cannot be supported. The arrangements in Visakhapatnam and Madras are different; the Dredging Superintendents there are Master Mariners. As I have said earlier, I have suggested the revised scales having regard to all the relevant factors.

Dredging Master(Mobile Dredger)

10.114 Dredging Master(Mobile Dredger) is on dredger 'Bolghati'. The post carries a scale of pay of Rs. 700-1100. The qualification prescribed for the post is a Certificate of Competency as First Class Inland Master with five years' experience of independent charge of tugs or dredgers but preferably with experience in dredging. The Dredger Master (Mobile Dredger) has in his representation stated that his duties consist of unmooring the ships from berth or buoy, navigating it to the dredging area, fixing the dredger in correct position and dredging the area to the required depth according to the plants supplied and after filling the hopper, navigating the vessel through a restricted channel to the dumping ground outside the

Port limits whereafter the dredger returns to the site after dumping. It is claimed that a higher degree of skill is required for operating the sophisticated gear of the craft. He has, therefore, asked for revision of his scale to Rs. 1600-2400-

10-115 I understand that the post was created in September, 1977. It is too early to make a fresh assessment. I have suggested a new scale on the general pattern followed in the present revision.

10.116 Other demands made by the Dredging Master (Mobile Dredger) are dealt with below.

Allowance for Hazardous Nature of Work

10.117 A demand has been made that a Hazardous Allowance of Rs. 5 per day should be paid on the ground that unlike other vessels, the noise generated by clamshell working on the dredger 'Bolghati' is beyond the tolerance level and the exhaust fumes from the diesel engine enter directly into the bridge space.

10.118 Working conditions have been taken into consideration in proposing the proposed scale. No separate allowance on this account is necessary.

Victualling Allowance:

10.119 A victualling allowance of Rs. 10 per day has been claimed on the ground that the dredger works away from the shore and the dredger officers have no access to the subsidised canteen facilities. During the

oral hearing, it was mentioned that an allowance at the rate of Rs. 5 per day would be adequate. As I have said earlier in the case of Marine Engineers there is no case for victualling allowance. The port has already provided cooks and other facilities on the dredger. These meet the requirements adequately.

Charge Allowance

10.120 A charge allowance of Rs. 100 per month has been claimed on the ground that in the past mobile dredgers used to be placed under the charge of Home Trade Masters who are on a higher scale of pay. Since he is performing the same duties, he should be given a charge allowance in addition to his basic pay.

10.121 The present requirement is a Certificate of Competency as First Class Inland Master. The officer's pay scale is, therefore, rightly related to that qualification. The demand cannot be supported.

Senior Dredging Master

10.122 There is one post of Senior Dredging Master on the scale of Rs. 450-1040. The incumbent works in one shift either on the dredger Lord Willingdon (since lost) or the dredger "Lady Willingdon". He supervises the dredging work under directions from the Chief Engineer. He has to navigate Lord Willingdon

when it works in outer channel. He supervises repairs/ replacement of worn out parts such as buckets, rollers, links etc. and also attends to administrative work relating to staff, stores etc. It is claimed that the present scale is inadequate and should be raised to Rs. 1400-1800 commensurate with the nature of duties and responsibilities.

10-123 I have suggested the revised scale having regard to all the relevant points.

Charge Allowance

10.124 It is claimed that the Senior Dredging Master is in charge of dredging operation, equipment and stores of the dredger and the Dredging Masters in the other shift work according to his instructions. He should, therefore, be given a charge allowance of Rs. 100 per month.

10.125 The Dredging Master in the other shift is in a class III category. The higher scale of the Senior Dredging Master takes care of his higher responsibilities. The claim for a charge allowance of Rs. 100 per month cannot be supported.

Hazard Allowance and Victualling Allowance

10.126 The demand for a Hazard Allowance and Victualling Allowance has been made on the same grounds as urged by the Dredging Master (Mobile Dredger) on the "Bolghati".



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As discussed in that case, the demand cannot be supported.

Marine Engineers with Second Class  
NOT Certificate of Competency

10.127 Marine Engineers holding Second Class Certificate of Competency have jointly submitted a memorandum. Shri V.V. Chetty, Engineer Incharge, has also submitted a separate memorandum. It is contended that it is wrong to prescribe two separate scales depending on whether the Certificate held in First Class or Second Class for the posts of marine engineers, as they perform the same duties and discharge the same responsibilities. It is also stated that qualification prescribed for the next higher post of a Chief Engineer being a First Class Certificate, the Second Class Certificate holders will have to retire from the grade to which they were recruited. It is contended that for other posts in the ports, no differentiation is made in the rates of remuneration on the basis of qualifications. They have, therefore, asked for a uniform scale for the Marine Engineers irrespective of whether they hold a First Class or a Second Class Certificate.

10.128 I understand that a Second Class Certificate represents a distinctly lower qualification than the First Class Certificate. It is a normal practice in the maritime world to differentiate in the pay scales on the basis of the Class of Certificate held. I do not wish to depart from this practice. I understand that it is possible for the Second Class Certificate holders to acquire a First Class Certificate in which case a higher scale will automatically apply to them. A uniform scale would be unfair to the holders of First Class Certificates and would make the posts unattractive to them. The request cannot be supported.

10.129. Shri Chetty was originally appointed with the designation "Chief Engineer" on a hopper barge. Subsequently, on the recommendations of the Desai Committee the designation "Chief Engineer," was changed as "Engineer Incharge" on hopper barges. Designation "Chief Engineer" was retained only on "Lord Willingdon", "Lady Willingdon" and "Mattancherry". To be eligible for promotion as Chief Engineer, the engineer has to possess a First Class Certificate. Shri Chetty is not eligible for promotion as Chief Engineer. He has requested that he should be allowed to retain his designation of "Chief Engineer" and granted a scale of pay at par with the Chief Engineers of "Mattancherry", "Lord Willingdon" and "Lady Willingdon".

10.130 As I have said above, a Second Class Certificate holder cannot be given the scale prescribed for a First Class Certificate. Change in designation does not help.

Engineers Incharge

10.131 There are three posts designated as Engineer Incharge, one each on the floating crane "Periyar", tug "Pamba" and the fire float "Bahadur". The qualification prescribed is an Inland Engineer's Certificate. The posts are filled by direct recruitment. They have asked for a scale at par with the scale of the engineers holding Second Class MOT Certificate of Competency.

10.132 Inland Engineers Certificate is granted under the Inland Steam Vessels Act and the Second Class Certificate of Competency under the Merchant Shipping Act. The Inland Engineers Certificate cannot be regarded as equivalent to Second Class Certificate of Competency.

Charge Allowance

10.133 A demand has been made for a charge allowance of Rs. 150 per month on the ground that the engineers are in charge of the respective vessels and control the deck crew.

10.134 The pay -scales have been proposed taking into account duties and responsibilities. Demand for a charge allowance cannot be supported.

Crane Allowance

10.135 A demand has been made for a crane allowance of Rs. 75 for the Engineer Incharge of floating crane "Periyar". It is stated that unlike the engineers on the flotilla he has to maintain and certify the log book of the crane as also certain other records.

10.136 The proposed pay scales take into account all aspects of the duties of the Engineer Incharge. The work of maintaining records is incidental to the duties of Engineers.. The demand cannot be supported.

Senior Marine Surveyor:

10.137 The Senior Marine Surveyor is in charge of hydrographic survey in the Marine Department. The post carries a Class II scale of Rs. 425-1040. He is responsible for marine survey work and preparation of charts. The qualification prescribed for the post is a Diploma in Civil Engineering with five years experience in marine survey. Appointment is made by promotion of Sounding Foreman. A scale of Rs. 1500-2100 has been demanded for this post.

10.138 The revised scale has been suggested having regard to all the relevant considerations.

Risk Allowance:

10.139 A demand has been made that the Marine Surveyor's duties involve risk as survey work is carried out in the back waters and open seas in all weather conditions.

10.140 By the very nature of his work, a marine surveyor has to work in the conditions referred to above and this has been duly taken into account in fixing the scale. There is no case to grant a separate Risk Allowance.

Compensatory Allowance

10.141 It is claimed that the Senior Marine Surveyor has to put in extra hours of work over and above the normal eight hours and that he should be compensated by the grant of an allowance.

10.142 The extra work involved is of an occasional nature and has been duly taken into account in fixing the scale of pay.

General

10.143 I recommend that the revised scales of the various posts in the Cochin Port Trust should be as indicated in the schedule annexed to this chapter.

Cochin PT 1

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
1.	Deputy Chairman	Pay as Deputy Chairman Dock Labour Board plus special pay Rs.100 per month.	Pay as Deputy Chairman Dock Labour Board and special pay Rs.300 per month

SECRETARY'S DEPARTMENT

2.	Secretary	1200-50-1600	1700-55-1810-70-2300
3.	Deputy Secretary Class I	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
4.	Assistant Secretary (Class I) Senior	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40- <del>1040-45-1285-</del> EB-45-1380-50-1630-1580
5.	Estate Manager (Class I)	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40- <del>1110-45-1245-</del> EB-45-1380-50-1630
6.	Assistant Secretary (Junior) Class II	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
7.	Private Secretary to the Chairman	425-25-500-30-680-EB-30-830-35-1040	950-40-1110-45-1245-EB-45-1380-50-1630 plus special pay Rs.100 per month.

