



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

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CHAPTER XII

BOMBAY PORT TRUST

12.1 Bombay Port has two main dock systems, viz., the Indira Dock with 22 berths and the Princess & Victoria Docks with 29 berths. The Indira Dock is approached through an entrance lock which is 228.6 metres in length and 30.5 metres in width. The Princess & Victoria Docks are tidal and are open to movement only for 3½ hours during the day. On neap tides, when there is a rise of 2.13 metres of water (equal to the height of impounded water) the gate is opened for a second time at night and this happens for 5 or 6 days in a month for about 2½ hours. In the Indira Dock ships of 23 feet length can be taken in and out at all states of tide, but vessels with deeper draft enter or leave three hours before high tide and two hours after it. Under optimum draft conditions, the length, beam and draft of ships that can be accommodated in Indira Dock are 203 metres, 28.35 metres and 10.36 metres. In the Princess and Victoria Docks the dimensions are 152 metres, 19.8 metres and 7.00 metres. Besides the berths inside the dock basin, there are 6 berths on the harbour wall and a modern passenger terminal at Ballard Pier. There is a \sphericalangle oil terminal with three berths at Butcher Island capable of receiving super tankers of 70,000 displacement tonnes at high waters. The

\sphericalangle modern

The maximum length permissible at Butcher Island is 229 metres. The old oil terminal at Pir Pau is capable of receiving oil tankers not exceeding 15,000 DWT and is used primarily to service industries located in that area.

12.2. The main harbour channel is maintained at 9.75 metres below charter datum and at high waters provides a draft of 14.2 metres. The Pilots board or disembark from the ships at a point 8 kilometres away from Ballard Pier where the pilot vessel cruises. The distance from the pilot vessel to Butcher Island is 13.1 kilometre, to Indira Dock 8 kilometres and Princess and Victoria Dock system 9.6 kilometres. The channel is 1850 metres wide south of Prongs Reef, narrows down to 460 metres off sunk rock and is 185 metres near the Butcher Island. The approach channel to Indira Dock is 366 metres and to Princess & Victoria Docks 183 metres. There are 56 anchorages on either side of the channel. The Port Trust has a fleet of 8 dredgers, 1 Pilot vessel, 1 Anchor 26 tugs and 2 floating cranes. It also has 90 hydraulic cranes, 100 electric cranes, 38 locomotives, a variety of mobile equipment like fork lifts, mobile cranes and tractors and submarine and overland pipelines of about 114 kilometres for POL traffic.

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by the Port's own engineers. It has two dry docks, one of which is capable of accommodating vessels of 30 metres length, 30 metres width and 9.8 metres draft. It has its own railway system with track of 215 kilometres and route of about 11 kilometres. The Port Trust also maintains its own 160 bedded hospital fully staffed and equipped. The hospital is supported by 9 dispensaries located at various convenient points. It has a large estate of about 1800 acres of which about 800 acres are rentable, the rest being in use for operational purposes. It has a labour force of 30,000 including 468 class I and class II officers.

Secretary's Department.

Assistant Secretary (Public Relations)

12.4 The post is on the scale of Rs. 950 - 1400. It is stated that while creating the post on the scale of Rs. 950 - 1400 in 1971, the Trustees had indicated that the scale would be reviewed in the light of the recommendations of the Major Ports (Class I and Class II Non-Marine Services) Pay Committee in respect of the post of Deputy Secretary. The scale of Deputy Secretary was subsequently revised to Rs. 1200 - 1500, from the previous scale of Rs. 1100 - 1400. However, the scale of Assistant Secretary (Public Relations) has not been revised. Though the minimum and the maximum of the scale are higher than those of an Assistant Secretary, the incumbent is drawing a basic pay which he would have drawn as Assistant Secretary and has not benefitted at all though he had to shoulder additional responsibilities and duties which require attendance outside office hours and at odd hours. It has been stated that the Chief Public Relation Officer in Calcutta is on the scale of Rs. 1200 - 1500 with a car allowance of Rs. 200 per month. He also has the assistance of two Public Relation Officers on the scale of Rs. 475 - 1100. It has been requested that having regard to the duties and responsibilities, the Assistant Secretary (Public Relation) be given a suitable special pay not less than Rs. 300 per month or his pay scale be suitably revised and he be placed on a scale

not lower than that of a Senior Deputy in other Departments.

12.5 The contention of the Administration is that it must be assumed that when the Desai Committee recommended the scale of Rs. 950 - 1400, it took all the relevant factors into consideration. They have also stated that some of the functions performed by the Chief Public Relation Officer in Calcutta are performed in Bombay by the Director of Planning and Research, such as publication of house magazine, management of information centre with models and charts, etc. Information relating to Port Operations is maintained and furnished by the Director, Planning and Research and not by the Assistant Secretary (Public Relation). The post of Assistant Secretary (Public Relation) is in the cadre of Assistant Secretaries and not Deputy Secretaries. Upgradation of the post of level of Deputy Secretary or higher would, as a result, disturb the vertical relativities in the Department. The Administration has suggested that the scale of Assistant Secretary (Public Relation) should be the same as that of other Assistant Secretaries with a special pay. For the Kandla Port Trust the Assistant Secretary does liaison work on an honorarium of Rs. 50 per month.

12.6 Besides working as Assistant Secretary, the incumbent has to function as Public Relation Officer.

~~He has to liaise~~ with the press and also do protocol duties like receiving and seeing off important visitors at odd hours of the day and night. It is not disputed by the Administration that the incumbent has to work outside office hours to see off and receive important visitors. Because of the nature of duties, he has to be well equipped. Some improvement in his emoluments is considered necessary.

12.7 It is recommended that Assistant Secretary (Public Relation) may be given the Assistant Secretary's scale with a special pay of Rs. 200 per month. Such an arrangement will provide for administrative flexibility in making appointments. As the present Assistant Secretary (Public Relation) is already substantive in the post on the scale of Rs. 950 - 1400, he should be allowed to retain the corresponding scale as personal to him and in addition given a special pay of Rs. 200 per month. Future incumbents may be given the scale of Assistant Secretary with a special pay of Rs. 200 per month.

Deputy Secretary.

12.8 The Deputy Secretary is on the scale of Rs. 1200 - 1500. It is stated that the Deputy Chief Accountant and the Deputy Docks Manager carry the scale of Rs. 1400 - 1700 and Rs. 1200 - 1700 respectively. It is contended that status-wise and duty-wise there should be parity between the pay of Deputy Secretary and the Deputy Chief Accountant and

Deputy Docks Manager.

12.9 The claim that Deputy Secretary should be placed at par with the Deputy Chief Accountant or Deputy Docks Manager is difficult to accept.

Operational duties and responsibilities of the Deputy Docks Manager are much higher than those of the Deputy Secretary. I have suggested the revised pay scale having regard to all the relevant factors.

12.10 The present scale of Personnel Officer is the same as that of Deputy Secretary. The Personnel Officer is required to deal with industrial relations and labour matters. In my view his duties and responsibilities are more onerous than those of the Deputy Secretary. I am of the view that his duties would justify the post being placed on the revised pay scale of Rs. 1700 - 55 - 1810 - 70 - 2300.

12.11 I have refrained from recommending this change as I have regarded upgrading of posts outside my terms of reference. I have however suggested that the Administration may consider revising the pay scale as recommended by me.

Manager (General Duties)

12.12 The post has been created with effect from 23rd December, 1977 and carries a scale of Rs. 1900 - 2200. The duties of the post relate to implementation of the work study project Report of the Defence Institute of Work study on the annual overhaul of the Bombay Port Trust Flotilla; drawing up of training schemes;

implementation of the Official Languages Act in regard to the use of Hindi drawing up schemes of integrated cargo handling and cargo aggregation, drawing up a scheme for a Container Terminal in Bombay and assisting the Deputy Chairman and Chairman in the inspection of the Departments. It has been urged that the duties assigned to the Manager (General Duties) are not only multifarious but also have national and international repercussions in the field of port management, cargo handling, liner shipping and export trade of the country. It has been contended that the duties are extremely onerous and responsible and that the scale of Rs. 1900 - 2200 is totally incommensurate with them. It has been demanded that for the purposes of revision the post should be deemed to be on the scale of Rs. 2500 - 2750. The incumbent has also mentioned that prior to his appointment to this post of he was holding the post of Chairman of the Kandla Port Trust where he was drawing a fixed pay of Rs. 2250, the benefit of rent-free accommodation and concessional use of office car for non-duty purposes. He has also compared his position with that of Manager (Services & O&M) on a fixed pay of Rs. 2250 per month and has claimed that his duties are far more onerous than those of the Manager (Services & O&M).

12.13 A demand for an entertainment allowance of Rs. 5000 per month has also been made.

12.14 The post is temporary and has been created by Government as recently as December, 1977. It will be premature for me to make a fresh assessment. The

position held by the incumbent prior to his appointment to this post is not relevant to the duties and responsibilities of the present post. I have proposed the revised scale having regard to the general pattern on the basis of which revised scales have been structured.

12.15 The demand for entertainment allowance and use of officers for non-duty purposes fall outside my terms of reference.

Legal Department.

Legal Adviser.

12.16 The present scale of the post is Rs. 1800 - 100 - 2000 - 125/2-2250. It has been stated by the Legal Adviser in his representation that having regard to the onerous nature of the duties and responsibilities of the post of Legal Adviser, the emoluments paid to the incumbents of similar posts in public and private sector undertakings, the need for maintaining a proper differential between the emoluments of class III employees and the senior class II officers, he should be given a scale of Rs. 3000 - 3500 exclusive of dearness allowance, city compensatory allowance and house rent allowance. If these allowances are merged in his pay, he should be given a scale of Rs. 3600 - 4000. He urged that the Port Trust employees should be delinked from the national policy in regard to ceilings and incomes.

12.17 It has also been urged that originally in the scale recommended by the Desai Committee, there was no biennial increment at the stage of Rs. 2000; it was annual increment. However, by some error a biennial increment has been introduced in making his appointment. This should be rectified.

12.18 The cases with which the Legal Department of the Port Trust is mainly concerned in tendering advice are limited in scope and number. It has to deal mainly with the interpretation of the Major Port Trusts Act, 1963, Indian Contracts Act, the Transfer of Property Act, Industrial Disputes Act, the Stamp Duty Act and some other minor enactments. The work relating to leases, guarantees, agreements, etc. of the Trustees is standardised. Briefing of advocates and solicitors in respect of various suit matters is principally on facts. On points of law in matters of importance the advice of outside advocates/Counsels is obtained. In recommending the new pay scales, I have taken all the relevant factors into considerations, including the submission that the biennial increment should be converted into an annual one.

12.19 The other officers of the Legal Department have also submitted a representation. Stressing the importance of their duties and responsibilities they have requested for sizeable improvements in their emoluments. It has been urged that the Second Junior

Assistant Legal Adviser is on the scale of Rs. 475 - whereas the Junior Assistant Legal Adviser is on the scale of Rs. 700 - 1100. The next higher post is that of Assistant Legal Adviser on the scale of Rs. 800 - 1350. In practice, it is stated, there is hardly any difference in the responsibilities of the 2nd Junior Assistant Legal Adviser, Junior Assistant Legal Adviser and Assistant Legal Adviser and that, therefore, in fixing the grades stress should be placed on the same scale, namely that of the Assistant Legal Adviser.

12.20 - The Officers have also asked for a Non-practising Allowance as in the case of Medical Officers. They have also urged that when they appear before tribunals/courts in suit matters to present the Administration's case, they should be paid Rs. 75 per appearance.

12.21 The revised scales have been proposed having regard to all the relevant factors. The officers of the Legal Department are full-time employees of the Port and their appearance in courts and before tribunals in suit matters is a part of their duty. No special allowance in this respect can be recommended. As I have already said elsewhere, there is no case for extending the Non-Practising Allowance to any other service.

12.22 The Legal Department has two Enquiry Officers, one of the rank of Junior Assistant Legal Adviser

and the other that of the Assistant Legal Adviser to deal with departmental enquiries. It is stated that these posts are treated as outside the cadre of other officers of the Legal department and that their incumbents are not considered eligible for promotion to higher posts. It has been demanded that the maximum of their scales should be stepped up to the level of Deputy Legal Adviser (Rs. 1200 - 1500).

12.23 I understand that the posts of Enquiry Officer are not isolated and that the officers are considered for appointment to higher posts according to their suitability. I do not think any case has been made out for an elongated scale for these two posts. I would, however, suggest for the Administration's consideration that the two officers may be placed in a common seniority with others and considered for promotion according to their suitability instead of having to be considered for appointment as outsiders every time an opportunity arises.

12.24 The qualifications prescribed for Second Junior Assistant Legal Adviser (475 - 1100) are a degree in law and experience in a legal establishment for not less than 4 years. For a Junior Assistant Legal Adviser the requirement is that he should be an attorney of the High Court of Bombay, Calcutta or Madras and should have actual experience of legal work for not less than three years. Considering the

difference in qualifications required for the two posts, and the fact that the post of Junior Assistant Legal Adviser is a promotion post for the Second Junior Assistant Legal Adviser, I do not think it will be appropriate to disturb the present relativities and to put both of them on the same scale.

Bombay Port Trust Officers' Association

12.25 The Bombay Port Trust Officers' Association has submitted a memorandum. It has urged for a substantial upward revision in emoluments at all levels. It has suggested that the pay structure should be related to All India Consumer Price Index for Urban Non-manual Workers (1960 = 100). The Association has also made certain suggestions relating to minima and maxima of pay scales, fixed and variable dearness allowance and the general principles that should be followed in devising the pay structure.

12.26 It has also urged that uniformity at higher levels at all the ports is neither feasible nor justified and that the present differentials which are due largely to the magnitude and complexity of work, should be left untouched. It has also requested that due note be taken of lack of promotional opportunities especially in the case of Director (Planning and Research), Cost Accountant, Superintending Engineer (Design), Port Safety and Fire Officer and others and suitably longer scales provided for them.

12.27 The general principles of wage fixation and the various considerations that have gone into the revision of the pay structure have been stated by me in an earlier chapter. I have taken into consideration the various submission made by the Association in proposing the revised pay scales. I have also taken into consideration the absence of promotional opportunities in suggesting the revised scales, where appropriate.

LABOUR DEPARTMENT

12.28 The Department is primarily responsible for the management of canteens, administration of residential colonies and welfare activities. It also attends to the grievances of employees.

12.29 The Chief Labour Officer is on the scale of Rs. 1200 - 1600. It is his grievance that some of the senior deputies of other departments have been granted higher scales of pay, as for instance, Deputy Manager (-Services) (Rs. 1400 - 1700), Deputy Chief Accountant (Senior) (Rs. 1400 - 1700), Deputy Chief Engineer (Rs. 1700 - 1900), Deputy Manager (Docks) (Rs. 1200 - 1700) and Deputy Controller of Stores (Rs. 1400 - 1700).