Cochin PT-2

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
8.	Labour Officer Class I	475-475-525-35-770-EB-35-840-40-1000-50-1100 (upto 15.11.1976)	950-40-1110-45-1245-EB-45-1380-50-1630. (upto 15.11.1976)
9.	Labour Officer Class I	800-40-1000-50-1200-50/2-1350. (From 16.11.1976)	1300-50-1650-EB-50-1900 (From 16.11.1976)
10.	Welfare Officer	425-25-500-30-680-EB-30-830-35-900 (upto 15.11.1976)	900-35-1040-40-1080-EB-40-1440 (upto 15.11.1976)
11.	Welfare Officer	560-35-770-EB-35-840-40-1000-50-1100 (From 16.11.1976)	1030-40-1110-45-1335-EB-45-1380-50-1630 (From 16.11.1976)
12.	Statistical and Research Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	1000-40-1120-45-1300-EB-50-1600-EB-50-1900.
13.	Research Officer	425-25-500-30-680-EB-30-830-35-1040.	900-35-1040-40-1080-EB-40-1400-EB-45-1580
14.	Security Officer	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580

ACCOUNTS DEPARTMENT

15.	Financial Adviser and Chief Accounts Officer	1400-60-1700-100-1800.	1900-75-2200-100-2400.
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Cochin PT 3

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
16.	Deputy Financial Advisor	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
17.	Cost Accounts Officer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
18.	Deputy Chief Accountant Senior (I)	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245- EB-1380-50-1630
19.	Deputy Chief Accountant Senior (II)	<del>425-25-500-30-680-</del> EB-30-830-35- 1040	<del>900-35-1040-40-1045-</del> <del>1380-EB-40-1400-</del> EB-45-1580
20.	Stock Verifier	425-25-500-30-680- EB-30-830-35- 1040	900-35-1040-40-1040- EB-40-1400-EB- 45-1580
21.	Vigilance Officer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900

TRAFFIC DEPARTMENT

22.	Traffic Manager	1200-50-1400-60- 1700-100-1800	1700-55-1810-70- 2300-100-2400
23.	Deputy Traffic Manager	800-40-1000-50- 1200-50/2-1350	1350-50-1650-EB-50- 1900
24.	Assistant Traffic Manager	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
25.	Wharf Superintendent	425-25-500-30-680- EB-30-830-35-900	900-35-1040-40-1080- EB-40-1440



Cochin PT 4

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
MEDICAL DEPARTMENT			
26.	Chief Medical Officer	1200-50-1400-60-1700	1700-55-1810-70-2300
27.	Deputy Chief Medical Officer	700-35-840-40-1000-50-1200-50/2-1350	1250-50-1650-EB-50-1950
28.	Assistant Chief Physician	700-35-840-40-1000-50-1200-50/2-1350	1250-50-1650-EB-50-1950
29.	Assistant Chief Obstetrician and Gynaecologists	700-35-840-40-1000-50-1200-50/2-1350	1250-50-1650-EB-50-1950
30.	Resident Medical Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	1000-40-1120-45-1300-EB-50-1650-EB-50-1900
31.	Assistant Medical Officer	425-25-500-30-680-EB-30-830-35-1040	950-40-1110-45-1245-EB-45-1380-50-1630

ENGINEERING DEPARTMENT

32.	Chief Engineer	1700-100-2100	2200-100-2400-125/2-2650
33.	Superintending Engineer	1400-60-1700	1900-75-2200-100-2300

Cochin PT 5

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
34.	Deputy Chief Engineer	1000-50-1500	1700-55-1920-60-2100
35.	Executive Engineer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
36.	Surveyor	475-475-525-35-770- EB-35-840-40- 1000-50-1100	950-40-1110-45-1245- EB-45-1380-50- 1630
37.	Assistant Executive Engineer (Civil)	475-475-525-35-770- EB-35-840-40- 1000-50-1100	950-40-1110-45-1245- EB-45-1380-50- 1630
38.	Technical Assistant (Civil)	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB- 45-1580
39.	Assistant Engineer (Civil)	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB- 45-1580

40.

MECHANICAL ENGINEERING DEPARTMENT

40.	Chief Mechanical Engineer	1400-60-1700-100-2000	1900-75-2200-100- 2600
41.	Deputy Chief Mechanical Engineer	1200-50-1500	1700-55-1920-60- 2100

Cochin PT 6

Sl. Designation of No. Post	Existing Scale Rs.	Proposed Scale Rs.
42. Mechanical Superintendent	1200-50-1500 Those promoted from the post of Dredging Superintendent will draw the scale of pay for the post of Dredging Superintendent, viz Rs. 1350-1800	(i) 1700-55-1920-60- 2100 (For Non-marine officers)  (ii) 1700-60-2240 (For marine offi- cers appointed by promotion from the rank of Assistant Mechanical Superintendent (Marine)  (iii) Chief Engineer (Dredger) or Dredging Superin- tendent, if appointed, may retain his own scale as perso- nal.
43. Assistant Mechanical Superintendent (Marine)	(a) 950-50-1600 (For those with MOT First Class combined certificate)  (b) 850-50-1500 (For those with MOT First class single certificate)	(a) 1550-50-1700-1700- 60-1880-EB-60- 2240 (For those with MOT First Class combined certificate)  (b) 1450-50-1600-60- 1780-EB-60-2140 (For those with MOT First Class single certificate)

Cochin P 7

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
44.	Assistant Mechanical Superintendent (Mechanical)	800-40-1000-50-1200-50/2-1350 plus special pay Rs.50 per month.	1300-50-1650-EB-50-1900 Special pay Rs.50 per month
45.	Executive Engineer (Mechanical) I.C.Engines	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
46.	Executive Engineer (Electrical)	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
47.	Controller of Stores	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
48.	Assistant Executive Engineer (Mechanical) Class I	475-475-525-35-770-EB-35-840-40-1000-50-1100	<del>950</del> 40-1110-45-1245-EB-45-1380-50-1630
49.	Assistant Engineer (Mechanical), I.C. Engines.	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
50.	Assistant Executive Engineer (Electrical)	475-475-525-35-770-EB-35-840-40-1000-50-1100	<del>950</del> 40-1110-45-1245-EB-45-1380-50-1630
51.	Assistant Engineer (Mechanical)	425-25-500-EB-30-680-EB-30-830-35-1040	<del>950</del> 35-1040-40-1080-EB-40-1400-EB-1580-45-1580

Cochin PI-8

Sl. No. Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
52. Technical Assistant (Mechanical) Class II	425-25-500-30-680- EB-30-30-830-35- 1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
53. Assistant Engineer (Electrical)	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1520
54. Assistant Controller of Stores	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580

55.

MARINE DEPARTMENT

55. Deputy Conservator	1800-75-2100-50-2200	2350-75-2500-100- 2800
56. Harbour Master	1700-75-1850-50-2050	2250-75-2550-100- 2650
57. Pilot	1000-50-1700-75-1850	1500-50-1700-60- 2000-EB-50-2300- 100-2500 (A Pilot will not draw his second increment from a date earlier than the date on which he obtains a Pilot's licence)
58. Dredging Superintendent	1350-50-1800	1900-60-2380
59. Assistant Dredging Superintendent	1200-50-1700	1750-60-2350

Cochin PT 9

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
60.	Dredger Commander Mattancherry	1000-50-1700	1600-50-1750-60- 2050-EB-60-2350
61.	Dredger Chief Officer	950-50-1500 For those with Master (FG) certificate  750-40-950-50-1200 For those with Home Trade Master's certificate.	1550-50-1700-60-1880- EB-60-2120 For those with Master (F.G.) certificate 1300-50-1600-EB-60- 1750 For those with Home Trade Master's certificate.
62.	Chief Engineer Dredger	1050-50-1700 (i) For those with MOT First Class combined certificate.  (ii) Less Rs.100 for those with MOT First Class single certificate	1650-50-1750-60-2050- EB-60-2350 (i) For those with MOT First Class combined certificate.  (ii) Less Rs.100 for those with MOT First Class single certificate.
63.	Engineer-in-charge Hopper Barges and Dredgers	(a) (i) 950-50-1600 (For those with MOT First Class combined certificate)  (ii) 850-50-1500 (For those with MOT First Class single certificate)	(a) (i) 1550-50-1700-60-1880-EB- 60-2240 (For those with MOT First Class combined certificate)  (ii) 1450-50-1600- 60-1780-EB-60- 2140  (For those with MOT First Class single certificate)