The Chief Labour Officer has represented that having regard to the rise in the cost of living, emoluments of officers in comparable public sector undertakings and the impact of the recommendations made by the Wage Revision Committee in respect of class III and class IV employees, he should be given a scale of Rs. 2310 - 2850. He has stated that the work of the Chief Labour Officer has grown over the years because of the increase in the number of employees and expanding welfare measures such as large housing programmes, consumers co-operative societies, savings programmes, preferential employment of widows and sons of the deceased employees, departmental canteens etc. The Chief Labour Officer is also in charge of the Bombay Port Trust Centenary Commemoration Fund and oversees the implementation

of the Contract Labour Act.

12.30 The functions of the Chief Labour Officer Bombay Port Trust are essentially those of a welfare officer though he is also to some extent involved in employer-employee relations. There has no doubt been a considerable increase in the welfare activities in the Bombay Port Trust. Some improvement in the emoluments and position of the Chief Labour Officer seems justified. I have taken all the relevant factors into consideration in suggesting the revised pay scale.

Welfare Officer and Catering Officer.

12.31 The Welfare Officer and the Catering Officer are on the scale of Rs. 475 - 1100. The qualifications for the post of Welfare Officer are a degree from a recognised university, preferably in Economics and Social Sciences, training in social work in a recognised institution, such as the Tata Institute of Social Sciences and about three years' experience in labour problems in a responsible capacity. It is stated that the Welfare Officer has to work in workshops along with the Foremen who are on the scale of Rs. 800 - 1350. In view of the high qualifications required and the fact that they have to work with Foremen i.e. Rs. 800 - 1350 a scale of Rs. 800 - 1350 prior to conversion into the revised scale on the general pattern has been demanded.

12.32 The duties and responsibilities of the Welfare Officers are in no way comparable with those of the Foremen of the Bombay Port Trust Workshops. I am unable to support their claim. I have taken all the relevant factors into consideration in recommending the revised scales.

Labour Officer

12.33 The Labour Officer is on the scale of Rs. 700 - 1100. It has been represented that the scale of the Labour Officer is only a part of the scale of the Welfare Officer. It is contended that the post of Labour Officer in the Labour Department is next to that of the Chief Labour Officer. It is also a promotion post for the junior officers on the scale of Rs. 475 - 1100. He supervises the work of 4 Junior Officers and assists the Chief Labour Officer in the discharge of his duties. He should really be treated at par with the Deputy Legal Adviser on the scale of Rs. 1200 - 1500. Having regard to the rise in the cost of living, the revised pay of class III and class IV employees, he has demanded a scale of Rs. 2010 - 2390.

12.34 The Labour Officer supervises the work of Junior Officers on the scale of Rs. 475 - 1100. His post is also promotional post for those officers. With the expansion of welfare activities, the workload of the Department has also increased. Having

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regard to all these considerations some improvement in the scale of the Labour Officer seems justified. I have proposed the revised scale having regard to all these factors.

Accounts Department

Cost Accounts Officer.

12.35 The present scale of the post is Rs. 800 - 1350. The minimum qualifications required are Associateship of the Institute of Cost and Works Accountants of India or United Kingdom and not less than seven years experience in costing in a responsible capacity of which four years should be after the acquisition of the minimum qualification. The duties of the post include preparation of cost statements for the principal services every quarter, devising and administering suitable job costing systems in the workshops and detailed costing investigations from time to time including cost of providing port facilities. It has been represented that the post of Cost Accountant Accounts Officer is an isolated post and has no avenues of promotion; it is treated as outside the ordinary cadre of the Accounts Officers. There has also been an increase in the workload of the Cost Accounts Officer. Proposals relating to revision/fixation of rates and charges are based on the cost computation made by him of the relative service/facility; work relating to project evaluation and return on capital investment is also entrusted to him. He is responsible for preparing and forwarding every month to the various budget officers cost control statement showing expenditure incurred against the corresponding budgeted figures and explaining

significant variances in costs/receipts. It has been demanded that the revised pay scale should take into consideration the lack of promotional opportunities and the additional workload that the Cost Accounts Officer has been asked to carry.

12.36 I have proposed the revised pay scale having regard to all the relevant factors including the isolated character of the post and the absence of promotional opportunities. However, I suggest that the Administration may consider inclusion of the post of Cost Accounts Officer in the general cadre of the Accounts Officers to put an end to the present unsatisfactory arrangements.

Junior Assistant Accountants.

12.37 The existing scale of the post is Rs. 475 - 1100. 66 - 2/3 per cent of the vacancies are filled by direct recruitment and 33 - 1/3 per cent by promotion. Qualifications prescribed for direct recruitment are a First Class Degree in Arts or Science or a high Second Class Degree in Commerce with specialisation in Accounting and Audit or Second Class degree with recognised accountancy qualifications, viz. Associate Membership of the Institute of Chartered Accountants of India or the passing of the final examination of the Institute of Costs and Works Accountants or Subordinate Accounts Service examination of the Indian Audit and Accounts Department. A degree or diploma in business management is a desirable

qualification.

12.38 It is stated that a direct recruit undergoes training of about 2 years before assuming full charge of his duties and responsibilities, whereas a promotee Junior Assistant Accountant has to assume the entire burden of duties and responsibilities immediately on appointment. However, his pay and allowance are the same as those of a direct recruit under training. It is their contention that they should be paid a salary higher than that drawn by a probationary Junior Assistant Accountant. They have demanded a higher start to the extent of 5 advance increments in the scale.

12.39 In the case of promotee officers, pay on promotion as Junior Assistant Accountant is fixed with reference to their pay in the class III post, which is often at a stage which is higher than the minimum of the grade at which a probationary officer starts. The request for five advance increments cannot be supported.

Estate Department.

12.40 It has been represented that during the period 1968-1977 there has been a steady rise in revenues from about 2½ crores to about Rs. 7 crores per annum. The increase in revenue has been achieved through the management efforts of the officers of the Estate Department. This increase has imposed a greater responsibility on them and made the management of the estate more complex and onerous. The officers of the department have had no share in the increase in the revenues. The pay scale of the Estate Manager Rs. 1400 - 2000 is not commensurate with the burden that he carries. The officers at the junior levels who are in the age group of 30-35 years are civil engineers by profession. Even after having put in 18 to 24 years service in the entry scale, their prospects for promotion are slim. Management of the estate requires a special kind of expertise covering engineering, law as also accounting. They have suggested that the revised pay scales should be based on the following scales:

Estate Manager	Rs. 2000 - 2250
Deputy Estate Manager	Rs. 1900 - 2200
Assistant Estate Manager	Rs. 1000 - 1500
Assistant Manager (Junior)	Rs. 800 - 1350

In another representation the officers have suggested restructuring of the department reducing the

existing four tiers to two. The structure suggested by the officers is based primarily on the assumption that the qualifications, duties and responsibilities at different levels are more or less identical and that, therefore, all the officers are qualified for the highest post in the Department namely that of the Estate Manager. They stagnate at the junior level due to limited vacancies at the higher level. In the new system they have suggested only two pay scales one Rs. 2500 - 3500 inclusive of all allowances for the head of the department and another Rs. 1400 - 3450 inclusive of all allowances for all the other officers.

12.41 Restructuring of the Department falls outside the scope of my terms of reference. I have earlier expressed myself against elongated pay scales which provide for promotion without reference to work requirements. I have proposed the new pay scales having regard to all the relevant factors including the submissions made by the officers.

DOCKS DEPARTMENT

12.42 The Docks Department is in charge of docks and bunders. Its functions include allotment of berths, allocation of labour to vessels for handling cargo, taking charge of goods landed in the docks, and their storage and delivery to the consignees. It is also responsible for admission of goods into the docks and their shipment, sale of uncleared cargo by auction and sanitation inside the docks.

12.43 The officers have stressed that the Docks Department has a pivotal role to play in the port operations. The Department employs about 11,000 of the 30,000 employees of the Port Trust and earns about 70% of its annual revenue. The officers of this Department have to have close contacts with the shipping and trade interests. The supply of labour and cargo handling gear requires careful advance planning having regard to the nature of cargo and the storage facilities available. Any failure or indecision may impede the turnround of ships in the docks.

The success or failure of the working of the Docks Department in fact reflects the success or failure of the working of the Port itself. It has been demanded that considering the complexity and importance of the role played by the Docks Department, the Docks Manager should enjoy the status of the senior-most Head of Department and his scale of pay should not be less than that of any other Head of Department. It is also stated that the post of Additional Docks Manager which has been created

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The success or failure of the working of the Docks Department in fact reflects the success or failure of the working of the Port itself. It has been demanded that, considering the complexity and importance of the role played by the Docks Department, the Docks Manager should enjoy the status of the senior-most Head of Department and his scale of pay should not be less than that of any other Head of Department. It is also stated that the post of Additional Docks Manager which has been created

to assist the Docks Manager has the same starting pay viz. Rs. 1700 in the scale of Rs. 1700 - 1900 as the Docks Manager on the scale of Rs. 1700 - 2200. This anomaly needs to be removed and the Docks Manager's starting salary fixed at a higher level. Also, the Deputy Docks Manager (Rs. 1200 - 1700) should be placed on the same level as Superintending Engineer (Rs. 1400 - 1700). It is anomalous that the starting salary of the Deputy Docks Manager should be the same as that of the Deputy Docks Manager Junior (Rs. 1200 - 1500). This anomaly also should be removed.

12.44 In proposing the revised scale I have taken into consideration the important role that the Docks Department plays and the public image that it has to satisfy along with all other relevant factors. In my view the duties and responsibilities of the Senior Deputy Docks Manager, Indira Dock, the Deputy Docks Manager (Hamallage) and the Deputy Docks Manager (Co-ordination) would merit the higher scale of Rs. 1900 --60-2200-100-2300. However, since these posts form part of a cadre of five posts of which the incumbents are inter-transferable, I have refrained from suggesting a higher scale separately for them. The Port Trust may consider upgrading them suitably from a future date.

Allowance for Out of Pocket Expenditure.

12.45 It has been represented that the Assistant Managers who are asked to work in the second/third shift after working in the first shift, should be suitably

compensated for the inconvenience and hardship that they have to suffer and for the ~~extra expenditure they have to incur on transport and meals at odd hours.~~ The present rate of Rs. 5 for every such occasion is totally inadequate. Enquiry shows that in such cases the officers do have to incur extra expenditure on transport and meals. I suggest that the allowance may be increased from Rs. 5 to Rs. 10 for each such occasion.

Traffic Duty Allowance.

12.46 It has been stated that the officers of the Traffic Department work for 8½ hours on week days and 6½ hours on Saturdays. In all they work for 48½ hours a week as against 36 hours of other officers of Administrative Departments. They should be compensated by grant of a Traffic Duty Allowance equivalent to 1/3rd of their salary for these additional hours of duty in trying conditions.

12.47 The pay scales of the officers of the Docks Department have been proposed having regard to all the relevant factors including their hours and other conditions of work. No such allowance as Traffic Duty Allowance can be recommended in addition.

Medical Department.

12.48 It has been urged that the Medical ~~Officers~~ have to spend more time and money in acquiring the basic medical degree. Thereafter they have to have a minimum of two years' experience before they are eligible for a post. Thus in their case the average age of entry into service is much higher than that of other officers. Promotional opportunities are limited as the Medical profession comprise a multiple groups of specialists and officers can hope for promotion only within their respective groups and not outside. While the nature of the work of the doctors does not change, their output improves both qualitatively as well as quantitatively. It is not necessarily related to the level of the post that they occupy. It would be proper to devise the pay structure that would ensure them a degree of time-bound promotion to higher grades without a change in job or position.

12.49 The submissions made by the doctors have been taken into consideration suitably in proposing the revised pay scales.

Overtime Allowance.

12.50 In the case of doctors, it is stated that they have no fixed hours of work and are called upon to attend to patients outside their normal working hours which should be suitably compensated by grant of overtime allowance. In dealing with such a

demand, it has to be borne in mind that ~~the doctors are~~ in receipt of non-practising allowance. If they had been permitted private practice it would have been outside the normal working hours only. The non-practising allowance should be deemed to cover sufficiently any ~~work that they have to do~~ outside their normal working hours.

Senior Physiotherapist.

12.51 The post is at present in the scale of Rs. 425 - 900. The Biochemist and the Dietician-cum-Catering Officer are on the scale of Rs. 475 - 1100. It has been stated that the Senior Physiotherapist and Senior Dietician in the Central Government are on a common scale and it has been demanded that he should also given the scale of Rs. 475 - 1100. In support it has been stated that previously the qualification required was diploma in Physiotherapy. Now the requirement is a degree in Physiotherapy, which is a two year course after Inter-Science. The Diploma course has since been discontinued. Stepping up of the basic qualifications would also justify upgrading of the scale. This submission and all other factors have been taken into consideration is proposing the new scale for the post of Senior Physiotherapist.

Biochemist.

12.52 The present scale of Biochemist is Rs. 475 - 1100. The prescribed qualifications are a Post-Graduate Degree in Biochemistry and 7 years experience in the field of general biochemical work. There are no avenues of promotion. It has been stated that persons in similar posts or near similar posts elsewhere are on the scale of Rs. 1100 - 1600. It is argued that because of the Post-Graduate qualifications and seven years experience required for the post, the scale should be determined after allowing for seven increments over the minimum of Rs. 475 - 1100 of the present scale. The new scale should correspond to the scale of Rs. 800 - 1350.

Demand for non-practising allowance has also been made.

12.53 I have proposed the revised scale having regard to all the relevant factors. In the Willingdon and Safdarjang Hospitals in New Delhi there are Biochemists on the scale of Rs. 700 - 1300 which corresponds to the present post scale of Rs. 475 - 1100. This cannot be ignored considering that the Bombay Port Trust hospital is much smaller than Willingdon and Safdarjang Hospitals. There is no case for non-practising allowance.

Dr. (Mrs.) R.D. Pillai, Health Educator.

12.54 The present scale of the post is Rs. 475 - 1100. The post requires a Post Graduate degree or Diploma in Sociology, training in Health

Education, Social Work, Community Development or Family Planning Services. The present incumbent has a Doctorate in Sociology with specialisation in Family Sociology.

It is stated that there are no promotional opportunities for the Health Educator. Readers and Professors with comparable qualifications are on the scale of Rs. 700 - 1250 and Rs. 1100 - 1600 respectively. It is further stated that the incumbent also conducts ante-natal and post-natal work as well as immunization programme for children. All these aspects may be taken into consideration in suggesting a revised scale.

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

Medical Officer Incharge T.B. Clinic.

12.56 It has been stated that when the post was advertised in May 1973, it was indicated that it carried a charge allowance of Rs. 100 per month. However, after the incumbent joined on the 12th April, 1974, the charge allowance was desired though the previous incumbent was in receipt thereof. It is claimed that the incumbent possesses a Diploma in Tuberculosis and has the requisite experience. It has been requested that the charge allowance should be restored.

12.57 There is validity in this claim and I recommend that a charge allowance of Rs. 100 per month be attached to the post.

Assistant Chief Medical Officer (Dr. (Smt. Rande).

12.58 The present scale of the post is Rs. 750 - 1400. It is stated that the duties of the Assistant Chief Medical Officer are multifarious. Besides clinical work, the Assistant Chief Medical Officer has to do administrative duties also. Being the officer next to the Chief Medical Officer, the Assistant Chief Medical Officer has to shoulder responsibilities in respect of the head office in the absence of the Chief Medical Officer. As Medical Officer Incharge of a dispensary, the incumbent was in receipt of a charge allowance of Rs. 100 per month and a Family Planning Clinic Allowance of Rs. 100 per month. These two allowances were lost on promotion as Assistant Chief Medical Officer. As the grades of Medical Officer (Rs. 425 - 1040) and of the Assistant Chief Medical Officer (Rs. 750 - 1400) were overlapping, the incumbent got no real benefit on promotion. It has been demanded that the incumbent should be suitably compensated for assumption of increased new responsibilities and her grade should be so devised that she could get enhancement of at least Rs. 40 per month in pay with retrospective effect.

12.59 The Assistant Chief Medical Officer supervises the establishment of the Head Office and of seven dispensaries of the Port Trust and Family Planning Clinic. She is also in charge of the Malaria Preventive Section and Sanitary Section. In addition she has to deal with claims of all employees for reimbursement of medical expenses, etc. She has also to attend to clinical work in respect of patients reporting at the head office and the cases referred to her by the dispensaries, etc. I have suggested the revised scale having regard to all the relevant factors.

Part-time Specialists

12.60 The Specialists attached to the Port Trust Hospital get an honorarium of Rs.500 per month. It has been demanded that in view of the steep increase in the cost of petrol and maintenance charges of a car, the present honorarium of Rs.500 per month is totally inadequate and should be increased to Rs.1000. It is stated that specialists attached to Bhabha Atomic Research Centre are getting Rs.750 per month for two sessions of four hours each in a week and in the Fertilizer Corporation of India they are paid Rs.800 per month. Having regard to the revised pay structure that I have suggested for the doctors, I recommend that on the considerations urged by the specialists that the honorarium may be raised to Rs.700 per month.

Stores Department

12.61 The officers of the Stores Department have stated that the qualifications for all posts of officers in the Stores Department are the same as for those for officers of the Chief Mechanical Engineer's Department. In addition they are required to possess special expertise in Materials Management. They have requested for the undermentioned scales:

Controller of Stores	Rs. 3000-3300
Deputy Controller of Stores	Rs. 2300-3100
Assistant Controller of Stores	Rs. 1700-2875
Junior Assistant Controller of Stores.	Rs. 1200-2525

12.62 The qualifications do not by themselves establish any comparisons. Duties and responsibilities have also to be considered along with other relevant factors. I have proposed the new scales having regard to all the relevant factors including the submissions made by the officers.

Civil Engineering Department

Executive Cadre

12.63 The Civil Engineering Department is responsible for planning, designing, execution and construction of all civil engineering works. It is also responsible for hydraulic investigations, marine survey, removal of wrecks from the harbour, salvage and under water works. The Department is headed by a Chief Engineer, who is assisted by an Additional Chief Engineer, Deputy Chief Engineers, Superintending Engineers, Senior Executive Engineers, Junior Executive Engineers and Assistant Executive Engineers. On the Designs side he is assisted by Superintending Engineers, Junior Executive Engineers and Assistant Executive Engineers. The Designs cadre is separate from that of the executive cadre. The annual capital and revenue budget of the Civil Engineering Department is Rs. 6 crores of which revenue budget on account of repairs and maintenance only is Rs. 3.81 crores.

12.64 The officers of the executive cadre of the Civil Engineering Department have represented that in the past the position of the Chief Engineer was just below that of the Chairman and at one stage he was regarded as equal to the Deputy Chairman. He has always been higher than other heads of departments.

It is stated that the responsibilities of the Chief Engineer today are much more than what they were in the past and it is demanded that he should be placed at par with the Deputy Chairman. The position of the Additional Chief Engineer and Deputy Chief Engineer and other officers should also be appropriately refixed in revising the pay scales of the junior officers. It is also stated that it should be borne in mind that the degree course in engineering is longer and more expensive than other general degree courses. Port engineering makes a special demand on mental and physical capacities of the executive officers. Their work is technical, managerial, administrative as well as supervisory. They have to work 47½ hours per week as against 36 hours a week in the case of many officers of other departments. Their work is more strenuous, more hazardous and more responsible. Their pay scales should be at least 20 per cent higher than those of corresponding officers in other departments or they should get a special allowance of 20 per cent of their pay.

12.65 It is also stated that the promotional opportunities in the Civil Engineering Department are poor. There are 37 engineers at the junior most level, namely, Assistant Executive Engineer, whose service range from 9 years to 15 years. The indications are that they may not get promotion for several years to come. Considering the special qualifications and

skills of engineers of the executive cadre, the more strenuous and responsible nature of their work, the much higher remuneration and prospects offered outside and better opportunities available to other equivalent officers even within the port, their prospects should be improved and their emoluments so fixed as to enable them to receive suitable and timely increases in their pay. It has been suggested that there should be a system of promotion to the next higher post after a suitable number of years in lower posts extending upto the level of Superintending Engineer. In the alternative, the scales of Assistant Executive Engineer and the Junior Executive Engineers should be so devised that the maximum of these scales should reach $\frac{2}{3}$ rd or $\frac{3}{4}$ th of the maximum salary of the Chief Engineer within a period of 20 years. A provision should also be made that if an officer does not get promotion within seven years of his joining in the lower scale, he should be allowed to jump to the next scale irrespective of whether a post is available or not, provided he is otherwise fit for promotion.

12.66 Relevant positions of the various heads of departments of the port cannot remain static for all times. They may change with the changes and development in the various sectors. For instance, increase in volume of traffic or change in the traffic pattern may have impact on the position of the Locks Manager, Large scale induction

of mechanical handling equipment may affect the position of the Chief Mechanical Engineer. The suggestion that the Chief Engineer should always remain ahead of all other heads of departments would be difficult to accept. The primacy of the Chief Engineer is relevant at the construction stage and cannot be carried forward for ever. Officers of other departments also have outdoor functions. The Civil Engineers do not have any special hazards. The claim that the engineers of the executive cadre should be 20 percent ahead of other officers in basic pay cannot be supported. Also, public services are paid in relation to the duties and responsibilities discharged by them. Suitable differentials have to be maintained to provide for rewards and incentives for higher duties and responsibilities. The suggestion that there should be time-bound promotions without regard to work requirements or that officers should be promoted irrespective of whether there are vacancies or not, cannot be accepted. The position that a large number of junior engineers in Bombay are stagnating in the posts of entry is unfortunate. But this is a local situation which has arisen because of the cadre structure and continuance of a large number of junior engineers in class I posts recruited for development projects but continued after the completion

of these projects. I have to recommend a pay structure which has application generally to all ports. I cannot suggest separate pay structures to suit local situations in every port. Such situations can be remedied by administrative measures such as deputations, creation of superannuary posts for short periods, etc. The revised pay scales that I have proposed take into consideration all the relevant factors including qualifications, duties and responsibilities, the conditions in which the engineers have to work, etc.

Design Engineers of the Civil Engineer's Department

12.67 Design Engineers constitute a separate cadre. They have made a separate representation. It is stated that the task of Design Engineers is complex. They have to find new and better solutions for the specified tasks, being in mind the users' and service requirements, material availability and suitability, aesthetics, possible methods of construction, comparable costs, site conditions, etc. They have to keep abreast of up-to-date developments in their field. It is stated that promotional opportunities in the designs cadre are totally lacking. The engineers at the junior level will spend more than 20 years before they get their next promotion. They have requested for extended scales of Rs. 475-1700 for the Assistant Executive Engineers and Rs. 800-1900 for the Junior Executive Engineers and Rs. 1400-2250 for the Superintending Engineers. They have also requested for Design Allowance of Rs. 300 for Superintending Engineers, Rs. 250 for the Junior Executive Engineers and Rs. 200 for Assistant Executive Engineers.

12.68 As I have said in dealing with the representation of the officers of the executive cadre, I am not in a position to recommend extended scales of the type demanded by Design Engineers. The composition of the cadre, the importance and complexity of the task of the Design Engineers and all other relevant factors have been

taken into consideration in proposing the revised pay scales and the revised rates of Designs Allowance.

Superintending Engineer(Design)
Shri M.D.T.Tambekar

12.69 An individual representation has also been submitted by Shri M.D.Tambekar, Superintending Engineer(Designs). It is stated that Shri Tambekar joined the Bombay Port Trust in 1961 as Superintending Engineer(Designs) on the scale of Rs. 1400-1700. He continues to hold the same post and has been on the maximum of the grade for the last 11 years. There being no higher post for the Designs Wing and the general cadre being separate, there are no chances of further promotion for him. It is his submission that the Designs Engineer has to have experience in construction as well as in designs; the engineers in the main cadre need not have experience in Designs. It is, therefore, anomalous that Designs Engineers should be barred from promotion to higher posts in the general cadre. In the Central Public Works Department and the State Public Works Department there is only one cadre for general engineers and design engineers and a Superintending Engineer(Designs) can look forward to promotion as Chief Engineer. The persons who were Junior to him when he joined as Superintending Engineer(Designs), now occupy senior positions in

the general cadre. He has requested for creation of a higher post for him in the Designs cadre so that his stagnation can come to an end.

12.70 The position in which Shri Tambekar has been placed is indeed unfortunate. However, creation of a higher post or restructuring of the department to provide for a common cadre for designs engineers and general engineers is an administrative matter which falls outside my terms of reference. As I have said in dealing with the representation of the Designs Engineers the composition of the cadre has been suitably taken into consideration by me in proposing the revised pay scales.

MECHANICAL ENGINEERING DEPARTMENT:

12.71 The Mechanical Engineering Department is responsible for the planning and design of mechanical, marine and electrical works, erection of plant and machinery, repairs, maintenance and operation of mechanical, marine and electrical equipment of all types. The Department is headed by a Chief Mechanical Engineer(Rs. 1900-2200) who is assisted by one Additional Chief Mechanical Engineer(Rs. 1700-1900), three Superintending Engineers (Rs. 1400-1700) and several Senior and Junior Executive Engineers and other officers. There are 22 Sections in the Department which are in charge of Sectional Officers.

Chief Mechanical Engineer:

12.72 In a representation submitted by the Chief Mechanical Engineer and the Additional Chief Mechanical Engineer it has been stated that the Chief Mechanical Engineer has 19 Divisions/Sections and employs about 7,000 workmen as against five Divisions and about 3500 workmen under the Chief Engineer(Civil). The annual expenditure (capital and revenue) for 1976-77 for which he is responsible is Rs.10 crores, of which Rs. 8.88 crores is for repairs and maintenance. As against this the Chief Engineer(Civil) is responsible for Rs. 6 crores of which Rs. 3.81 crores is for repairs and maintenance. Most of the Sections under the Chief Mechanical Engineer work round-the-clock and are highly sensitive. The efficiency of their day-to-day operations has a direct impact on the

smooth functioning of the port. The Chief Mechanical Engineer and his officers are called out all odd hours of the day and night to attend to various problems. The financial and other powers of the Chief Mechanical Engineer are not less than those of the Chief Engineer (Civil). It has been submitted that considering the workload and other responsibilities of the Chief Mechanical Engineer, his pay scale should not be less than that of the Chief Engineer (Civil). It has also been stated that previously the Chief Mechanical Engineer enjoyed the benefit of rent free quarters in recognition of the fact that he had to be readily available during emergencies in the docks. This benefit was withdrawn in 1966. It has been demanded that the benefit should be restored.

12.73 It has been further submitted that the functions of the Additional Chief Mechanical Engineer similarly correspond to those of the Additional Chief Engineer in the Chief Engineer's Department. Therefore, the scale of the Additional Chief Mechanical Engineer should also be the same as that of the Additional Chief Engineer (Civil).

12.74 The duties and responsibilities of the Chief Mechanical Engineer in terms of the annual expenditure on repairs and maintenance, the strength of the labour force under him, the nature and variety of equipment for which he is responsible, etc., are indeed heavy, onerous and sensitive. I have taken these factors into consideration in proposing the new pay scale for him as well as for the Additional Chief Mechanical Engineer.

Marine Engineers of Chief Mechanical Engineer's Department:

12.75 A memorandum has also been submitted by Marine Engineers in the executive cadre of the Chief Mechanical Engineer's Department. They carry the same designations viz. Junior Executive Engineer, Senior Executive Engineer and Superintending Engineer etc. and have a common seniority with them for the purposes of promotion. However, the Engineers with marine qualifications are on the scale of Rs. 950-1600 which remains unchanged till they reach the level of Superintending Engineer by virtue of their seniority in the common list as the vacancies arise. It is only the designation that changes from Junior Executive Engineer to Senior Executive Engineer as they come up the ladder. Seniority is determined on the basis of joining the Department, the point of entry being Junior Executive Engineer.

12.76 The minimum qualifications prescribed for the Junior Executive Engineer (Mechanical) are a degree in Mechanical and /or Electrical Engineering or qualifications recognised as equivalent thereto plus experience of not less than 5 years in a responsible capacity after graduation. The Junior Executive Engineers are on the scale of Rs. 800-1350. Persons with less than 5 years experience but otherwise qualified are also considered for appointment but are given the lower scale of Rs. 475-1100, until they acquire/complete 5 years experience as required by the recruitment rules. However, for purposes of seniority,

they rank with the marine engineers on the basis of the date of joining the Department. The Marine engineers are required to possess First Class Certificate of Competency - Motor or steam and Motor Combined.

12.77 The marine engineers of the executive cadre of the Chief Mechanical Engineer's Department have submitted that their pay scales should have some relationship with the emoluments admissible to the marine engineers in the merchant navy at sea. They have urged that in the past when the pay scales were last revised in 1969. They have demanded a scale of Rs. 1900-3100, with a personal pay of Rs. 300 per month for loss of overtime that they would have earned had they been afloat. They have stated that as is the practice in the merchant navy, the pay scales of the marine engineers should have definite relationship on the basis of equality with Master Mariner's rank. In demanding the scale of Rs. 1900-3100, they have referred to the set up in the Shipping Corporation of India and the Mazagon Dock Ltd.

12.73 Marine Engineers in the Shipping Corporation join as Senior Deputy Managers on Rs. 1500-1800. Marine Engineers with MOT First Class Certificate in the Mazagon Dock join directly at the level of Deputy Superintendent on a scale of Rs. 1400-1750. Comparison with the marine engineers working with Shipping Corporation and Mazagon Dock shows that the scale of Rs. 1900-3100 demanded by them is out of line with the scales obtaining in shore employments outside the Port Trust.