Cochin PF 10

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
		(b) (i) 800-40-1000-50-1250 (For those with MOT Second Class combined certificate)	(b) (i) 1350-50-1600-EB-50-1800 (For those with MOT Second class combined certificate)
		(ii) 750-40-950-50-1200 (For those with MOT second class single certificate)	(ii) 1300-50-1600-EB-50-1750 (For those with MOT second class single certificate)
64.	Engineer-in-charge, Tugs	(a) (i) 950-50-1600 (For those with MOT First class combined certificate)	(a) (i) 1550-50-1700-760-1880-EB-60-2240 (For those with MOT First class combined certificate)
		(ii) 850-50-1500 (For those with MOT First class single certificate)	(ii) 1450-50-1600-60-1780-EB-60-2140 (For those with MOT First class single certificate)
		(b) (i) 800-40-1000-50-1250 (For those with MOT Second class combined certificate)	(b) (i) 1350-50-1600-EB-50-1800 (For those with MOT second class combined certificate)
		(ii) 750-40-950-50-1200 (For those with MOT second class single certificate)	(ii) 1300-50-1600-EB-50-1750 (For those with MOT second class single certificate)

Cochin PT 11

Sl. No. Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
65. Second Officer	750-40-950-50-1200	1300-50-1600-EB-50-1750
66. Master Tug	750-40-950-50-1200	1300-50-1600-EB-50-1800
67. Master Tug	700-35-770-EB-35-840-40-1000-50-1100	1200-45-1380-50-1430-EB-50-1630
68. Dredging Master (Mobile Dredger)	700-35-770-EB-35-840-40-1000-50-1100	1200-45-1380-50-1430-EB-50-1630
69. Senior Dredger Master	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
70. Engineer "Periyar"	700-35-770-EB-35-840-40-1000-50-1100	1200-45-1380-50-1430-EB-50-1630
71. Engineer, Fire Float	700-35-770-EB-35-840-40-1000-50-1100	1200-45-1380-50-1430-EB-50-1630
72. Senior Marine Surveyor	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580



CHAPTER -XI

MORMUGAO PORT TRUST

11.1 Mormugao port has 7 general cargo open berths and an oil jetty capable of receiving tankers of 60,000 DWT. A fully mechanised ore berth capable of receiving and loading 10 to 12 million tons of iron ore of various grades per annum at the rate of 8000 tonnes per hour is scheduled to be commissioned shortly. The Pilots board the vessels at a point about 5 Km. from Mormugao where they go in, launches, pilotage is available only during day light hours.

11.2 The Port Trust has a fleet of 4 dredgers, 2 tugs and 6 other crafts. Two of the dredgers have been handed over to the Shipping Corporation of India for operations. Of the remaining dredgers, one is due for scrapping. The port has its own metre-gauge railway system with 198 wagons and 7 locomotives. It has a track of 27 KMs. and a route of 3 Kms. It maintains its own workshop which is capable of undertaking repairs to all equipment except major repairs and annual survey of dredgers and tugs which are sent for dry docking to Bombay. The workshop facilities are being extended to take care of the new iron ore handling plant. It has a work force of 2881 men, including 74 Class I and 36 Class II Officers. It maintains a 50-bed hospital. It has a residential colony of its own.

MARINE DEPARTMENT

Deputy Conservator

11.3 It is claimed that the size of the port and the number of ships calling at it should not be criteria for determining the pay scales. The nature of responsibility

is about the same in all the ports, irrespective of the number of ships calling. The number handled at Visakhapatnam and Cochin is not much in excess of that handled at Goa. Also, there are organisational differences from port to port. For instance, in Madras, the Deputy Conservator is not responsible for dredging, hydrographic survey and water supply. In Goa, Deputy Conservator also looks after fire service. Some weightage should be given to the discharge of this responsibility.

11.4. I have considered the various points urged by the Deputy Conservator. The number of ships calling at the port cannot be ignored. It reflects the volume, variety and complexity of the responsibility involved. Hydrographic survey, water supply and fire service in the port of Mormugao will not make any significant difference to the responsibility of the Deputy Conservator. As for dredging, one of the dredgers has been transferred to the Shipping Corporation of India for operation and the maintenance and another is proposed to be transferred soon. The Deputy Conservator will be absolved of his responsibility to that extent. As regards the remaining dredgers, the dredger Mandovi is due for disposal. The dredger Sal is a single bucket self-propelled dredger. The responsibility of the Deputy Conservator in this respect is, therefore, very small. Also, the work of capital dredging is got done by the Chief Engineer on contract. The Chief Engineer is also responsible for supervising and administering the dredging work done by the dredger handed over to the Shipping Corporation.

The Deputy Conservator is assisted by a Marine Superintendent in the maintenance of port crafts whose number is small. There is a special officer for administration of the harbour craft rules. The Deputy Conservator is, therefore, adequately assisted in the discharge of his responsibilities. I am, therefore, unable to accept that the pay scales of the Deputy Conservator, Mormugao, should be the same as in any other port. I have suggested the revised pay scale having regard to all the relevant factors.

Dredger Master

11.5 The Dredger Master is in charge of the dredger Zuari. The qualifications prescribed for the post are Home Trade Master's Certificate with five years experience as Assistant Dredger Master. Appointment is made by promotion from amongst the Assistant Dredger Masters on the pay scale of Rs. 750-1200. It is contended that originally the post of Dredger Master was held by a Master with Foreign Going Master's Certificate and the post of Assistant Dredger Master by a person with Home Trade Master's Certificate. However, after the incumbent was appointed as a Pilot, the post was filled by appointing a person with Home Trade Master's Certificate but on a lower scale than <sup>that of</sup> the previous Dredger Master. It is argued that in other ports, similar dredgers, for instance, 'Vikram' in Bombay are operated by Foreign Going Masters, who get a higher scale of pay though the duties and responsibilities are similar. It is, therefore, urged that the duties and responsibilities being similar, the

Dredger Master of Zuari should also be given the scale as is given to Foreign Going Masters. It is contended that possession of Foreign Going Master's Certificate or Home Trade Certificate has relevance only when the vessel is performing a foreign voyage and that, therefore, it should not be taken into consideration. Since a dredger does not go on a foreign voyage, the possession of the certificate should not make any difference to the pay and allowances and only the duties and responsibilities should have relevance.

11.6 I have considered the submissions. Where lower qualifications are sufficient for a post, it would be anomalous to give the pay ordinarily admissible for higher qualifications. Higher qualifications make a difference to the quality of performance, though it may not be easy to quantify it. The Dredging Masters in Bombay who are Masters, Foreign Going, are on the scale of Rs. 900/ <sup>950</sup> -1700. The Dredger Masters with Home Trade Master's Certificate in Madras are on the scale of Rs. 850-1500. The Chief Officers, Grade I in Visakhapatnam are on the scale of Rs. 900-1550 but that scale applies not only to Masters, Home Trade, but also to Master, Foreign Going. It is in fact meant for Masters Foreign Going. In this context the scale of Rs. 1100-1400 presently attached to the post of Dredger Master in Mormugao, which has a much higher minimum (Rs. 1100), cannot really be considered as inappropriate. However, considering that the Dredger Master is in command, I have suggested that he may be given special pay of Rs. 100 p.m. in addition.

Harbour Master

11.7 The present scale of the Harbour Master is Rs.1500-2000. It is urged that the Harbour Master besides supervising ships, assignment of duties to pilots and other connected work, has to attend to work relating to planning connected with the modernisation of the port. He has to deputise for the Deputy Conservator in the absence of the latter. He is not assisted by any other person in the discharge of his functions. He has to remain on call 24 hours of the day to deal with any emergency that may arise. He is also required at times to pilot ships, particularly the large sized ones. It is claimed that the scale of Harbour Masters in all the ports should be the same. Alternatively, it should be pro-rata to the earning capacity of the respective port. A scale of Rs. 2900-125-3900 has been demanded for the Harbour Master in Goa.

11.8. The Marine Department of Mormugao on the Shipping side consists of a Deputy Conservator, a Harbour Master and four pilots. The number of ships calling at Mormugao is comparatively very small. The approach channel through which ships have to be piloted is short in distance and comparatively easy to negotiate. Attending to planning and coordination and deputising for the Deputy Conservator in his absence are not peculiar to Mormugao. It is a normal feature everywhere. The emoluments of the officers cannot be calculated on the basis of any arithmetical proportion to the revenues or to the volume of traffic handled. They

have to be considered on the basis of all the relevant factors. This has been done in proposing the scale.

11.9 It has been urged that when the Harbour Master does an act of pilotage, he should be paid for it at an appropriate rate. This is not a normal part of his duties and functions and he is not entitled to any fixed overtime. I think there is some validity in the claim made. Also, it is in the interest of the port to provide incentives to induce administrative officers to do acts of pilotage to ease pressure caused by the shortages of pilots. I have already made a suitable recommendation to this effect earlier.

Shipwright

11.10 The post is on the scale of Rs. 425-1040. The prescribed qualifications are a diploma in ship-building and naval architecture and at least 5 years' experience in a ship-building yard or port or navy. The Shipwright is responsible for the maintenance of the port crafts and mooring buoys including their slipping and unslipping on the slipways. It is claimed that in other ports these duties are performed by different officers on higher scales of pay, viz Rs. 800-1350 or Rs. 880-1350. The scale should be revised to at least Rs. 800-1250. It is also claimed that the nature of work of the post is such its timings and duration are controlled by tides. As a result, he is required to be present outside his working hours. He should be adequately compensated by grant of a fixed overtime allowance as has been granted to the post of Shipwright in other ports such as Bombay.

11.11 The number of crafts that the Shipwright has to look after is very small. He concedes that the port of Mormugao being comparatively small, the work is also lighter. Similar claims have been considered in the past by the Desai Committee also. The Committee has observed that the activities of the port being rather limited, he has been rightly allotted the additional duties so that he is fully occupied. Therefore, his claim that he should be given a Class I Scale of Rs. 800-1350/880-1350 as is given in certain ports is not tenable.

The regular hours of work prescribed for Shipwright are 9.00 a.m. to 12.30 p.m. and 2.00 p.m. to 5.00 p.m. (in all 6½ hours) The overtime work that the Shipwright may have to do outside his normal hours of work is an occasional nature. The statistics furnished to the Desai Committee showed that this was not substantial. Considering that his normal working hours are 6½ hours per day instead of the usual eight hours, his demand for overtime has very little substance and cannot be supported.

#### Marine Officer

11.12 The post of Marine Officer was created by the port in the year 1973 on a scale of Rs. 400-950. The Marine Officer is responsible for controlling supply of fresh water to ships and deployment of personnel to the floating craft. He also supervises the routine maintenance of Floating craft so far as the deck side is concerned. The post of Shipwright as also the post of Marine Officer have been abolished with effect from 1st August, 1977 and instead, a post of Superintending Officer(Marine) has been created on the scale of Rs. 800-1350. The duties of the post are inspection and licensing of barges, launches and other craft operating within the port limits under the Harbour Craft Rules; maintenance of lighted buoys and berth buoys in coordination with the Chief Mechanical Engineers' Department, hull and deck maintenance of tugs, launches and other small craft, slipping and unslipping of launches, etc. During the hearing, it was suggested that considering the duties and responsibilities of the post of Superintending



Officer(Marine), it should be upgraded further the purposes of revision.

11.13. The post has been recently evaluated. Harbour Craft Rules are yet to be implemented. Till then the Superintending Officer(Marine) will not be occupied for more than one fourth of his working hours. Repairs of the buoys and flotilla in his charge involve only preparation for repairs by the Chief Mechanical Engineer's Workshop. In laying of buoys, the CME indicates the points for laying and the Superintending Officer(Marine) merely does the physical positioning with the help of laying gangs. His contribution in water supply is limited, the work being primarily that of the Harbour Master. The claim of parity with Shipwright in other ports or for upgrading the post of Superintending Officer(Marine) still further has not been substantiated.

11.14. A claim has also been made for rent-free accommodation for the Shipwright on the plea that it is admissible in other ports. Where rent-free accommodation has been provided to the Shipwrights, they are in charge of dry docks and their responsibilities are much larger than these of a Shipwright at Mormugao. They have to be available at all odd hours, day and night, for docking and undocking operations and ensuring the safety of ships and equipment. The duties of the Shipwright at Mormugao, are insignificant and bear no comparison with those in Bombay and Calcutta. The claim for rent-free accommodation cannot be accepted.

11.15 A claim has also been made for the supply of uniform or uniform allowance in lieu. The need for a uniform allowance having

regard to the duties of the Superintending Officer (Marine) has not been established.

Pilot(Shri J.F.Coutinho)

11.16 He has been working as a Pilot since 1961 and possesses a Pilot's Licence but not a Master's Certificate. He submits that if a higher post is created, he should be considered for it having regard to his experience and that he should not be overlooked merely because he does not possess a Master's certificate. This is purely an administrative matter with which I am not concerned.

Superintending Engineer (Marine)

11.17 The present scale of the post is Rs. 1350-1800. The post was created after the Desai Committee was set up. Therefore, it has not had the benefit of being reviewed by the Desai Committee. The Superintending Engineer (Marine) is responsible for the supervision of repairs to the existing vessels and of construction of new vessels. The present duties of Superintending Engineer (Marine) comprise the overall control of the operation, maintenance and repairs of tugs and dredgers as well as supervision of construction of new vessels and planning and supply of stores, fuels, lubricants and other materials for repairs. He takes charge of vessels on their voyage to Bombay for repairs. At present he is directly responsible for two tugs and three dredgers. Of these three, one is proposed to be transferred to the Shipping Corporation of India for maintenance and operation. Of the remaining two, one is proposed to be disposed of, which leaves only one dredger to be looked after. He is responsible for getting the classification and statutory surveys carried out in time and for indenting and processing of spare parts required for the purpose. He also programmes the annual dry docking and major refitting of the vessels. It is claimed that the duties and responsibilities of the Superintending Engineer (Marine) are not less onerous than those of the Marine Engineers at sea who are in the scale of Rs. 2880-5020. It has been demanded that the pay scale of Superintending Engineer (Marine) should be Rs. 2800-100-3800.

11.18 . The flotilla that the Superintending Engineer (Marine) looks after is very small - 2 tugs and 3 dredgers - of which 2 dredgers will be soon disposed of. The addition of two tugs in the future will not make any significant difference. Taking charge of a vessel on its voyage to Bombay is a function that can be performed by an officer of the status of Chief Engineer and a senior officer like the Superintending Engineer is not necessary for that function. In taking charge of the vessel he is really performing the duties of a lower post. In fact the necessity of such a high post for the small flotilla that he looks after is not clear. Bombay with a much larger flotilla does not have any such post. The number of crafts requiring repairs and dry docking is only two dredgers and two tugs. The repairs list is prepared by the Superintending Engineer (Marine) but the quotations are floated by the Chief Mechanical Engineer. Assessment of quotations is made by Chief Mechanical Engineer and the Deputy Conservator and Superintending Engineer (Marine). Any change in the repairs work has to be authorised by the Chief Mechanical Engineer. During their execution, it is the Chief Mechanical Engineer who is the recognised engineer and not the Superintending Engineer (Marine). The duties and responsibilities of the Superintending Engineer (Marine) do not, therefore, justify the steep improvement in the emoluments such as he has asked for. However, the fact that he is a Marine Engineer and that Marine Engineers at sea have a comparatively higher pay structure has been taken into consideration in proposing the new pay scale.

Communication Officer

11.19 The post of Communication Officer is on the scale of Rs. 680-1040. He is responsible for maintenance and repairs of wireless and signalling equipment, sounding equipment, etc. It is contended that since the post was created in the year 1970, the responsibilities of the Communication Officer have increased considerably because of the increase in the number (from 15 to 78) and variety of equipment, as also their sophistication. The Communication Officer has no avenues of promotion. The wages at sea have risen considerably, creating difficulties in recruitment to the shore jobs. He claims parity with the Chief Radio Officer, Calcutta, on the scale of Rs. 800-1200.

11.20 The volume and variety of equipment handled by the Chief Radio Officer, Calcutta, and his area of jurisdiction are much larger than that of the Communication Officer. A similar claim for parity with the Chief Radio Officer, Calcutta, was made before the Desai Committee also. The Committee was unable to accept the claim. I do not think that the claim of parity with Chief Radio Officer can be sustained. However, it has to be conceded that there is considerable change in the number, variety and sophistication of equipment that the Communication Officer has to handle justifying some improvement in his emoluments. This has been taken note of in suggesting a revised pay scale for him.

Marine Surveyor and Deputy Marine Surveyor

11.21 Parity is claimed with the post of River Surveyor and Assistant River Surveyor, Calcutta, on the ground that while the quantum of work is not comparable, the nature of duties and responsibilities and methods of operation are similar. Claim for parity on the basis of nature of duties and responsibilities alone is not tenable. A similar claim made in the past has been rejected by the Desai Committee. The Marine Surveyor is on the scale of Rs. 800-1350 which is the same as prescribed for Superintending Officer (Marine). His alternative request is that the scale should be maintained at the Executive Engineer's level, which is appropriate.

11.22 The Deputy Marine Surveyor is on the scale of Rs. 425-1040. He has requested that he should be placed on par with Assistant Executive Engineer. It is stated that he is also called upon to compute the quantities of dredging work done by the contractors with reference to pre-dredging and post dredging soundings. This is an additional burden on him and should be taken into account.

11.23 It is stated by the Administration that the incumbent is on loan to the dredging contractors and does the work on their behalf to enable them to prefer their bills. The bills when received are checked in Chief Engineer's Department and verified by the Officers of the Chief Engineer. The Deputy Marine Surveyor is not required to make calculations on behalf of the Administration. There is no substance in the claim made by him.