12.79 Their duties and responsibilities, their qualifications and background, etc., have been taken into consideration along with other relevant factors in proposing the revised scales. No case has been made out for personal pay of Rs. 300 to compensate them for the loss of overtime admissible to officers afloat.

12.80 The Marine engineers have also suggested a separate structure for their category. They have a grievance that the long time required for acquiring the First Class MOT Certificate, their experience in a position of responsibility at sea before they join the Port Trust and the higher scale of their post are ignored in fixing their seniority with other engineers with the result that their chances of promotion are impaired. Seniority being based on the date of joining the Department. Junior Executive Engineers on the lower scale of Rs. 475-1100 can be placed above them.

12.81 Restructuring of the Department and fixation of seniority are outside my terms of reference. However, I cannot help observing that the scale of Junior Executive Engineer of Rs. 800-1350 and the appointment of a candidate as Junior Executive Engineer can be regarded as complete only when he satisfies all the requirements including 5 years' experience for being placed in that grade. Therefore, seniority should count from the date the officer is placed on that scale and not from the date of his appointment on the lower scale of Rs. 475-1100. In the Civil Engineering Department, the scale of Rs. 475-1100 really corresponds to that of

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Assistant Executive Engineer and not Junior Executive Engineer. The marine engineers who are on the scale of Rs. 950-1600 should be treated as corresponding to those on the scale of Rs. 800-1350. The present arrangements seem inequitable and need a review.

Administrative Officer: Chief Mechanical Engineer's Deptt.

12.82 The Administrative Officer is on the scale of Rs. 475-1100. Appointment is by promotion by selection from amongst candidates in the clerical/stenographers cadres with not less than 15 years' service. It has been stated that the syllabus for the examination is exhaustive and covers a vast field of study, that the scale of Rs. 475-1100 is a 17 year scale and that, therefore, no departmental candidate can hope to reach the maximum during his service. It is claimed that the duties including inspection of various sections are exacting and onerous. On promotion the officer loses the benefit of overtime, tuition fees etc. admissible to Class III employees. It has been demanded that the Administrative officer of the Chief Mechanical Engineer's Department should be given the same grade viz. Rs. 810-1100 with free quarters as the Administrative Officer of the Bombay Port Trust Hospital.

12.83 The feeder post is that of Assistant Superintendent on the WRC scale of Rs. 675-1050. Superintendent on the scale of Rs. 900-1200. There will be hardly any occasion for a departmental candidate to start at the minimum of the scale on appointment as Administrative Officer. Also, by the time a person is appointed as Administrative Officer, he has had the benefit of several promotions from the level of Clerk 'B' scale. It is not necessary that he must be enabled to reach the maximum of the scale of each post. The duties of the Administrative Officers of the Bombay Port Trust Hospital are not comparable. The revised scale has been suggested having regard to all the relevant factors.

Sectional Officers

12.84 The Sectional Officers of the Chief Mechanical Engineer's Department have represented in the following terms. The posts of Sectional Officers (No. 800-1350) are filled by promotion from amongst Assistant Foremen with five years' experience. Sectional Officers hold independent charge of various sections in CME's Department. The total number of such sections is 22. Their duties broadly consist of maintenance, repairs, overhaul and operation of a variety of plant and equipment employed in port operations. Their responsibilities have grown over the years with the addition of sophisticated plant and equipment. They attend to major repairs to lock gates, caissons, extensive overhaul and refit of larger port craft. These jobs would normally be done on contract but since contractors are not forthcoming for undertaking such jobs, they are being executed departmentally with considerable saving to the port. They also undertake the duties of estimating, planning, inspection and testing and assembly of plant and machinery. They have sizeable sectional stores under their control which should normally be a part of the controller of Stores Department. They not only attend to technical work but also independently manage the establishment work including recruitment, training, trade testing, and preparation of pay bills relating to workmen in their respective sections. Their duties and responsibilities are heavier than those of the

shore based marine engineers attached to the workshop and the floatilla engineers on the various port craft. Prior to revision in the light of Government orders on the recommendations of the Second Pay Commission, their pay scales were at par with those of flotilla engineers but in that revision while those of flotilla engineers were revised to Rs. 700-1250, their scales were revised only to Rs. 740-1040. The flotilla engineers' scale were further revised from 1st July, 1967 by the Desai Committee to Rs. 950-1600, as a result of which the disparity was further accentuated. It is their claim that they should be placed on a scale much higher than that may be applied to the marine engineers.

12.85 I have carefully considered the various submissions made by the Sectional Officers. Admittedly, the Sectional Officers play an important role in port operations and this has already been recognised in their existing pay scales which are comparable to those of officers of the level of Junior Executive Engineers. Their claim for parity with the Marine engineers is, however, difficult to support. Marine Engineering qualifications are acquired only after a long course of training and seaexperience. Their scale has a special content representing those qualifications. The qualifications of Sectional Officers cannot be regarded as on par with the Marine Engineers for purposes of pay scales. I have borne in mind the various submissions made by the Sectional Officers and other relevant factors in suggesting the revised scales for them.

12.86 The Sectional Officers have stated that the nature of their work is such that they are required to attend to duty at any time of the day or night and that they have to put in longer hours than officers attached to Administrative Offices. In the past they were entitled to rent-free accommodation, but the same was withdrawn while implementing the Second Pay Commission's recommendations. They claim that they should be granted $33\frac{1}{3}$ % of their basic pay as additional pay as has been done by the Wage Revision Committee in respect of Guest House employees at Madras Port.

12.87 Being officers, Sectional Officers like all other officers, have to carry their responsibility even outside their normal hours. Their attendance beyond normal hours is occasional. The obligation must be deemed to be covered by their pay scales. The demand for additional pay on this ground cannot be supported.

12.88 It has been claimed that the Sectional Officer attached to Butcher Island has to spend extra time for travelling from Prince Dock to Butcher Island and back every day. The Class III and Class IV staff working under him are allowed compensation equal to 45 minutes a day which works out to Rs. 75 to Rs. 205 per month depending, on pay of these employees. The Sectional Officer, however, is not compensated for the extra time spent by him in transit on the ground that he is not otherwise eligible for over-time.

it has, therefore, been claimed that he should be granted an allowance of Rs. 200 per month as transportation allowance.

12.29 I do not think that a claim of this kind can be decided by comparison with arrangements applicable to Class III and Class IV employees. The claim if accepted, would amount to compensating the officer in respect of journey from his residence to his place of work and back. I am unable to recommend acceptance of the claim made.

Shipwright Foreman Dry Docks:

12.90 The Senior Shipwright Foreman and Junior Shipwright foreman are responsible for docking/undocking commercial vessels and all port craft and other equipment in the dry docks. They also carry out repairs to dock fenders, gangways, wheel burrows and haulage gear. The Senior Shipwright Foreman is on the scale of Rs. 1100-1350 and Junior Shipwright Foreman on the scale of 880-1350. Appointments to these posts are made by promotion. The point of direct entry is Assistant Foreman on the Class III revised scale of Rs. 900-1200. Above him are Shipwright and Carpenter Foreman on Rs. 800-1350, Junior Shipwright Foreman Rs. 880-1350 and Senior Shipwright Foreman on Rs. 1100-1350.

12.91 The Minimum qualifications prescribed for the Senior Shipwright Foreman are:

- i) SSC or equivalent;
- ii) Full-time apprentice in a shipyard constructing various types of vessels, of which 6 months should have been spent in a mould loft. He must possess practical knowledge of ship construction including strength of materials and stress and stability etc. Must Possess practical knowledge of carpentry.
- iii) 12 years post apprenticeship experience in repairs yard and boat building of which atleast 6 years must have been in dry docking of ships.
- iv) Diploma in Mechanical Engineering or Naval Architecture is desirable but not essential.

12.92 It has been stated in the representation submitted by the Shipwright Foreman that their duties and responsibilities are comparable to those of .

The Dock Masters sofar as navigating the ship into the dry dock and out of it is concerned. They have claimed that in view of their higher responsibilities their pay scales were in the past always higher than those of Sectional Officers of the Workshop and Junior Executive Engineers. Prior to 1948, the Senior Shipwrights were treated on par with Senior Executive Engineers. While their workload has increased over the years, their position vis-a-vis the executive cadre has been lowered. They have requested that Junior Shipwriht should be given the same scale as Senior Executive Engineer, and Senior Shipwright the same as Superintending Engineer.

12.93 I have proposed the revised scales having regard to their duties and responsibilitis, the qualifications required for the post, their position vis-a-vis the engineers of the Executive cadre and all other relevant factors.

12.94 The essential qualifications do not require even a Diploma. It will, therefore, be difficult to agree that the Shipwrights should be rated as Senior to Junior Executive Engineers and Senior Executive Engineers. I have proposed the revised scales having regard to all therelevant factors.

12.95 The present scales for the Shipwright and Carpenter Foreman, Junior Shipwright Foreman and Senior Shipwright Foreman are as follows:-

Shipwright & Carpenter Foreman.	Rs. 800-40-1000-50-1200-50/2-1350
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Junior Shipwright Foreman.	Rs. 880-40-1000-50-1200-50/2-1350.
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Senior Shipwright Foreman Rs. 1100-50-1200-50/2-1350

12.96 It will be observed that the scales of Junior Shipwright Foreman and Senior Shipwright Foreman are segments of the same scale as prescribed for the Shipwright and Carpenter Foreman. It was mentioned that the posts of Junior Shipwright Foreman and Senior Shipwright Foreman were promotion posts and it was anomalous that promotion posts should carry scale of the lower post of Shipwright and Carpenter Foreman. Also, on promotion, the Junior Shipwright Foreman and Senior Shipwright Foreman did not derive any specific advantage particularly if their pay at that time was already above the minimum of the scales of higher posts.

12.97 I think the present arrangement does have an anomaly which needs to be corrected. To remove this anomaly without disturbing the relativity with other officers of the Chief Mechanical Engineer's Department, I have suggested a common scale, viz., Rs. 1300-50-1650-EB-50-1900 for all the three posts with a special pay of Rs. 80 per month for the Junior Shipwright Foreman and Rs. 125 per month for the Senior Shipwright Foreman. I also suggest that when appointed as Junior Shipwright Foreman and Senior Shipwright Foreman the pay of the officer should be refixed in the scale as if appointed on promotion. The special pay should be admissible in addition.

12.98 I have separately suggested that the benefit of rent free quarters which is now admissible to the

Senior shipwright, and the Junior Shipwright and Shipwright and Carpenter Foreman as personal should be treated as attached to the posts. However, considering the workload I have not found any justification for continuance of the system of overtime which is now admissible. In so far as overtime is concerned, the present system should be treated as personal to the present incumbents. The personal attention of the Junior Shipwright Foreman and the Senior Shipwright Foreman which may give rise to overtime arise in the case of docking and undocking operations only. On the basis of the statistics furnished to me, I find that during the three months of January 1978 to March, 1978 there were only 13 acts of docking and an equal number of acts of undocking in the Hughes dry dock which is larger of the two dry docks and can accommodate two vessels at a time. I understand that the number of docking and undocking operations in the Merewether dry dock would not be larger and should in fact be much smaller, considering that it can accommodate only one commercial vessel at a time. The average of 4 acts of docking and undocking each a month, in my opinion, involve insignificant volume of overtime work. Such overtime, though essential, would be adequately covered by the concession of rent free quarters that I have suggested.

Hydraulic Engineer - Indira Dock

12.90 It has been stated that all the vital installations such as lock gates, storm gates, capstans and four miles of hydraulic return pipeline, different electrical wharf cranes and hydraulic hoists are under the charge of the Engineer, Hydraulic Establishment, Indira Dock. The operational staff in the Section works in three shifts including Sundays and Holidays. Therefore, the engineer has to shoulder round-the-clock responsibility for his Section and has to see that cargo handling at various berths and docking and undocking of ships are not affected. He is, therefore, required to stay in the vicinity of the dock for immediate availability. Therefore, in the past he was eligible for rent-free accommodation. However, this has been withdrawn. It is demanded that the benefit should be restored.

12.100 The case of the Hydraulic Engineer is not much different from many other officers who carry responsibilities which can require their presence at all hours of the day and night. A case for rent free quarters has not been established.

Shri Felix D' Souza, Retired Engineer, Hydraulic
Department:

12.101 Shri D'Souza retired with effect from 1.4.77. The post of Hydraulic Engineer is in the grade of Rs. 800-1350. However, he was given a personal grade of Rs. 1200-1600 in view of his special qualifications. He has requested that his scale should be revised suitably having regard to comparable scales.

12.102 Shri D'Souza has had the benefit of a special scale because of his special requirements. He has already retired from service. I do not think it is necessary to propose any revised scale for him.

Bombay Port Pilotage Services Association

12.103 The Port Department is responsible for pilotage, berthing services and dredging services. It is headed by by the Deputy Conservator.

12.104 A memorandum has been submitted by the Association on behalf of the Port Pilotage Services. It has been stated that the candidates for the Pilotage Service are recruited from among Master Mariners at sea. Therefore, their pay scales should be fixed having regard to the 'comparative parity' between the Masters and Pilots in respect of their qualifications, nature of work, responsibilities, etc.

12.105 It has been stated that whereas in the year 1954 the approximate ratio of a licenced pilot's starting wage to that of a Master's at sea was 87.8 per cent and in 1967 (based on the recommendations of the Desai Committee) 75.8 per cent, it has been reduced to 36.9 per cent in 1977. A reference has been made to the following observations made by the Lekur Committee:

"A balance should, therefore, be struck between sea emoluments and shore emoluments, after all these aspects of the question have been taken into account."

"We however agree that the ports must offer an adequate remuneration having due regard to the general demand for this category of personnel and to the terms offered by the Shipping Companies."

12.106 A reference has also been made to the following observations made by the Desai Committee:

"The scales at sea, however, have to be considered while prescribing scales of pay for Pilots and for the promotional posts available to the Pilots."

12.107 Based on the observations made by the Lokur Committee and the Desai Committee, the Association has drawn the conclusion that the two Committees not only maintained parity between the starting wage but also between the highest wage of the Master at sea vis-a-vis the Pilots. They have represented that while the wages of Masters at sea have been revised every two or three years, those of the pilots have stagnated. They have urged for a substantial enhancement of the wages of the Marine Officers. Based on an average of the wage levels obtaining in 1954 and 1967, vis-a-vis the Masters at sea, they have claimed 87.3 per cent of the Masters' wages for the Pilots. It has also been contended that over the past 10 years the number of large vessels, especially those over 30,000 GRT, calling at the port has increased. These large vessels have had to be handled without any improvement in navigational aids such as navigation marks, power of tugs and other floating crafts, communication system, harbour depths, widths of channels and dock entrances. This has imposed a very heavy mental and physical strain on the pilots. It has been urged that senior members of the service such as

Master Pilots, Dock Masters, Harbour Masters and Deputy Conservator, are among the senior most in their profession as compared to other services employing Master Mariners. Their experience and long period of service should entitle them to be compared with a senior Master at sea. The present level of their emoluments as compared to those at sea is a matter of dissatisfaction and frustration.

12.103 It is their contention that their wages must be treated on a different basis and that the principles relating to wage policy as formulated by the Ministry of Labour and the Bureau of Public Enterprises should not be applied to them.

12.109 As I have already discussed earlier, I am not able to accept the claim that the wages of Port Marine Services should have parity with those of Masters at sea. The minimum qualifications prescribed for a pilot are a Certificate of Competency as Master(Foreign Going) with about 6 months experience as Chief Officer. The fact that at the entry point the minimum experience required is at the level of Chief Officer and not of Master at sea cannot be ignored in evolving the new pay structure. I have proposed the revised scales having regard to all the relevant factors such as qualifications, the training and other background that the pilots have in common with the Master Mariners at sea, the general demand for this category of personnel and the wage levels admissible to them at sea and on shore in other employments, the need

to attract and retain recruits with the right qualifications and experience in the interest of maintaining the port operations at an efficient level, the minimum length and level of experience required for recruitment of Master Mariners as pilots, the technological changes in ships calling at the port including changes in their size and the difficulties of navigation attendant thereon, etc.

Compensation for extra work/Overtime Allowance

12.110 It has been stated in the representation submitted by the Association that a pilot's work is physically strenuous and it is unsafe to have a tired pilot handle a large vessel through restricted and congested waters as his judgment is likely to be impaired by his fatigued nerves. It has been demanded that -

- (a) no officer should be required to do duty for more than 8 hours by day or 6 hours by night in any period of 24 hours;
- (b) no officer should be required to work on two or more consecutive nights;
- (c) no officer should be required to be on duty for a total of more than $5\frac{1}{2}$ days a week;
- (d) every officer, if required to be on duty on Port Trust holidays should be given another day off in lieu of such holiday.

12.111 Till arrangements to fulfil the above requirements can be made, it is stated, the pilots should be paid realistic and reasonable remuneration for the extra work

performed. For this purpose the officers should be divided into two categories based on the present pattern of work - (a) Master Pilots and Dock Master, i.e. officers who actually remain at the place of work for 24 hours at a stretch and (b) Pilots i.e. officers who though do not actually remain in their place of duty are required to be available at short notice throughout the 24 hours.

12.112 As regards category (a), it is claimed that they should be paid overtime on an hourly basis for duty performed in excess of 8 hours on week days and 5 hours on Saturdays. Engineers on the Pilot Vessel who keep exactly the same hours of duty as Master Pilots are paid 4 hours overtime at single rate of basic pay. There is no reason, it is argued, why there should be discrimination against the officers of the Pilotage Service.

12.113 As regards (b) the present position is that the pilots are getting a fixed overtime of Rs.200 per month for performing duties on the basis of "24 hours on and 24 hours off". In addition they are paid Rs.40 per act of pilotage in excess of 33 acts a month. During the hearing, it was demanded that the Pilots should be paid overtime on hourly basis instead of on an act basis as is the present practice. However, after the hearing, by a letter dated the 26th February 1978, the Association has intimated that compensation for extra work should be on the basis of acts and not hours as originally stated in the

memorandum. The present act-wise compensation should be enhanced and granted according to the tonnage of the ship handled i.e. Rs.50 per act for a vessel upto 2000 GRT, Rs.60 for a vessel upto 4000 GRT, Rs.75 upto 8000 GRT, Rs.100 upto 12,000 GRT, Rs.125 upto 18,000 GRT and Rs.160 for all full tonnage jobs.

12.114 It has also been represented that for this purpose the pilot should be credited with one act every time he boards a ship that he has been booked to move, though he does not do so due to no fault of his own. Compass adjustments and engine trials should also be treated as acts of pilotage. Similarly, when a vessel is warped into the Mazagon Dock, the pilot should get an extra act.

12.115 I am unable to accept the Association's plea that overtime payment per act should be granted according to tonnage. The pilots are supposed to handle ships of all sizes - big as well as small - and their pay scale takes this into account. No special recognition can be given except in the case of vessels of extraordinarily large size such as World Bank tankers which might present special difficulties in handling.

12.116 Considering the revised pay scales, other relevant factors including changes in ship sizes, I have already recommended elsewhere that the existing rate of overtime may be enhanced from Rs.40 per act to Rs.60 per act for all acts of pilotage above the norm of 28 acts per month.

~~I have also recommended that~~ the consolidated overtime of Rs.200 per month may continue but overtime at the rate of Rs.60 per act above the norm, need not be set off against the consolidated overtime.

12.117 The two Master Pilots on the Pilot vessel, the two Master Pilots at the Harbour Control Station and the two Dock Masters at Butcher Island are, no doubt, required to be at their places of duty for 24 hours at a stretch. However, their actual duty is of an intermittent nature and is of a much shorter duration. It would not, therefore, be appropriate to calculate their overtime on an hourly basis for the entire period. The duties of the marine engineer on the pilot vessel are of a different nature. A comparison with him would not be quite apt. Two Master Pilots on the Pilot vessel, two Master Pilots at the Harbour Control Station and two Dock Masters at Butcher Island are at present in receipt of a fixed overtime of Rs.200 per month. It will be sufficient if this rate is enhanced to Rs.400 per month and I recommend accordingly. The enhanced rate that I have recommended takes into account duty during the hours of 2200 and 0600. Night Weightage that I have recommended elsewhere will not, therefore, be admissible to these officers in addition. I understand that there is a relieving Master Pilot who draws the fixed overtime on a pro-rata basis for the days he relieves the Master Pilots and Dock Masters entitled to the fixed overtime. He may also be given the benefit of overtime at the revised rate on a pro-rata basis.

12.118 I cannot support the plea that the officers should not be required to do duty for more than $5\frac{1}{2}$ days in a week.

12.119 The Lokur Committee had recommended that when the number of pilotage acts carried out by each pilot in a month exceeded twenty-eight, he should be paid Rs.40 for each additional act. The Committee did not, however,

define an act of pilotage. Acts of pilotage were defined by the Trustees, vide Resolution No.49/1956, as follows:

"The transporting of a vessel from stream to dock or vice versa, or from Pir Pau to Harbour Wall or vice versa or from one anchorage to another in stream should constitute an act of pilotage, as in the case of a ship from sea to stream or sea to dock or vice versa.

But in the case of vessel transporting from stream to the Mazagon Dock and Warping into the dock, this should count as a single act of pilotage even though 2 bills are preferred for this movement.

Also a vessel adjusting compasses or taking engine trials and then to sea or stream should be one act of pilotage althrough an extra bill is preferred for manoeuvring the ship whilst the compasses are being adjusted or engine trials are taken.

A pilot who has attended a ship, which was not ready to leave her berth, could not be said to have performed an act of pilotage because he would not have shifted the vessel from her berth.

Similarly, a Pilot detailed to intercept a vessel, enroute to another port, to deliver Ship's papers, charts, etc. at the request of a Shipping Company, cannot be said to have performed an act of pilotage althrough a fee of Rs.50 would be recovered for this service."

12.120 The Desai Committee had recommended that for the purpose of calculating overtime an act of pilotage should

be taken as "every movement of a ship which necessitates the provision of a Pilot whatever may be the purpose for which the movement of the ship takes place."

12.121 The contention of the Association is that the correct meaning of the recommendations of the Desai Committee is that each turn of the Pilot, irrespective of whether the ship is actually moved or not, should be considered as an act of pilotage. I am unable to accept this interpretation. The recommendation defines an act of pilotage as 'every movement of a ship.....'; where a movement does not take place, there cannot be an act of pilotage.

12.122 Engine trials, compass adjustment, warping into the Mazagon Dock do involve some movement of a ship, though restricted. They also require use of the Pilot's professional skill and knowledge. However, the time taken in these acts and the degree of skill required are not the same as in a regular act of pilotage. It would be appropriate if each of these acts is treated as half an act of pilotage for the purposes of overtime and I recommend accordingly.

12.123 I am unable to accept the claim that when a pilot is detailed to intercept a vessel en route to another port to deliver ship's papers, charts, etc., or who boards a ship which does not move, should be treated as having performed an act of pilotage. No movement of

a ship necessitating the presence of a pilot or use of his professional skill as such is involved. Such duties must be regarded as incidental to the functions of a pilot and sufficiently covered by his normal pay and allowances. However, I recommend that such duties should not constitute a loss of turn for the pilot as is the practice now.

12.124 It is represented that when a pilot has to take leave for a part of the month on grounds of sickness or for other valid reasons, the norm of 33 acts a month is not proportionately reduced with the result that he does not get compensation for the extra effort already put in. Similarly, when a senior pilot is asked to perform the duties of a Master Pilot or a Dock Master in a casual or short-term vacancy, he is deprived of the opportunity to earn overtime for acts over the monthly norm.

12.125 I think there is some validity in this submission. In such cases the norm should be reduced in proportion to the period for which the pilot has been on pilotage duty, provided that such period is not less than 13 working days in a month and I recommend accordingly. In a case where the pilot has been given the pay and allowances of the higher post, the question of making any proportionate reduction in his work norm as pilot does not arise.

Night Pilotage

12.126 It has been demanded that all Master Pilots and Dock Masters performing duties during the hours of

2200 and 0600 be paid night weightage at the rate of 10 minutes per hour of duty. The rate per hour should be calculated on the basis of pay plus allowances divided by 240. So far as pilots are concerned it has been stated that it would be difficult to calculate the total time spent by a pilot on night duty and that, therefore, it may be compounded on a lump sum basis. It has been stated that on an average an act of pilotage takes about 4 to 6 hours and that, therefore, it would be appropriate if he is paid one hour's wage as night weightage for every pilotage act for the period between 2200 and 0600 hours. with a minimum of Rs.10 per act.

12.127 Elsewhere, I have already stated that the fixed overtime of Rs.400 recommended for the Master Pilots on the Pilot Vessel and Control stations and Dock Masters at Butcher Island take into account their duty during 2200 hours and 0600 hours. I have also discussed the general question of night allowance in Chapter V and made appropriate recommendations. I need not go over that ground again here.

12.128 As I have discussed elsewhere, a fixed shift system is not suitable to the requirements of shipping. I am not, therefore, able to support the demand that the Pilots should be put on eight hours shift duty instead of the present turn system. However, this is an administrative matter for the port authorities to decide. If the Pilots are put on a shift system, it would be appropriate to reckon overtime on hourly basis having regard to the time spent on actual duty. In that event night weightage should also be reckoned in terms of hours of duty done between 2200 hours and 0600 hours at the rate of 10 minutes per hour and not at the per act rate that I have suggested for night movements.

Allowance for handling large tankers

12.129 At present the pilots are in receipt of an allowance at the rate of Rs.75 for each inward and outward movement of tankers of over 60,000 DWT. It has been stated that the basis on which this allowance at Rs.150 for inward and outward movement was fixed is not clear except that a similar allowance is being paid in Madras. It is stated that the conditions in Madras are much simpler than those in Bombay and it is unfair to fix the allowance in comparison with the rate payable in Madras. An allowance at the rate of Rs.300 for each inward and outward movement has been demanded.

12.130 I have discussed the demand regarding tonnage allowance as a general issue in Chapter V. As stated therein, it will be sufficient if the allowance is enhanced from Rs.75 to Rs.100 per movement during the day and to Rs.150 per movement during the hours of 2200 and 0600 hours. Night allowance of Rs.30 per act would not be admissible in addition.

12.131 It has been demanded that the tanker allowance should be given to the Dock Masters at Butcher Island also at the same rate as the pilots.

12.132 The consideration that justify the grant of such an allowance to the pilots do not exist in the case of the Dock Masters. The request cannot be supported.

Cold Move Allowance

Length Allowance

12.133 The members of the Pilotage Service will also be eligible for Cold Move Allowance and Length Allowance at the rates and on the conditions that I have recommended in Chapter V.

Motor Car Allowance

Uniform Allowance

Mess Allowance

12.13².1 I have covered this allowance in Chapter V and made appropriate recommendations.

Port Department

Administrative Officer and Stores Officer

12.134 The two posts are on the scale of Rs.475-1100. Appointment to them is made by promotion from amongst class III staff in the grade of Assistant Superintendent and above. It is stated that the Administrative Officer has to handle day to day business of the department, and render staff assistance to the Head of the Department in dealing with office administration and labour disputes. The Stores Officer handles stores of the value of about Rs.15 lakhs per annum. It is contended that the duties of the two posts are highly onerous and responsible and that their pay structure should be so devised that they should be able to reach the maximum of the scale within a period of 5 to 6 years before retirement. They should be given a higher starting salary.

12.135 Prior to their appointment as Administrative Officer/Stores Officer, departmental candidates have had the benefit of several promotions from the level of Clerks, B Scale. The general pattern of pay scales cannot be disturbed merely to enable them to reach the maximum prior to their retirement. Generally, their pay in the lower scales prior to promotion would be at a stage well above the minimum of the scale of Administrative Officer/Stores Officer. No further escalation is considered necessary. I have proposed the revised scales having regard to all the relevant factors.

Berthing Services

12.136 The Berthing Services consist of the Berthing Masters, Assistant Dock Masters, Senior Assistant Dock Master and the Port Department Inspector. The qualifications required for joining this service are that a candidate must be in possession of a certificate of competency as Master Home Trade and that he must have put in a sea service of 5 years on Home Trade ship. After selection he has to serve as a probationary Berthing Master for at least three months. After completion of this probationary period he is examined by a committee and if found competent he is appointed as a Berthing Master.

12.137 A Berthing Master is in charge of moving a vessel from lock gates into a dock berth and vice versa, shifting of vessels in the dock from one berth to another, shifting ahead or astern or double banking of vessel and also moving a vessel from a dock berth into the dry dock or vice versa. The Berthing Masters are supposed to work in rotation on a turn system and are liable to be called as and when required, depending upon the number of vessels calling on any particular day. They are entitled to a day off every week. However, for some time past the Berthing Masters have been working from 6 a.m. to 6 p.m. only following a unilateral decision of their own.

12.138 The present scale of the Berthing Master based on the recommendations of the Bombay Port (Marine Services) Enquiry Committee is Rs.900/950-1400. Immediately, before

the last revision it was Rs.740-40-920 with a special pay of Rs.200. The special pay was merged in the scale as a result of the last revision.

12.139 The Assistant Dock Masters are appointed by promotion from among Berthing Masters according to their seniority. The Assistant Dock Masters in Indira Dock assist the Dock Master in warping the vessels through the lock. They also assist him in mooring and unmooring the ships and in berthing them alongside the harbour wall and Ballard Pier berths. It is their duty to see that tugs are available for each movement, the shore and mooring crew are ready, the jolly boats are present and the fenders are correctly positioned. They also ensure that the Harbour Wall, Ballard Pier or East Mole are clear of launches and other crafts before the vessel docks. They work under the directions of the Dock Master and the Senior Dock Master. They ensure that Berthing Masters are available for each movement. There are three Assistant Dock Masters attached to the Indira Dock. They work in shifts of 8 hours each and get their weekly off.