11.24 The present rate of uniform allowance is Rs. 50 per month. His request is that it should be raised to Rs. 75 per month on the basis of 3 sets of uniform per annum plus washing charges. In view of the rising costs, the request seems reasonable and I have made appropriate recommendations in that behalf in chapter V.

11.25 A request has been made for a car and conveyance allowance of Rs. 250 per month on the ground that the Marine Surveyor and the Deputy Marine Surveyor has to undertake extensive trips on the coast line and the adjoining areas in the interior in the course of their duties. I understand that most of the journeys by the Marine Surveyor and the Deputy Marine Surveyor are by a launch provided by the Port Trust. For journeys by road beyond the limit of 8 Kms., they are eligible for ordinary Travelling Allowance/Daily Allowance, which they should claim. For other shorter journeys they should claim reimbursement of actual cost. No case has been made out for the grant of a fixed conveyance allowance.

11.26 Appointment to the post of Deputy Marine Surveyor is made by promotion from the post of Assistant Marine Surveyor (Class III) on Rs. 600-1000. The qualifications prescribed for the post of Assistant Marine Surveyor are Matriculation or equivalent with a Diploma in Civil Engineering. Neither the qualifications nor the mode of recruitment suggests a scale equal to that of Assistant Executive Engineers who are appointed by promotion from the rank of Assistant Engineers on the scale of Rs. 425-1040. The present equivalence is appropriate and should be maintained.

Fire Officer

11.27 The post is on the scale of Rs. 425-1040. It is contended that since the scale was last reviewed by the Desai Committee, the duties and responsibilities of the post have increased considerably. New and more sophisticated equipment has been added. There has also been considerable addition to the port installations, workshops, quarters and other complexes. As the port cities of Mormugao and Vasco da Gama have no fire fighting services of their own, the port fire service has to turn out whenever there is a fire hazard. The Fire Officer in fact functions like Fire-cum-Safety Officer and has to ensure that fire hazards are eliminated and are kept in control. He requests that the scale should be treated as Rs. 1000-1850 for the purposes of revision.

11.28 The total strength of the fire service unit is only 91. It is stated that with the expected addition of some more equipment, the strength may rise to 100. The pay scale of the Fire Officer in bigger ports like Bombay and Calcutta is similar to the scale in Goa. The strength of fire service unit in Bombay is about 200 men and from the safety angle, the cargo mix in Bombay presents much greater hazards than mainly ore cargo handled in Goa. No case has been made out for any improvement in the pay scale.

11.29 A request has been made for rent-free accommodation. I think in the case of fire services, residence on the premises of the fire station enables the Fire Officer to respond to emergency calls readily and is essential



for the efficient functioning of the unit. It is recommended that rent-free quarters may be allowed to the Fire Officer. Similar practice obtains in most of the local bodies which maintain fire services.

11.30 It is claimed that as the head of the fire service, the Fire Officer has to travel extensively for the inspection of fire fighting equipment and also of the staff stationed on watch duties. It is stated that he does, on an average, 650 Kms per month. He maintains his own motor car and a motor cycle for which he does not get any Conveyance Allowance.

11.31 The Fire Officer is at present permitted to use a fire service jeep for his movements on official duties. Therefore, rightly he has not been allowed a conveyance allowance. However, it is not disputed that it is necessary for him to travel for the purposes of inspection of equipment and personnel. A jeep is expensive to run and maintain. It will be better if the Fire Officer is allowed a conveyance allowance at the appropriate rate for the maintenance of a two wheeler scooter or a motor cycle.

11.32 At present the Fire Officer is allowed a uniform allowance at Rs. 30 per month. It is urged that in a fire service the uniform should be of woollen material which is more fire resistant. The fire service also needs provision of gum boots. Procurement and maintenance of a woollen uniform is more costly than cotton fabrics.

11.33 If a woollen uniform costs more to make and maintain, its life is much longer than that of cotton fabrics uniform. However, having regard to the rise in the cost of living since the rate of uniform allowance was last revised, I suggest that it should <sup>be</sup> raised from Rs. 30 to Rs. 60 per month.

11.34 It is claimed that the Fire Officer has to perform continuous duty of 12 hours shift instead of the usual 8 hours and that he should, therefore, be paid overtime for four hours every day as is admissible to marine officers, particularly as due to the exigencies of service, very often he has not been able to avail of the weekly offs and other holidays.

11.35 The Fire Officer is not on active duty for all the 12 hours as has been made out. He is merely on call or alert, for which provision of rent free unfurnished accommodation has been recommended for him and this is adequate. No case has been made out for the grant of overtime allowance.

Mormugao Port Trust Officers Association

11.36. The Mormugao Port Trust Officers' Association (Non-Marine) has submitted a memorandum on behalf of its members. It has asked for uniformity in pay scales for all officers doing similar jobs at various major ports. It has stated that the spatial dispersal of a Port should have no relevance in determining whether the port is big or small; it is the total traffic being handled by the port that should matter. The Mormugao Port has been handling the largest volume of export traffic and even in the total traffic handled, it is second only to the port of Bombay. It has argued that in the geographically bigger ports, the existence of a large number of officers reduces the workload on every one of them at the junior and the middle management level; the responsibility and workload of the Head of Department is also no greater than that of any Head of Department in a geographically smaller port.

11.37 The Association has asked for extended scales of pay. It has urged that there is no mobility even among ports; port services are in the nature of closed services. Therefore, their career prospects are poor.

11.38 The Association has suggested merger of dearness pay, additional dearness allowance, city compensatory allowance, house rent allowance etc. as has been done in the case of Class III and Class IV employees by the Wage Revision Committee. In the case of house rent allowance, it has sought merger at the rate of 30 per cent of pay plus dearness pay at the maximum of the scale subject to a ceiling of Rs. 500. It has suggested that the revised scales should provide for a minimum of Rs. 1500 per month and a maximum of Rs. 3950 per month. It has also proposed the amalgamation of the existing Class II scale of Rs. 425-1040 with Class I scale of Rs. 475-1100.

11.39 The general considerations which have been urged by the Association and the various suggestions made by it have already been discussed and dealt with by me in Chapters IV and V. It is not necessary to repeat the discussion here. The recommendations that I have made earlier will apply to the officers of Mormugao Port Trust also.

11.40 The question of amalgamation of Class II posts on Rs. 425-1040 with Class I posts on the scale of Rs. 475-1100 has also been discussed earlier. For the reasons stated there, I have not been able to support the suggestion.

GENERAL ADMINISTRATION DEPARTMENT

11.41 The General Administration Department of Mormugao Port Trust provides secretarial assistance to the the Chairman, the Deputy Chairman and the Board of Trustees. In the absence of a full fledged personnel and industrial relations department, it has also to dealt with the matters relating to labour. It also provides legal advice besides looking after security and the port estate.

11.42 It is stated that the workload of the department has increased over the year, but its strength has not increased in proportion.

11.43 The Department is headed by the Secretary on the scale of Rs. 1200-1600 who is assisted by a Deputy Secretary on the scale of Rs. 800-1350 and other officers including a Senior Assistant Secretary (Law, Estate and Miscellaneous) on the scales of Rs. 475-1100 and Rs. 425-1040. A substantial improvement in the present scales has been asked for and it has been urged that the pay scale of the Secretary should be the same at all the ports.

11.44 In the matter of recruitment, the Secretary's Department services the Staff Selection Committees and ensures that all the formalities and requirements of rules are satisfied. The issue of appointment orders and all other establishment work pertaining to employees in service including the settlement of retirement benefits are dealt with by the respective Heads of Departments. In regard to legal matters there is a Senior Assistant

Secretary who is supposed to be the legal adviser. However, the present Secretary has qualification in law and in the absence of the Senior Assistant Secretary(Law), he has been handling legal affairs also. This is purely a personal arrangement.

11.45 While it is difficult to accept the claim for parity with Secretaries in other ports or with other Heads of Departments, it is a fact that the Chairman and Deputy Chairman have to rely on the Secretary and his Department for advice and staff support. I have suggested the revised scales having regard to all the relevant factors.

ACCOUNTS DEPARTMENT

11.46 The Department is headed by the Financial Adviser and Chief Accounts Officer on the scale of Rs. 1400-1800. He is assisted by one Deputy Financial Adviser and Chief Accounts Officer on the scale of Rs. 1000-1500. One Deputy Chief Accounts Officer (Costing) and two Deputy Chief Accounts Officers on the scale of Rs. 800-1350. Besides, there are other officers on the scales of Rs. 475-1100 and Rs. 425-1040. There is also a Senior Accounts Officer on the scale of Rs. 800-1150.

11.47 The officers of the Accounts Department have submitted that the scale of Accounts Officers at all levels should be uniform at all the ports. It is urged that the revised system of accounting that has been adopted is the same at all the ports. Therefore, the knowledge required to administer the accounting system cannot differ from port to port. With the commissioning of the mechanical ore handling plant, the Port will handle loading and unloading operations itself. This will generate additional revenue and increase the expenditure on account of extra staff, equipment, stores etc. Therefore, the duties and responsibilities of the Accounts Officers would increase. This should be borne in mind in suggesting the revised scales.