12.140 The Assistant Dock Masters in Prince's and Victoria Docks also carry out actual shifting and berthing of vessels as and when required, in addition to the duties similar to those of Assistant Dock Masters in the Indira Dock. The senior-most Assistant Dock Master attends to administrative work connected with the running of the dock

establishment. He is responsible for inspection and maintenance of fenders, life buoys and supply of stores and fuel to the tugs and launches.

12.141 The Senior Assistant Dock Master is on the scale of Rs.1350-1600. Prior to revision/his scale was Rs.740-1020 with a Charge Allowance of Rs.80 and a special pay of Rs.200. The Charge Allowance and Special Pay were merged in the scale when the pay was last revised.

Appointment of Senior Assistant Dock Master is made by promotion of Assistant Dock Masters on the basis of seniority-cum-suitability. The Senior Assistant Dock Master in Indira Dock works under the Senior Dock Master during office hours and assists him in the administrative work connected with the Indira Dock establishment. He looks after the stores and maintenance of fenders at various berths, arranges for supply of fuel and stores to various crafts and supervises the shore crew.

Port Department Inspector

12.142 The present scale of the Port Department Inspector is Rs.1350-1600. Prior to the 1st July 1967 his scale was Rs.740-1020 with a Charge Allowance of Rs.80 per month and a special pay of Rs.200 per month. The Charge Allowance and special pay were merged in pay when the scale was last revised. The post is filled by selection from among the berthing staff. Port Department Inspector is in charge of Harbour Patrol and is vested with the powers of an Assistant Commissioner of Police. He ensures compliance

with the port rules by keeping the dock and harbour channels clear keeping the fishermen within their limits, preventing drift of fishing in main fairways, preventing too many cargo boats coming alongside and obstructing vessels moorings etc. He also ensures that passenger boats are regularly licenced and carries out periodical inspection to enforce the Passenger Boat Rules.

12.143 It has been stated that on account of the narrow and restricted space of the Indira and Prince's and Victoria Docks, manoeuvring of the ships to bring them to their respective berths requires special skill. It has been contended that the Bombay docks are a century old and were built for requirements of ships of much smaller size and type. Today, Berthing Masters have to handle ships which are bigger in length, width and depth. They have to manoeuvre them without adequate facilities such as walki-talkie sets, motor boats and other modern equipment and have thus to shoulder heavy responsibility and undergo severe mental strain. Constant changes in working programmes such as cancellation, shifting and re-booking of the ships, very often at short notice, keep the Berthing Masters tied down in the docks for a long time. It is stated that until the year 1961, movement of ships to Bombay docks was restricted between the hours of sun-rise and sun-set. The Berthing Masters were working for 12 hours only. On the recommendations of the Lokur Committee a shift system of six hours each was tried in the year 1960 but had to be abandoned as not practicable. It is urged that working

round the clock affects social life and health. Night work requires greater effort, meal times are disturbed resulting in injurious effect on the health. There are 19 sanctioned posts of Berthing Masters of which five are lying vacant. On account of increase in the number of ships calling at the Port of Bombay, frequent shifting from one berth to another, the pressure of work on Berthing Masters has increased. Shortage of Berthing Masters has put restrictions on leave and other privileges. The posts have remained unfilled because the emoluments offered by the Port are not sufficiently attractive. The disparity between the emoluments earned by a sea-going Home Trade Master and a Berthing Master has widened considerably. The opportunities for promotion are few; there are only six posts of Assistant Dock Masters, one post of Senior Assistant Dock Master and one post of Port Department Inspector to which the Berthing Masters can aspire for promotion. Comparisons have been made with the emoluments of Chief Officers with Home Trade Masters Certificate at sea and the following scales have been demanded for the Berthing Masters and other categories:

Berthing Master	- Rs.1950-140-2650-170-3500 (Rs.1900 fixed for Berthing Master on probation)
Assistant Dock Master	- Rs.3000-3740
Senior Assistant Dock Master and Port Department Inspector.	- Rs.3850 (fixed).

12.144 It has been represented that prior to the last revision by the Desai Committee, the members of the

Berthing Services were paid Rs. 200 per month for working round the clock. The Special Pay was not admissible in Calcutta. But after the Desai Committee merged it with pay, the scales in Bombay and Calcutta became the same though the Berthing Masters in Calcutta worked on a shift system. It is their grievance that under the turn system, the Berthing Masters are tied down for 24 hours. They have demanded introduction of a shift system of 8 hours a day with payment of overtime for work beyond 8 hours as is the system in Calcutta. It has also been suggested that the Assistant Dock Masters should work for only six hours a day as they have to undergo mental and physical strain.

12.45 The question of parity with emoluments at sea has been discussed in dealing with the representation submitted by the various Marine Services. Neither the duties nor the working conditions of the Chief Officers at sea compare with those of the Berthing Masters in ports. However, it has to be recognised that the Chief Officers at sea with whom comparisons have been made in the representation and the Berthing Masters in Bombay have a common background and qualifications. In recruiting them the ports have to compete with the shipping companies and have to be prepared to offer emoluments sufficient to attract and retain personnel of the right qualifications and calibre. It has also to be appreciated that the Berthing Masters in Bombay have to manoeuvre ships in

narrow and congested dock basings. Even if the waters are calm, manoeuvring in a narrow passage requires considerable degree of skill in ship handling and sound judgement. It has also to be conceded that there has been an increase in the number of larger vessels calling at the Port of Bombay and that handling of larger vessels requires a comparatively greater degree of skill. Though the claim of parity with emoluments at sea cannot be conceded, I have taken all the above factors into account in proposing the revised pay scales.

12.146 The Berthing Masters have demanded introduction of a shift system of eight hours a day as is the practice in Calcutta. As I have said earlier, the 'turn system' is the most appropriate system to the requirements of shipping which depends upon tide timings and other factors that fluctuate from day to day. I would not, therefore, suggest any change in the present arrangements. I would, however, suggest that in consideration of the inconvenience and the long spread-over that are involved in the turn system, the Berthing Masters may be given a consolidated overtime of Rs 200 per month provided that the system is worked round-the clock and not merely between the hours 0600 and 1800 or 0600 and 2100.

12.147 The Berthing Masters should, in addition, be paid Rs. 40 for each act over and above a norm of 40 acts per month.

12.148 If, however, for any reason, the port authorities decide to adopt a shift system, which in my view would not be suitable, over time should be reckoned on hourly basis having regard to the time spent on actual duty and not merely on stand by duty. It should be calculated at single rate of pay and dearness allowance. As suggested in the case of Pilots, night weightage also in that case should be reckoned in terms of hours of duty.

12.149 The Assistant Dock Masters and the Senior Assistant Dock Master should also be encouraged to do the jobs which are at present ordinarily done by the Berthing Masters so that they remain in trim and training. They should be remunerated for each such job at the same rate, per act as I have recommended above for the Berthing Masters.

Length Allowance

12.150 In view of the greater skill required for handling larger vessels, the Berthing Masters should be paid Rs. 30 for each act of berthing, unberthing and shifting vessels 575 ft. or above in length.

Night Weightage

12.151 In view of the greater degree of skill and alertness required for berthing and unberthing and shifting vessels at night in narrow and congested waters, the

Berthing Masters should be paid Rs.20 for each act of berthing, unberthing and shifting during the hours of 2200 and 0600.

Cold Move Allowance

12.152 The members of the Berthing Service will also be entitled to cold move allowance at the rate and on the conditions that I have recommended in Chapter V.

Dredging Service:

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12.153 The Dredging Service consists of a Dredging Superintendent, Senior Dredging Master, Dredging Masters/ and _____, Dredging Masters. All the Dredging Masters are required to be in possession of Certificates of competency as Masters Foreign Going. The post of Dredging Superintendent was created in 1975-76 and its present scale is Rs. 1850-2,000. It is filled by selection from /Engineers and Pilots. The Dredging Superintendent is amongst the Dredging Masters, Flotilla/under the control of the Deputy Conservator. The Senior Dredging Master is on the scale of Rs. 1500-1800. The post is filled by promotion from amongst Dredging Masters. He is in operational command of a dredger and is required to carry out all the duties of a Dredging Master. He advises the Dredging Superintendent and the Deputy Conservator on navigational matters connected with dredging. He also attends to certain administrative matters of the dredging fleet. The Dredging Masters are on the scale of Rs. 900/950-1700. The Dredging Masters are in overall charge of the dredger at all times.

12.154 The officers of the Dredging Services have referred to the emoluments admissible to Masters Foreign Going at sea and have demanded the following scales:-

Dredging Master:	2400-3500
Sr. Dredging Master:	3200-3600

Dredging Superintendent 3600-3800

12.155 A fixed overtime allowance of Rs. 400 instead of the present Rs. 200 per month has also been demanded for the Dredging Superintendent.

12.156 The question of parity with the emoluments of officers in the merchant navy at sea has been discussed in dealing with the representations of other marine services. The disparities between the sea wage and the port emoluments and other relevant factors have been kept in view in proposing the new scales. As regards the consolidated overtime, the present rate of Rs. 200 is adequate and does not call for any increase.

Mess Allowance;

12.157 It has been stated that the Suction Dredgers work round-the-clock and that the officers are away from shore for a minimum of 12 hours in each shift. They are left to fend for themselves for their meals, snacks etc. They do not have the facility of Bombay Port Trust Canteens as is available to shore-based employees. They have demanded a mess allowance of Rs. 250 per month.

12.158 At present no member of the Dredging Service is entitled to any mess allowance. The services of a cook are made available to them on board the dredgers.

12.159 They have to bring their own provisions. In

practice they arrange to have their meals brought from their houses through the attendants attached to them. The position of these officers is not much different from that of other officers working on shore. Most of them also bring their own meals. The Dredger Officers have the additional facility of cooks and messengers who have been provided by the Port Trust. The Crew on board the dredgers are similarly provided with ~~blanketies~~ and cooking facilities, ^{and no} / mess allowance is given to them. The request for mess allowance cannot be supported.

Shorthanded Wages:

12.160 It is stated that working shorthanded leads to physical and mental fatigue. It has been requested that each Dredging Master who has to work single handed in place of the usual complement of two Dredging Masters or has to forego a night off for want of one of the Relieving Dredging Masters should be paid Rs. 150 per shift.

12.161 The Dredging Masters are already in receipt of a substantial overtime. There is no need for ^{the} / grant of any shorthanded allowance.

Marine Engineers

12.1.62 The Bombay Port Technical Officers' Guild has submitted a memorandum on behalf of the marine engineers of the flotilla, both dredging and port, and also one shore-based marine engineer designated as Outdoor Foreman. It has been stated that the wide disparity between the emoluments of the marine engineers at sea and of the marine engineers in Bombay Port Trust has led to a drift from shore to sea resulting in acute shortage of marine engineers for port working. They have stressed that it is necessary to maintain a reasonable parity in emoluments at sea and at shore. No specific formula representing the reasonable parity has been suggested in the memorandum. However, during the hearing it was mentioned that 65% of the emoluments at sea might be a reasonable level. It has been contended that the profession of marine engineers is both hazardous and strenuous. They have to work in cramped spaces for long hours during day and night resulting in abnormal fatigue. There are no promotion prospects for them. The Guild has suggested a scale of Rs. 2100-3400 for the marine engineers maintaining the differential of Rs. 500 at the minimum and Rs. 1,000 at the maximum that existed in 1967-68 between the Chief Engineer's pay scale at sea and the pay scale of Rs. 950 - 1600 recommended by the Desai Committee.

12.163 The question of parity with emoluments at sea has been discussed in dealing with representations from other marine engineers. Even the Guild recognises that parity with emoluments at sea cannot be maintained and suggests that some approximation, about 65%, would be reasonable. I have taken all the relevant factors into consideration in proposing the new scales.

12.164 It has been demanded that the Outdoor Foreman should be given a consolidated overtime to compensate him for extra hours of work that he has to put in beyond his normal working hours while attending to the survey and repairs of the flotilla.

12.165 It is understood that the overtime work of the outdoor Foreman is of an occasional nature. As I have said elsewhere such overtime is inherent in an officer's position and responsibility and is supposed to be covered by his pay scale. No case has been made out for a consolidated overtime for the Outdoor Foreman.

Night Weightage:

12.166 It has been stated that in the case of Dredging Masters and Dredging Engineers six hours of work at night are treated as 8 hours^{of}/day work. It has been demanded that the marine Engineers in the Port Department Flotilla who work on the basis of "24 hours on and 24 hours off" should be given the same night weightage.

12.167 As I have suggested elsewhere, night weightage at the rate of 10 minutes per hour may be given for

duty performed during the hours of 2200 and 0600. A higher weightage in the shape of reduced normal hours exists in the Dredging Flotilla for historical reasons. I see no justification for making a departure from the general recommendations that I have made in this behalf.

Mess Allowance:

12.168 It has been demanded that marine engineers of the Port Department and port flotilla who work on the system of "24 hours on and 24 hours off" should be given a mess allowance at the same rate as the Master Pilots and marine engineers on the Pilot Vessel "Venu".

12.169 The work on the Port Department flotilla is of an intermittent nature. When not engaged in towing and other duties, the crafts are alongside. It should be possible for the marine engineers to make their own arrangements for the meals on board. The Port Trust provides cooks and other facilities. Their position is not comparable with those of officers on the pilot vessel which is anchored at a long distance from the shore. No mess allowance is considered necessary.

Compensation for Dual Duties on Grab Dredgers:

12.170 A dual duty allowance of Rs. 100 p.m. is being paid to the marine engineers in charge of Vikas and Jhalsur, where a Dredging Master is not provided at present. A demand has been made that at least 75% of the new pay scale of Dredging Master Foreign-going that may be proposed, should be given as special pay to the engineers.

12.171 Under the present arrangement, the marine engineer is responsible for general control of the engine room crew of the Dredger and the dredging operations in addition to his own responsibilities in respect of the engine room. There is an Inland Master Grade A for navigation. The Engineer does not control the deck staff; he gives direction for dredging purposes only. For this kind of limited duty, a claim for a share in the so-called saving on wages of a Dredging Master FG cannot be considered. The present practice of giving a special pay may continue. The special pay may, however, be increased from Rs. 100 to Rs. 150 p.m. In the case of those who are getting it at that rate on a personal basis, there will be no change.

Compensation for Additional Duties on Floating Crane:

12.172 It is stated that the engineers on the floating cranes 'Sarus' and 'Shrawan' have, in addition to their duties in respect of operation and maintenance of the machinery, to keep account of the cranes' working. It is demanded that for this dual duty, they should be paid compensation equal to 20% of the new pay scales that may be proposed for them.