11.48 The fact that the accounting system is the same in all the ports does not by itself suggest uniform scales at all the ports. The responsibilities shouldered by the Heads of Accounts Departments are bound to differ depending upon the scale and size of transactions. The operation of the ore handling plant will not add significantly to the responsibilities of

the Accounts Department. The number of entries requiring scrutiny will be limited, as only one commodity will be handled and charges would be levied on bulk basis. The demand for parity at all the ports cannot be supported. I have suggested the revised scales having regard to all the relevant factors.

11.49 There is a post of Senior Accounts Officer on the scale of Rs. 800-1150 which is a part of the scale of Rs. 800-1350. It has been stated that his scale does not obtain in any other port and for the purposes of revision should be treated as Rs. 800-1350.

11.50 The posts on the scale of Rs. 800-1350 are at present promotion posts for the Senior Accounts Officer.

The scale of Rs. 800-1150 is a segment of the scale of Rs. 800-1350. I have, therefore, not considered it appropriate to interfere with it.



TRAFFIC DEPARTMENT

11.51 It is stated that the officers of the Traffic Department have to work long hours and even after leaving the office they are on call for attending to operational problems. They have to deal with the outside agencies connected with the port operations and have to show a high degree of tact, initiative and qualities of leadership. It is urged that the scale of pay of the Traffic Manager should not be less than the highest scale for a Head of Department obtaining at the Port. The other officers should be similarly given higher status and emoluments. For instance, the Traffic manager should be given the same scale as the Chief Engineer and the Docks Manager and the Railway Manager the same scale as the Deputy Chief Engineer. The following scales have been asked for:-

Traffic Manager.	3350-125-3950
Docks Manager.	2500-75-2950-EB-125-3450
Railway Manager.	2500-75-2950-EB-125-3450
Assistant Traffic Manager.	1500-50-1800-60-2100-75-2600

11.52 As I have discussed elsewhere, the proposition that the pay scales of Heads of Department-s in a port or of Heads of Departments at all the ports should be uniform cannot be supported. Mormugao Port is essentially a mono-commodity port. Till now, the iron ore traffic was handled mainly by the shipers themselves in stream and at the iron ore berth. Even after the commissioning of the mechanical ore handling plant, the responsibilities of the Traffic Manager would not be comparable with those of the Docks Manager or Traffic Manager in Bombay and Calcutta. I have suggested the revised pay scales having regard to all the relevant factors.

Allowance for continuance in succeeding shift

11.53 It is stated the officers of the Traffic Department posted for shift duty at the mechanical ore handling plant may have to work beyond their shift hours when no reliever is available. It is demanded that in such cases an additional shift allowance of Rs. 75 per shift should be paid to such officers.

11.54 In similar cases in Bombay, I have suggested payment of Rs. 10 for each occasion to enable the officers to meet the out-of-pocket expenses. The officers in Mormugao may also be paid Rs. 10 for each such occasion.

11.55 It is stated that the clothes of the officers working at the mechanical ore handling plant would be soiled and their life reduced because of dust nuisance. It has been urged that Assistant Traffic Managers working at the Plant should be paid Rs. 100 per month as a uniform making of and uniform washing allowance.

11.56 I have already recommended in paragraph 5.81 that officers at the ore handling plants should be given uniform allowance at Rs. 60 per month. The claim made have may be regulated in the light of that recommendation.

Monsoon Wear and Protective Clothing

11.57 During the discussion, it was agreed that Administration would make arrangements to provide suitable equipments according to requirements and that no allowance need be

recommended in this behalf. I would only add that where an officer working at the ore handling plant is in receipt of uniform allowance at the rate of Rs. 60 per month, as recommended above, he should make his own arrangements for procuring and maintaining the monsoon wear and protective clothing; they should not be supplied by the Port in such cases.

11.58 Demands have also been made in regard to conveyance allowance, night weightage etc. These questions have been discussed by me earlier and recommendations made in Chapter V. It is not necessary to repeat the discussion here.

PLANNING AND RESEARCH DEPARTMENT

11.59 The Planning and Research Department deals with operational statistic, information digest and statistical tables, traffic forecasts, economic appraisal of various investment decisions, hinterland studies, studies in organisation and methods as also in manpower planning, etc. It is stated that there is an acute shortage of transport economists and the present scale of Rs. 1200-50-1600 is very unattractive particularly as there are no promotional avenues. It has been demanded that the level of the Director, Planning and Research, should be same as that of the other Heads of Departments.

11.60 The following pay scale have been demanded for the various posts:

<u>Post</u>	<u>Existing Scale</u>	<u>Pay Scale demanded</u>
Director.	1200-50-1600	3000-125-3625
Research Officer Q&M Officer.	475-1100	2000-50-2200-60-2500- EB-75-2800
Junior Statistical Officer Junior Research Officer.	425-1040	1500-40-1740-45-2100-EB 50-2200-

11.61 The scope of work relating to planning and research in Mormugao is limited. The present scale of Rs. 1200-1600 applicable to the Director, Planning and Research, cannot be regarded as depressed. The claim that the Director, Planning and Research should be on the same scale as other Heads of Departments, cannot be supported. I have suggested the revised scales having regard to all the relevant considerations.

MEDICAL DEPARTMENT

11.62 The officers of the Medical Department have made submissions similar to those made by the doctors at other ports. viz the time and expense involved in acquiring the basic qualifications and experience, lack of promotional opportunities, the essential nature of their work, etc. should be taken into consideration in reviewing the pay scales. They have asked for the following scales for the various posts in the Medical Department:

<u>Post</u>	<u>Existing Scale</u>	<u>Pay scale demanded.</u>
Chief Medical Officer.	1200-50-1500	3200-100-3400-120-400
Medical Officer (Deputy)	710-40.950-50-1400	2500-75.2800-100-3500- (11 years)
Specialists	700-40-1100-EB-50-1400	2500-75-2100-100-3200- (15 years).
Resident Medical Officer.	<del>475-475-525-35-770-EB-</del> 35-840-40-1000-50-1100	1800-75.2100-100-3200 (15 years)
Assistant Medical Officer	425-25-500-30-680-EB-30- 830-35-1040	1600-50-1750-75-2000- 100-300(17 years).
Establishment Officer.	425-25-500-30-680 EB-30-830-35-1040	Not indicated.

11.63 I have suggested the revised pay scales having regard to all the relevant factors and the suggestions made by the Medical Officers. The question of grant of non-practising

allowance at an enhanced rate, special pay for post graduate qualifications, rent free quarters, reimbursement of membership fees of a recognised professional association and increase in the rate of conveyance allowance, has been discussed earlier in Chapter V. The observations and recommendations made there would apply to the Medical Officers of Mormugao Port also.

11.64 As regards uniform allowance, the claim was dropped during the hearing.

11.65. There is also an individual representation from the Chief Medical Officer which I have dealt with separately.

CIVIL ENGINEERING DEPARTMENT

11.66 The officers of the Civil Engineering Department have stated that the responsibilities of the Chief Engineer of Mormugao Port Trust are in no way less than those of the Chief Engineers in other ports. The port which had assets worth only about Rs. 7 crores in the period prior to 1970 has now a massive modernisation scheme costing about Rs. 70 crores, of which the civil engineering portion alone would be about Rs. 30 crores. The completion of ore berth, barge berths and other connected civil engineering facilities like drive house, dumper house, pump station, services like water supply, etc. will add tremendously to the job content and responsibilities of the Department, which has in addition, to provide and maintain essential ancillary facilities like housing colonies, welfare centres, etc.

11.67 The Department shoulders responsibility for capital dredging. The maintenance expenditure on the old works is Rs. 50 lakhs per annum and it is estimated that it would be Rs. 70 lakhs per annum on the new works. The officers have urged for uniformity in the rates of emoluments at all the ports at all the levels.

11.68 The following scales of pay have been asked for various posts in the engineering Department:

Chief Engineer	3850-150-3950(4 years)
Dy. Chief Engineer.	3000-125-3625(5 years)
Executive Engineer	2400-100-3200(8 years)
Assistant Executive Engineer.	2000-75-2900( 12 years)
Assistant Engineer.	1600-60-2500( 15 years)

11-69 They have stated that engineers are professionals like doctors and that, therefore, they should also be given non-practising allowance.

11.70 Demands have also been made in regard to the grant of conveyance allowance at the rate of Rs. 250 per month for those maintaining scooter/motor cycle and Rs. 750 per month for those maintaining car/jEEP . They have also asked for a Hard/Hizardous Duty Allowance at the rate of Rs. 100 per month for all engineers and an allowance for monsoon clothing at the rate of Rs. 150 every two years.