12.173 The engineer does not control the deck staff. Burden of taking care of the safety and keeping account of the heavy lifts etc. is small. In certain other ports similar duties are discharged by less qualified personnel. It is not considered necessary to suggest any special allowance for this purpose.

Revised Pay Scales

12.174 I recommend that the existing scales of the various posts in the Bombay Port Trust may be revised as ^{indicated} in the annexed schedule.

BPT 1

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
1.	<u>Deputy Chairman</u> General Manager	2500-125/2-2750	2750-125/2-3000
2.	Manager (Services and U&M)	2250 fixed	2525-100-2725-125/2-2850
3.	Manager (General Duties)	1900-100-2200	2400-100-2700

SECRETARY'S DEPARTMENT

4.	Secretary	1700-100-2000	2200-100-2700
5.	Deputy Manager (Services)	1400-60-1700	1900-75-2200-100-2300
6.	Personnel Officer	1200-50-1500	1700-55-1920-60-2100
7.	Deputy Secretary	1200-50-1500	1700-55-1920-60-2100
8.	Assistant Secretary (Public Relations)	950-50-1400	1400-50-1650-EB-50-1950 plus special pay of Rs. 200 per month. Future incumbents may be given the scale of Assistant Secretary, namely Rs. 1300-50-1650-EB-50-1900 with a special pay of Rs. 200 per month
9.	Assistant Secretary	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
10.	Junior Assistant Secretary	475-475-525-35-770-EB-35-840-40-1000-50-1100.	950-40-1110-45-1245-EB-45-1380-50-1630.

EPT 2

Sl. No. Post	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
11.	Probationary Officer	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245-EB- 45-1380-50-1630
12.	Director, Planning and Research	1200-50-1600	1900-75-2200-100-2300
13.	Research Officer	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245-EB- 45-1380-50-1630
14.	Private Secretary to the Chairman	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245-EB- 45-1380-50-1630
15.	Private Secretary to the Deputy Chairman	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245-EB- 45-1380-50-1630.

LABOUR DEPARTMENT

16.	Chief Labour Officer	1200-50-1600	1900-75-2200-100-2300
17.	Labour Officer	700-35-770-EB-35- 840-40-1000-50- 1100 plus special pay plus special pay of Rs. 100 for supervision of co-operative consumer's societies.	1300-50-1650-EB-50- 1900 plus special pay plus special pay of Rs. 100 for supervision of co-operative consumer's societies.
18.	Welfare Officer	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1380-50- 1630.

EPT 3

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
19.	Catering Officer	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1380-50- 1630.

ACCOUNTS DEPARTMENT

20.	Chief Accountant	1900-100-2200	2475-100-2675-125/2- 2800
21.	Additional Chief Accountant	1700-100-1900	2200-100-2500
22.	Deputy Chief Accountant	1400-60-1700	1900-75-2200-100-2300
23.	Deputy Chief Accountant (Junior)	1200-50-1500	1700-55-1920-60-2100
24.	Assistant Accountant	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
25.	Junior Assistant Accountant	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100 plus special pay at 20 per cent of pay to one post of Junior Assistant Accountant-in-Charge of pay sheet section: for attending to payroll saving scheme work in addition to his normal duties.	950-40-1100-45-1245- EB-45-1380-50-1630. plus special payat 20 per cent of pay, subject to a maximum of Rs.200 per month to one post of Junior Assistant Accountant in charge of pay sheet section for attending to payroll savings scheme. work in addition to his normal duties.

EPT 4

Sl. No. Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
26. Probationary Junior Asstt. Accountant	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1380-50-1630
27. Cost Accounts Officer	800-40-1000-50- 1200-50/2-1350	1300-50-1900-EB-50- 2100
28. Junior 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.

LEGAL DEPARTMENT

29. Legal Adviser	1800-100-2000- 125/2-2250	2300-100-2500-125/2- 2750
30. Deputy Legal Adviser	1200-50-1500	1700-55-1920-60- 2100
31. Assistant Legal Adviser	800-40-1000-50- 1200-50/2- 1350	1300-50-1650-EB- 50-1900
32. Assistant Legal Adviser (Temporary)	800-40-1000-50- 1200-50/2- 1350	1300-50-1650-EB-50- 1900
33. Junior Assistant Legal Adviser	700-35-770-EB- 35-840-40- 1000-50-1100	1200-45-1380-50-1430 - EB-50-1630
34. Junior Assistant Legal Adviser (Temporary)	700-35-770-EB- 35-840-40-1000- 50-1100	1200-45-1380-50-1430- EB-50-1630.
35. Second Junior Assistant Legal Adviser	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1380-50-1430- EB-50-1630.

EPT 5

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

36.	Estate Manager	1400-60-1700- 100-2000	1900-75-2200-100- 2600
37.	Deputy Estate Manager	1200-50-1500	1700-55-1920-60- 2100
38.	Assistant Estate Manager	800-40-1000-50- 1200-50/2- 1350	1300-50-1650-EB- 50-1900
39.	Assistant Estate Manager (Junior)	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1380-50- 1630.
40.	Probationary Officer	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1380-50- 1630.

DOCKS DEPARTMENT

41.	Docks Manager	1700-100-2200	2475-100-2675-125/2- 2800.
42.	Additional Docks Manager	1700-100-1900	2200-100-2500
43.	Deputy Docks Manager	1200-50-1400-60- 1700	1700-55-1810-70- 2 300

BRT 6

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
44.	Deputy Docks Manager (Co-ordination)	1200-50-1400-60-1700	1700-55-1810-70-2300
45.	Deputy Docks Manager (Junior)	1200-50-1500	1700-55-1920-60-2100
46.	Assistant Manager	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900.
47.	Assistant Manager (Hazardous Cargoes)	800-40-1000-50-1200-50/2-1350.	1300-50-1650-EB-50-1900
48.	Assistant Manager (Junior)	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630.
49.	Probationary Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630.
50.	Probationary Officer (Supernumerary)	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630.
51.	Chief Inspector, Docks	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630.
52.	Cash Supervisor	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630.

BPT 7

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
53.	Bills Supervisor	475-475-525-35- 770-EB-35-840-40 1000-50-1100	950-40-1110-45-1245- EB-45-1380-50- 1630.

RAILWAY DEPARTMENT

54.	Railway Manager	1400-60-1700-100- 2000	1950-75-2100-100-2600
55.	Assistant Manager	800-40-1000-50- 1200-50/2- 1350	1300-50-1650-EB-50- 1900
56.	Assistant Manager (Junior)	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100	950-40-1110-45-1245- EB-45-1380-50- 1630.
57.	Railway Inspector	425-25-500-35- 680-EB-30-830- 35-1040	900-35-1040-40-1080- EB-40-1400-EB- 45-1580.

MEDICAL DEPARTMENT

58.	Chief Medical Officer	1700-100-2200	2 200-100-2700
59.	Chief Surgeon	1400-60-1700	1900-75-2200-100- 2300
60.	Chief obstetrician and Gynaecologist	1400-60-1700	1900-75-2200-100- 2300

Sl. No.	Designation of Post	EPT 8	
		Existing Scale Rs.	Proposed Scale Rs.
61.	Chief Radiologist	1400-60-1700	1900-75-2200-100-2300
62.	Assistant Chief Physician (Hospital)	750-40-950-50-1400	1250-50-1650-EB-50-1950.
63.	Assistant Chief Pathologist and Bacteriologist	750-40-950-50-1400	1250-50-1650-EB-50-1950
64.	Assistant Chief Anaesthetist	750-40-950-50-1400	1250-50-1650-EB-50-1950
65.	Assistant Chief Medical Officer (Hospital)	750-40-950-50-1400	1250-50-1650-EB-50-1950
66.	Assistant Chief Medical Officer (Head Office and Dispensaries)	750-40-950-50-1400	1250-50-1650-EB-50-1950
67.	Senior Resident Medical Officer (Surgery) Senior Resident Medical Officer (Medicines) Senior Resident Medical Officer (Obstetric and Gynaecology).	525-35-770-EB-35-840-40-1000-50-1200-50/2-1350	1000-40-1120-45-1300-EB-50-1650-EB-50-1900
68.	Senior Resident Medical Officer (Anaesthesia)	525-35-770-EB-35-840-40-1000-50-1200-50/2-1350.	1000-40-1120-45-1300-EB-50-1650-EB-50-1900
69.	Senior Resident Medical Officer (Radiology)	525-35-770-EB-35-840-40-1000-50-1200-50/2-1350	1000-40-1120-45-1300-EB-50-1650-EB-50-1900.

EPT 9

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
70.	Resident Medical Officer	425-25-500-30- 680-EB-30-830- 35-1040	950-40-1110-45-1245- EB-45-1380-50- 1630
71.	Medical Officer	425-25-500-30- 680-EB-30-830- 35-1040	950-40-1110-45-1245- EB-45-1380,50- 1630.
		(In addition to grade pay and NPA, 6 posts of Medical Officers will carry a special pay of Rs.100 per month for performing duties of Medical Officer-in-Charge of dispensaries)	(In addition to grade pay and NPA, 7 posts of Medical Officers will carry a special pay of Rs. 100 per month for performing duties of Medical Officer-in-Charge of dispensaries).
72.	Administrative Officer	840-40-1000-50- 1100	1335-45-1380-50- 1630
73.	Matron	700-35-770-EB-35- 840-40-1000- 50-1100	1200-45-1380-50-1430- EB-50-1630.
		plus special pay Rs.100 per month for performing duties of Dietician-cum-Catering Officer	(The post will carry a special pay of Rs. 100 per month so long as the incumbent is required to perform the duties of Dietician and Catering Officer).
74.	Biochemist	475-475-525-35- 770-EB-35-840- 40-1000-50- 1100.	950-40-1110-45-1245- EB-45-1380-50- 1630.

BPT 10

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
75.	Dictionian-cum-Catering Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
76.	Senior Physiotherapist	425-25-500-30-680-EB-30-830-35-900	950-40-1110-45-1245-EB-45-1380-50-1630
77.	Senior Dental Surgeon	525-35-770-EB-35-840-40-1000-50-1200-50/2-1350	1000-40-1120-45-1360-EB-50-1650-EB-50-1900
78.	Health Educator	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
79.	Physician (Part-time)	500 fixed	700 fixed
80.	Dermatologist (Part time)	500 fixed	700 fixed
81.	Paediatrician (Part time)	500 fixed	700 fixed
82.	Orthopaedic Surgeon (Part time)	500 fixed	700 fixed
83.	E.N.T. Surgeon (Part time)	500 fixed	700 fixed
84.	Ophthalmic Surgeon (Part time)	500 fixed	700 fixed
85.	Honorary Pathologist Bacteriologist (Part time)	500 fixed	700 fixed
86.	Honorary Radiologist (Part time)	500 fixed	700 fixed

BPT 11

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
STORES DEPARTMENT			
87.	Controller of Stores (i) Prior 26.7.1976 (ii) On and from 26.7.1976	(i) 1400-60-1700-100-1800 (ii) 1800-100-2000	(i) 1900-75-2200-100-2400 (ii) 2300-100-2600
88.	Deputy Controller of Stores	1400-60-1700	1900-75-2200-100-2300
89.	Deputy Controller of Stores	800-40-1000-50-1200-50/2- 1250	1300-50-1650-EB-50-1900
90.	Purchase Officer	800-40-1000-50-1200-50/2- 1250	1300-50-1650-EB-50-1900
91.	Inspecting Officer	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
92.	Assistant Controller of Stores	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
93.	Junior Assistant Controller of Stores	475-475-525-35-770-EB-35-840-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
94.	Junior Assistant Controller of Stores (Probationary Officers)	475-475-525-35-770-EB-35-840-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
95.	Administrative Officer	475-475-525-35-770-EB-35-840-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630

BPT 12

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
CIVIL ENGINEERING DEPARTMENT			
96.	Chief Engineer	2100-125-2350-100-2450	2600-100-2900
97.	Additional Chief Engineer	2000-125-2250	2500-75-2650-100-2750
98.	Deputy Chief Engineer	1700-100-1900	2200-100-2500
99.	Superintending Engineer	1400-60-1700	1900-75-2200-100-2300
100.	Senior Executive Engineer	1200-50-1500	1700-55-1920-60-2100
101.	Junior Executive Engineer	800-40-1000-50-1250-50/2-1350 Junior Executive Engineer in charge of Marine Survey and Research Cell Division carries a special allowance of Rs.75 per month	1300-50-1650-EB-50-1900 Junior Executive Engineer in charge of Marine Survey and Research Cell will continue to get a special allowance of Rs.75 per month.
102.	Assistant Executive Engineer	475-475-525-35-770-EB-35-840-40-1000-50-1100 Two posts carry a special allowance of Rs.50 for performing additional duties in connection with hydraulic investigations	950-40-1110-45-1245-EB-45-1380-50-1630 Two posts will continue to carry a special allowance of Rs.50 so long as the incumbents perform the additional duties in connection with hydraulic investigations.