11.71 The workload and other responsibilities of the Chief Engineer of the Mormugao Port Trust do not support his claim for parity with the Chief Engineer at Bombay or Calcutta. I have suggested the revised pay scales having regard to all the relevant factors. As I have stated elsewhere, the pay scales <sup>take</sup> into consideration the conditions in which the officers have to work. Engineers are essentially field officers and field work with all its attendant risks and discomforts which are not extraordinary is a part of their normal duty. The demand for a hard/hizardous duty allowance cannot be supported.

11.72 The question of enhancement of the existing rates of conveyance allowance or grant of non-practising allowance to engineers has <sup>been</sup> discussed in Chapter V. The observations and recommendations made there will apply to the engineers of Mormugao Port also.



11.73 As regards monsoon clothing, during the discussions, the Chairman agreed that the Port Trust would make arrangements for supply of suitable clothing, where required. Where, however, an officer is working at the Mechanical Ore handling Plant and is in receipt of a uniform allowance of Rs. 60 per month, as recommended elsewhere, he should himself arrange to procure and maintain monsoon clothing. In such cases it should not be supplied by the Port.

MECHANICAL ENGINEER DEPARTMENT

11.74 The Department is headed by a Chief Mechanical Engineer on the scale of Rs. 1400-1700 (since revised to Rs. 1700-2100). He is assisted by Executive Engineers on the scale of Rs. 800-1350, Assistant Executive Engineers on the scale of Rs. 475-1100 and certain other officers on the scales of Rs. 475-1100 and Rs. 425-1040.

11.75 It has been stated that with the commissioning of the mechanical ore handling plant, the responsibilities of the Mechanical Engineering Department will increase tremendously. It has been requested that this should be taken into account in proposing the revised scales particularly as the plant would work to its full capacity and would be handling various grades of ore belonging to various parties. This would impose a substantial additional burden on the officers of the Mechanical Engineering Department. Also the plant will work round-the-clock in three shifts.

Situations may arise in which an officer working in a shift has to continue in the next shift if the relieving officer fails to report.

11.76 It is demanded that whenever an officer is called upon to work in recess time in a shift or beyond the shift hours or in an extended shift of 12 hours or on a weekly day of rest or other festival or national holidays, he should be paid overtime calculated at double the normal rate of wages. A claim for night weightage for work between the hours of 2200 and 0600 has also been made. It is also demanded that officers should be paid Rs. 100 per month as field allowance as they have to work in the open and difficult conditions and in the midst of machinery.

11.77 Demands have also been made for provision of monsoon wear, conveyance allowance, and uniform and safety equipment. It has been suggested that a lump sum of Rs. 1000 should be given per annum towards provision of uniforms and items of safety equipment and in addition they should be <sup>given</sup> an allowance of Rs.25 per mensem for the maintenance of these items.

11.78 The Chief Mechanical Engineer has submitted an individual representation also which I have dealt with later separately. I have proposed the revised scales having regard to the all the relevant factors.

11.79 The question of payment of overtime to marine as well as non-marine officers has been discussed separately in Chapter V. The recommendations and observations made there will apply to the officers of the Mechanical Engineering Department of Mormugao also. Where an officer cannot be relieved at the end of the shift and has to continue into the next shift, he may be given Rs. 10 for every such occasion to meet out.of pocket expenses as has been recommended in the case of Traffic Officers in Bombay and Calcutta.

11.80 The question of night weightage, field allowance, conveyance car allowance has also been discussed in Chapter V. For the reasons stated there, demands for night weightage and field allowance cannot be supported. Field duties are inherent in an engineer's work and are supposed to have been taken care of by the pay scales. The general recommendations made in respect of conveyance/car allowance would apply to the officers of the Mechanical Engineering Department also.

11.81 As regards uniform and safety equipment, as I have suggested in the case of officers of Ore Handling complex at Visakhapatnam a uniform allowance of Rs. 60 per month should be given to the officers working at the ore handling plant. With this allowance, they should themselves arrange to procure and maintain monsoon wear as well as safety equipment in addition to uniforms.

Chief Mechanical Engineer

11.82 It is urged that the mechanisation of ore handling has imposed much greater responsibility on the Mechanical Engineering Department. The port is on the eve of commissioning a new ore handling plant with a capacity to handle 10 to 12 million tonnes. It will be operated and maintained by the Mechanical Engineering Department in addition to its present functions. The complex includes 8 barge unloaders with complex machinery systems. Madras and Visakhapatnam have no such facility. Goa has no industrial base and has to depend on its own facilities and officers for improvisation and renovation. This should be taken into consideration in suggesting the pay scales of the Chief Mechanical Engineer.

11.83 There is no doubt that the commissioning of the ore handling plant will impose considerable additional responsibility on the Chief Mechanical Engineer in consideration of which the Government has recently sanctioned revision of his scale to Rs. 1700-2100. The additional responsibilities having been taken into consideration by the Government in sanctioning the recent revision, I have merely proposed restructuring of the scale on the general pattern that I have followed in other cases.

Chief Medical Officer

11.84 It is claimed that the responsibilities shouldered by the Chief Mechanical Officer, Mormugao Port Trust, are greater and more exacting than those of his counterparts at Bombay, Madras, Calcutta, etc. in-as-much as he has to examine, diagnose and treat cases of specialist nature, which in other ports can be referred to specialists.

Specialist facilities are not available in and around Goa. The nearest place where patients have to be referred for specialist treatment are Bombay, Bangalore and Miraj. Thus there is additional responsibility on the doctors. He claims parity with the Chief Medical Officers of Major Ports like Bombay and Calcutta.

11.85 The patient population of Mormugao is only 14,500 as compared to patient population of 1,50,000 in Bombay and 1,90,000 in Calcutta. The bedstrength of the Mormugao hospital is 50 as against 160 in Bombay and 200 in Calcutta. The claim for parity with Bombay or Calcutta cannot be accepted. During the hearing it was stated that the Chief Medical Officer should be treated as Head of a technical Department and this position should reflect in his pay scale, meaning that he should get the scale equal to that of a Chief Engineer. It was stated that if parity with Bombay or Calcutta could not be accepted, he should be placed on the same scale as a specialist, viz. 1400-1700.

11.86 The post of Chief Engineer is not comparable. Mere possession of qualifications does not make a specialist.

A specialist is a person who is not only specialised in a discipline, but also has several years experience giving him a high standing and ability to tackle independently any case coming to him. The fact that facilities for consultation are lacking in Goa is not material. All doctors are public servants and are expected to give of their best according to their ability. This cannot be made a ground for asking for a higher pay scale. The request that the Chief Medical Officer's scale should be Rs. 3200-4000 is not tenable. However, the qualifications and duties and responsibilities of the Chief Mechanical Officer in Mormugao and his position vis-a-vis other <sup>Heads</sup> of Departments has been taken into consideration in proposing the <sup>new</sup> revised scales.

11.87 The Chief Medical Officer has stated that he is also responsible since December 1975 for the purchase and procurement of stores costing Rs. 7 lakhs per annum and also looks after conservancy. So far as the purchase of stores is concerned, he is assisted by an Administrative Officer, who relieves him of much of the burden of routine duties in this respect. On the conservancy side he has only a staff of one Senior Sanitary Inspector, one Junion Inspector and 20 Jamadars and 30 others. Similar establishments in Bombay and Calcutta are much <sup>larger</sup>. The total budget of the Medical Department is only Rs. 22 lakhs of which sanitation accounts for Rs. 1.15 lakhs only. Store purchases and sanitation do not impose any significant additional responsibility on the Chief Medical Officer justifying by themselves an improvement in his pay scale.

11.88 The Chief Medical Officer has stated that non-practising allowance should not be taken into consideration in working out the total emoluments in evolving the new scales as the non-practising allowance is a compensation for loss of private practice. Non-practising allowance is a part of his emoluments paid by the Port Trust and cannot be ignored in working out the total emoluments. As stated earlier the position of the Chief Medical Officer, Goa, his duties and responsibilities have been suitably taken into consideration in proposing revised scales.

General

11.89 I recommend that the revised scales of the various posts in the Mormugao Port Trust should be as indicated in the schedule annexed to this Chapter.



Mor. PT 1

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
1.	Deputy Chairman	1700-100-2100 plus Rs.100 special pay.	2200-75-2500- 100-2700

GENERAL ADMINISTRATION DEPARTMENT

2.	Secretary	1200-50-1600	1700-55-1810- 70-2300
3.	Deputy Secretary	800-40-1000-50- 1200-50/2-1350	1300-50-1650- EB-50-1900
4.	Senior Assistant Secretary	475-475-525-35-770- EB-35-840-40-1000- 50-1100	950-40-1110- 45-1245-EB- 45-1380-50- 1630.
5.	Senior Assistant Secretary (Law, Estate and Miscellaneous)	475-475-525-35- 770-EB-35-840-40- 1000-50-1100	950-40-1110- 45-1245-EB- 45-1380-50- 1630.
6.	Labour Officer	475-475-525-35-770- EB-35-840-40-1000- 50-1100	950-40-1110-45- 1245-EB-45- 1380-50-1630.
7.	Assistant Secretary	425-25-500-30-680-EB- 35-830-35-1040.	900-35-1040-40- 1080-EB-40- 1400-EB-45- 1580.
8.	Special Assistant to Chairman	425-25-500-30-680- EB-30-830-35-1040.	900-35-1040-40- 1080-EB-40- 1400-EB-45- 1580

PLANNING AND RESEARCH DEPARTMENT

9.	Director (Planning and Research)	1200-50-1600	1700-55-1920- 60-2160
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Mor. PT 2

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
10.	Research Officer	475-475-525-35- 770-EB-35-840-40- 1000-50-1100	950-40-1110- 45-1245-EB- 45-1380-50- 1630
11.	Organisation and Methods Officer	475-475-525-35-770- EB-35-840-40-1000- 50-1100	950-40-1110- 45-1245-EB- 45-1380-50- 1630.
12.	Junior Statistical Officer	425-25-500-30-680- EB-30-830-35-1040	900-35-1040- 40-1080-EB- 40-1400-45- 1580
13.	Junior Research Officer (Planning)	425-25-500-30-680- EB-30-830-35-1040	900-35-1040- 40-1080-EB- 40-1400-EB- 45-1580

ACCOUNTS DEPARTMENT

14.	Financial Adviser and Chief Accounts Officer.	1400-60-1700-100- 1800.	1900-75-2200- 100-2400
15.	Deputy Financial Adviser and Chief Accounts Officer.	1000-50-1500	1500-50-1700- 55-1920-60- 2100.
16.	Deputy Chief Accounts Officer (Costing)	800-40-1000-50- 1200-50/2-1350	1300-50-1650- EB-50-1900
17.	Accounts Officer	475-475-525-35- 770-EB-35-840-40- 1000-50-1100	950-40-1110- 45-1245-EB- 45-1380-50- 1630
18.	Cost Accounts Officer	475-475-525-35-770- EB-35-840-40-1000- 50-1100	950-40-1110- 45-1245-EB- 45-1380-50- 1630.

Mor. PT 3

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
19.	Deputy Chief Accounts Officer	800-40-1000-50- 1200-50/2-1350.	1300-50-1650-EB- 50-1900
20.	Assistant Accounts Officer.	425-25-500-30- 680-EB-30-830- 35-1040.	900-35-1040-40- 1080-EB-40- 1400-EB-45- 1580.
21.	Senior Accounts Officer	800-40-1000-50- 1150	1300-50-1650-EB- 50-1700.
22.	Accounts Officer (Internal Audit)	475-475-525-35-840- 40-1000-50-1100	950-40-1110-45- 1245-EB-45- 1380-50-1630.

23.

TRAFFIC DEPARTMENT

23.	Traffic Manager	1400-60-1700-100- 1800	1900-75-2200- 100-2400
24.	Docks Manager	1000-50-1500	1500-50-1700-55- 1920-60-2100
25.	Railway Manager	1000-50-1500	1500-50-1700-55- 1920-60-2100
26.	Assistant Traffic Manager	475-475-525-35- 770-EB-35-840-40- 1000-50-1100	950-40-1110-45- 1245-EB-45- 1380-50-1630.

MEDICAL DEPARTMENT

27.	Chief Medical Officer	1200-50-1500+ NPA	1700-55-1920- 60-2160
28.	Medical Officer	710-40-950-50-1400	1250-50-1650- EB-50-1950.

Mor. PT 4

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
29.	Resident Medical Officer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	1000-40-1120-45-1300- EB-50-1650-EB-50- 1900
30.	Assistant Medical Officer	425-25-500-30-680- EB-30-830-35-1040	950-40-1110-45-1245- EB-45-1380-50- 1630
31.	Gynaecologist Obstretician	700-40-1100-EB-50- 1400	1250-50-1650-EB-50 $\frac{1}{2}$ - 1950
32.	Surgeon	700-40-1100-EB-50- 1400-	1250-50-1650-EB-50 - 1950
33.	Pathologist	475-475-525-35-770- EB-35-840-40-1000- 50-1100	950-40-1110-45-1245- EB-45-1380-50- 1630
34.	Anaesthetist	700-40-1100-EB-50- 1400	1250-50-1650-EB-50- 1950
35.	Establishment Officer	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580

36.

**CIVIL ENGINEERING DEPARTMENT**

36.	Chief Engineer	1700-100-2100	2200-100-2400-125/2- 2650
37.	Deputy Chief Engineer	1200-50-1500	1700-55-1920-60-2100

Mor. PT 5

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
38.	Executive Engineer	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
39.	Assistant Executive Engineer	475-475-525-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
40.	Assistant Engineer	425-25-500-30-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
41.	Establishment Officer	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580

42.

MECHANICAL ENGINEERING DEPARTMENT

42.	<del>Civil</del> Mechanical Engineer	(a) 1400-60-1700  (b) 1700-100-2100 (From the date the post is operated)	(a) 1900-75-2200-100-2300  (b) 2200-100-2400-125/2-2650 (From the date the post is operated)
43.	Executive Engineer (Electrical)	800-40-1000-50-1200-50/2-1350	1300-50-1450-EB-50-1900
44.	Electrical Engineer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
45.	Assistant Executive Engineer (Electrical)	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630

Mor.PT 6

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
46.	Trainee Engineer (Electrical)	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
47.	Assistant Trainee Engineer (Electrical)	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
48.	Executive Engineer (Mechanical)	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
49.	Assistant Executive Engineer (Mechanical)	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
50.	Trainee Engineer (Mechanical)	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1680
51.	Assistant Trainee Engineer (Mechanical)	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
52.	Executive Engineer (Stores)	800-40-1000-50-1200-50/2-1300	1300-50-1650-EB-50-1900
53.	Stores Officers (Bills and Claims)	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
54.	Assistant Executive Engineer (Stores)	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630

Mor. PT 7

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed scale Rs.
55.	Assistant Engineer	425-25-500-30-680- EB-30-830-35- 1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
56.	Stores Officer (Depot)	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
57.	Assistant Engineer (D and D) (D and D)	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB- 45-1580
58.	Establishment Officer	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB- 45-1580

~~MARINE~~ DEPARTMENT

59.	Deputy Conservator	1600-100-1800-50- 2100	2200-75-2500-100- 2700
60.	Harbour Master	1500-50-1700-75- 1850-50-2000	2050-60-2350-75-2500- 100-2600
61.	Superintending Engineer (Marine)	1350-50-1800	1900-60-2420
62.	Senior Dredger Master	1000-50-1700	1600-50-1750-60- 2050-EB-60-2350
63.	Chief Engineer (Dredger)	950-50-1600	1550-50-1700-60-1880- EB-60-2240

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
64.	Chief Engineer (Tugs)	(a) 950-50-1600 (For those with MOT First Class certificate)	(a) 1550-50-1700-60- 1880-EB-60- 2240 (For those with MOT First class certi- ficate)
		(b) 800-40-1000- 50-1250 (For those with MOT Second class certificate)	(b) 1350-50-1600-EB - 50-1800 (For those with MOT Second class certi- ficate)
65.	Dredger Master	1100-50-1400	1650-50-1800-60-1980 plus Rs.100 special pay
66.	Assistant Dredger Master	750-40-950-50- 1200	1300-50-1600-EB-50- 1800
67.	Assistant Engineer (Electrical)	550-25-650-30-800- 40-1000-50-1050	1060-35-1200-40-1280- EB-40-1400-50- 1600 Personal to the present incumbent.  Further entrants 900-35-1040-40-1080- EB-40-1400-EB- 45-45-1580
68.	Assistant Engineer	550-25-650-30-800- 40-1000-50-1050 (For those with Sea going <del>Divers</del> combined certificate)  Less Rs.50 for those with sea going <del>Di-</del> vers single certi- ficate.	1060-35-1200-40-1280- EB-40-1400-50- 1600 (For those with sea going <del>Divers</del> com- bined certificate)  Less Rs.40 for those with sea going <del>Divers</del> single certificate.



Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
69.	Pilot	1000-50-1700-75-1850	1600-50-1700-60-2300-100-2500 A Pilot will not draw his second increment from an earlier date than the date on which he obtains a Pilot's licence.
70.	Superintending Officer (Marine)	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
71.	Marine Surveyor	800-40-1100-50-1200-50/2-1350	1300-50-1650-EB-50-1900
72.	Deputy Marine Surveyor	425-25-500-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
73.	Communication Officer	650-30-830-35-1040	1200-45-1380-50-1430-50-EB-1630
74.	Fire Officer	425-25-500-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
75.	Lighting Officer	425-25-500-30-680-EE-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
76.	Shipwright	425-25-500-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
77.	Marine Officers	400-400-450-30-600-35-670-EB-35-950	Not operated

MATERIALS MANAGEMENT DEPARTMENT

78.	Materials Manager	1400-50-1700	1900-75-2200-100-2300
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