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
103.	Superintending Engineer (Design)	1400-60-1700	1900-75-2200-100-2500
104.	Junior Executive Engineer (Design)	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
105.	Assistant Executive Engineer (Design)	475-475-525-35-770-EB-35-840-40-1000-50-1100 plus Design Pay Rs.100 per month	950-40-1110-45-1245-EB-45-1380-50-1630 plus design pay Rs.100 per month
106.	Staff Officer, Civil Defence	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
107.	Administrative Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
108.	Senior Foreman Diver	1100-50-1300	1600-50-1900
109.	Junior Foreman Diver	800-40-1000-50-1150	1400-50-1700

MECHANICAL ENGINEERING DEPARTMENT

110.	Chief Mechanical Engineer	1900-100-2200	2475-100-2675-125/2-2800
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BPT 14

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
111.	Additional Chief Mechanical Engineer	1700-100- 1920	2200-100-2500
112.	Superintending Engineer (Mechanical)	(i) 1400-60-1700 (For non-Marine Engineers) (ii) 950-50-1600 (For Marine Engineers)	1900-75-2200-100-2300 Pay of a Marine Engineer on appointment as Superintending Engineer will be fixed according to the usual rule relating to fixation of pay.
113.	Senior Executive Engineer (Mechanical)	(i) 1200-50-1500 (For non-Marine Engineers) (ii) 950-50-1600 (For Marine Engineers)	1700-55-1920-60-2100 In the case of Marine Engineers appointed by promotion from the rank of Junior Executive Engineer (Mechanical), the scale should be deemed to be Rs.1700-60-2240
114.	Junior Executive Engineer (Mechanical)	(i) 475-475-525-35-770-35-840-40-1000-50-1100 (For non-marine Engineers with no experience or less than prescribed experience)	(i) 950-40-1110-45-1245-EB-45-1380-50-1630 (For non-marine engineers with no experience)

BPT 15

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
114.	Junior Executive Engineer (Mechanical)	(ii) 800-40-1000-50-1200-50/2-1350 (For non-marine engineers with prescribed experience)	(ii) 1300-50-1650-EB-50-1900 (For non-marine engineers with prescribed experience)
		(iii) 950-50-1600 (For marine engineers with prescribed experience)	(iii) 1550-50-1700-60-1880-EB-60-2240 (For marine engineers with prescribed experience)
115.	Administrative Officer	475-475-525-35-770-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
116.	Foreman (i) Machine Shop (ii) Boiler Shop (iii) Carpenter Shop (iv) Motor Shop (v) Blacksmith Shop & Chain Test House	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
117.	Outside Foreman	950-50 -1600	1550-50-1700-60-1880-EB-60-2240
118.	Electric Foreman (i) Southern Division (ii) Southern Division (Cranes) (iii) Northern Division (iv) Wadal-Antop Division (v) D and D Cell (vi) Constructions	800-40-1000-50-50-1200-50/2-1350	1300-50-16500-EB-50-1900

BPT 16

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
119.	Engineer Marine Oil Terminal	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
120.	Loco Foreman	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
121.	Engineer, Hydraulic Establishment	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
122.	Assistant Hydraulic	475-475-525-35- 770-35-840-40- 1000-50-1100	950-40-1110-45- 1245-EB-45-1380- 50-1630
123.	Station Engineer Grade I	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB- 50-1900
124.	Station Engineer Grade II	680-30-830-35- 1040	1200-40-1400-EB-45- 1580
125.	Diesel Engineer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
126.	Senior Shipwright Foreman	1100-50-1200-50/2- 1350	1300-50-1650-EB-50- 1900 with a special pay of Rs. 125 per month.
127.	Junior Shipwright Foreman	880-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900 with a special pay of Rs. 80 per month.
128.	Pumping Foreman	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900

BPT 17

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
PORT DEPARTMENT			
129.	Deputy Conservator	2000-75-2150-100-2350	2650-100-2750-125/2-3000
130.	Harbour Master	2000-50-2300	2550-75-2775-125/2-2900
131.	Senior Dock Master	1950-50-2200	2500-75-2575-125/2-2825
132.	Dock Master	1900-50-2100	2450-75-2600-125/2-2725
133.	Master Pilot	1850-50-2000	2400-75-2550-100-2650
134.	Pilot	1000-1100-50-1700-75-1850	1600-1700-60-2000-EB-60-2300-100-2500 A Probationary Pilot will start at the stage of Rs.1600 and on passing the prescribed examination and authorisation by the Central Government to Pilot Vessels, he will move on to the stage of Rs. 1700

BPT 18

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
135.	Port Department Inspector	1350-50-1600	1900-60-2200
136.	Senior Assistant Dock Master	1350-50-1600	1900-60-2200
137.	Assistant Dock Master	1250-50-1500	1800-60-2100
138.	Berthing Master	900/950-40-1350-50-1400	1500/1550-50-1800-EB-60-1980 A Probationary Berthing Master will start at the stage of Rs.1500 and on confirmation will move on to the stage of Rs.1550.
139.	Engineer Flotilla	850-50-1500 For those with MOT first class certificate of competency competency competency 950-50-1600 For those with MOT first class certificate of competency (diesel) or steam and diesel combined.	1550-50-1700-60-1800-EB-60-2240 Less Rs.100 for those with only steam certificate.
140.	Administrative 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.
141.	Stores Officer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45- 1245-EB-45-1380- 50-1630
142.	Port Safety and Fire Officer	500-30-680-EB- 30-830-35-1040	970-35-1040-40-1080- 1080-EB-40-1400- EB-45-1580
143.	Assistant Port Safety and Fire Officer	425-25-500-30-680- EB-30-830-35- 900	900-35-1040-40-1080- 1080-EB-40-1440
144.	Dredging Superintendent	1850-50-2000	2400-75-2550-100- 2650 fixed overtime of Rs.200 per month should continue at the existing rate.
145.	Senior Dredging Master	1500-75-1800	2050-75-2350-100- 2450-
146.	Dredging Master	900/950-50-1550- 75-1700	1500/1550-60-1970- EB-60-2150-100- 2350 A Probationary Dredging Master will start on Rs.1500 and on confirmation, will move on to the stage of Rs.1550
147.	Engineer-in-Charge	950-50-1600 plus special pay Rs.100 per month. (Special pay is Rs.150 per month for those who have held the post of Engineer-in-charge prior to 10.1.1967)	1550-50-1700-60- 1880-EB-60- 2240 plus special pay Rs.150
148.	Engineer Flotilla	950-50-1600	1550-50-1700-60- 1880-EB-60-2240

CHAPTER - XIII

KANDLA PORT TRUST

13.1 Kandla has five alongside open berths capable of receiving ships with a draft of 32 feet. One of them has been recently equipped with a marine unloader for unloading fertilisers. There is also an oil jetty capable of receiving tankers of 26000 DWT. The pilots board the vessels at Tuna Buoy 27.2 Kilometres from Kandla where they go in launches, whenever required. The controlling bar is 8 Kilometres from the outer Tuna Buoy and allows a draft of 32 feet at high waters and 13 feet at low waters. The Port has 3 dredgers, 4 tugs, and 29 other floating craft. It has 27 electric shore cranes and a variety of other equipment. It maintains its own workshop for repairs to its equipment except heavy repairs or annual surveys of larger craft which are sent to Bombay. It is served by railway system which is operated by Western Railways. It has two residential colonies-one at Kandla and the other at Gandhidham with 1447 quarters. It maintains a 24 bed hospital at Kandla and a 24 bed hospital at Gandhidham. The Gandhidham hospital is better equipped. It does not serve diet to the patients. The port has a work force of 2990 including 60 class I and 55 class II officers.

13.2 The Port Trust is responsible for the administration and maintenance of Gandhidham and Kandla townships.

13.3 The Port Trust has also been entrusted with the creation of infrastructure facilities for the offshore oil terminal at Salaya.

Secretary's Department

Secretary

13.4 The scale of the post is Rs.1200-1600. It is stated that this scale is lower than that of the other two non-technical heads of departments, viz., Financial Adviser & Chief Accounts Officer (Rs.1200-1800) and Traffic Manager (Rs.1200-1700). Secretary's Department besides servicing the Port Trust Board in regard to its meetings, is responsible for personnel matters, township management, administration of the two port schools, industrial relations and security. It has a staff of 236 including 12 class I and four class II officers. It is claimed that in the absence of a Deputy Chairman some of the functions which are performed by the Deputy Chairman in other ports, devolve on the Secretary. Considering his duties and responsibilities, the Secretary at Kandla should be on a scale higher than that of his counterparts at Cochin and Visakhapatnam.

13.5 I have taken these submissions into account along with other relevant considerations in proposing the revised scale.

Senior Labour Officer

13.6 There is one post of Senior Labour Officer in the Secretary's Department on the scale of Rs. 700-1100. There is also a post of Labour Officer on Rs.475-1100,

but it has not been filled since 1968. The duties of the Senior Labour Officer involve administration of welfare fund, organising welfare activities, sports, cleanliness campaign, family planning programme, attending to grievances of employees, appearance at conciliation meetings and providing assistance to the Secretary in discussions with the unions, assisting in the selection of candidates for filling class IV posts and generally assisting the departments in complying with the provisions of labour laws. It is claimed that there are no promotional outlets for the post. A claim has been made for a scale of Rs. 1500-2100.

13.7 I have suggested the revised scale having regard to all the relevant considerations.

Security Officer

13.8 The Security Officer is at present on the scale of Rs. 595-1200. He has under him 4 Inspectors, 4 Sub-Inspectors, 15 Havildars, 79 Sainiks and 4 female Sainiks, totalling 106. The post is filled by deputation of an officer of the rank of Deputy Superintendent of Police from the State Police Service. The deputationist has the option to retain the pay and allowances of his department plus a deputation allowance at the rate of 20 per cent or accept the scale prescribed by Kandla Port Trust, with appropriate allowances. It is claimed that having regard to its duties and responsibilities, the

post should be placed in class I senior scale of Rs. 800-1350.

13.9 The Security Officer has rather a small charge. The present level of his scale is adequate.

Personal Assistant to the Chairman

13.10 The post of Personal Assistant to the Chairman is on the scale of Rs. 425-1040. A claim has been made that in comparison with the duties of the post of Assistant Secretary, Grade II, which is on the same scale as the post of Personal Assistant to Chairman, the duties of the latter post are heavier. Further, the Personal Assistant is not in the line of promotion to higher posts. A request has, therefore, been made that this point should be borne in mind in revising the scale of the post.

13.11 I have duly taken note of this point in suggesting the revised scale of pay for the post.

Architect

13.12 The post of Architect is on the scale of Rs.800-1500. The present incumbent has represented that he joined as an Architect on the scale of Rs.600-1150 in 1960 with a higher starting salary. The scale was revised by the Desai Committee to Rs.800-1500. Port Trust Board has since approved of a proposal to revise the scale to Rs.800-40-1000-50-1200-50/2-1600, as personal to the incumbent. Government has, however, not approved of the proposal but has suggested that it be placed before me.

13.13 There are no posts of Architect except in Paradip. The duties involve preparation of architectural drawings for various types of buildings at Kandla, Gandhidham and Offshore Oil Terminal, construction drawings in respect of deposit works undertaken by the Port Trust on behalf of Government agencies, preparation of town planning lay-out, scrutiny of building plans submitted by lessees and management of building regulations. It has also been urged that on the engineering side persons who were drawing pay at a lower rate or on a lower scale have since moved up to higher posts. It has been requested that, therefore, this factor should also be given due weight in revising the scale.

13.14 The work devolving on the Architect has gone down over the years. No justification has been shown for an upward revision except that the incumbent has reached the

maximum of his present scale. Improvement of the scale as recommended by the Kandla Port Trust has no relevance to duties and responsibilities; in fact it really amounts to granting a stagnation increment. I have not favoured the grant of stagnation increments in my general approach. The present proposal would be inconsistent with this approach and cannot be supported. Even otherwise it has little merit.

Senior Law and Estate Officer

13.15 The post is on the scale of Rs. 800-1350. It has been claimed that its scale should be on par with that of the Legal Adviser at Bombay.

13.16 The claim has no substance and cannot be supported.

Accounts Department

Cost Accounts Officer

13.17 The post of Cost Accounts Officer carries the scale of Rs.800-1350. The incumbent has requested that the direct recruits should be given five advance increments at the time of appointment in view of their professional qualifications (Final examination of the Institute of Cost and Works Accountants of India). This is a matter for the administration to consider.

Traffic Department

Traffic Manager

13.18 The post of Traffic Manager is on the scale of Rs.1200-1700. A claim for parity has been made with Traffic Managers in other ports and at least with the Chief Engineer in Kandla. The duties of Traffic Manager are not comparable with those of Chief Engineer. I have suggested the revised scale having regard to all the relevant points.

Statistical & Research Officer

13.19 The post of Statistical and Research Officer carries the scale of Rs. 425-1040. It is under the Traffic Department. It is filled by direct recruitment. The qualification required is a post-graduate degree in Economics with Statistics or Operations Research and some experience of statistical work or research work in an organisation of repute. It is submitted that the duties consist of systematic collection, compilation and presentation of data on shipping, traffic and other operational matters. There are no promotional outlets for the post. It is urged that the pay scale of the post should be upgraded to class I junior from the date of its creation and thereafter the post should be included in the line of promotion of the Traffic Officers or in the alternative a time-scale promotion to the next higher scale, on completion of ten years service in the present scale, should be agreed to.

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I find that the work done by Statistical and Research Officer is of a simple nature. A higher scale as claimed and a time-bound promotion cannot be supported.

Medical Department

Chief Medical Officer

13.20 The post of Chief Medical Officer is on the scale of Rs. 1200-1500. The incumbent has represented that he joined the service in July 1972 and, therefore, he could not make a proper representation to the Desai Committee. The two hospitals at that time had a bed strength of 16 and there was only one dispensary at Kandla. Since then the bed strength has been raised to 50 and a new dispensary has been opened at Adipur. The facilities at the hospitals have since been enlarged and they have now an X-ray unit, Physiotherapy unit, operation theatre, labour room, Pathological laboratory, ECG monitoring scope, etc. An ICC unit will shortly be acquired. Hospitals and dispensaries cater to the employees of Central and State Governments, Food Corporation of India and Dock Labour Board and their families. The dispensary at Kandla is open to the public also. Despite all this responsibility, the C.M.O's scale is lower than that of even the Superintending Engineer. It is contended that the Chief Medical Officer's duties are more or less similar to those of Chief Medical Officers at Bombay, Madras, Calcutta and Cochin and he should be brought on par with them.

13.21 I have taken note of the submissions made by him in suggesting the revised scale.

13.22 A demand has also been made that since the Chief

Medical Officer has to attend to patients at his residence and a portion of the residence is earmarked for this purpose, rent recovery should be made at a lower rate of 7½ per cent of basic pay instead of 10 per cent of basic pay.

13.23 It should be adequate if the Port Trust assumes responsibility in respect of miscellaneous expenditure such as furniture and electricity for the portion earmarked for medical attendance at the residence. Demand for recovery of rent at a reduced rate cannot be supported.

Deputy Chief Medical Officer

13.24 A post of Deputy Chief Medical Officer on the scale of Rs. 750-1400 has been created with effect from the 1st June, 1977. The qualification prescribed is a post-graduate degree in medicine or surgery with three years experience. The post is filled by promotion of medical officers in the grade of Rs. 525-1350 failing which by direct recruitment. It has been urged that the scale should really have been Rs.1400-1700. It is demanded that the revised scale should be fixed treating the existing scale as Rs. 1700-2000.

13.25 The post was created on the 1st June 1977. There has been no change in its duties and responsibilities since then to warrant a fresh assessment. The demand cannot be supported.

13.26 A claim has been made for a special allowance of Rs.250 per month on the ground that in the absence of adequate medical facilities in Kutch area, the public also looks to the port hospital for treatment and this in turn adds to their workload and responsibilities.

13.27 Port Trust facilities and time are used in providing the treatment to members of the public. It is a part of the officers' normal duties. But for the facility being extended to the public, the number of medical officers could have been smaller. The doctors are also in receipt of non-practising allowance. The demand has no merit.

Assistant Medical Officers

13.28 The Assistant Medical Officers have submitted a joint memorandum and have also made oral submissions. Their main plea is that having regard to their qualifications which can be acquired only after undergoing a long and expensive professional course, they should be upgraded to class I as done by the Central Government on the recommendations of the Third Pay Commission. It is claimed that in the absence of resident doctors at the hospitals, they have to attend to the duties of the Resident Medical Officers in addition. They are also liable to be called out at any time for attending to emergencies. They have, therefore, asked for a scale of Rs. 1350-50-1700-75-2150 inclusive of dearness allowance, additional dearness allowance, house rent allowance and city compensatory allowance.

13.29 I have taken note of the submissions made by them in proposing the revised scale for the post of Assistant Medical Officer.

13.30 It is stated that the Assistant Medical Officers have to perform duties round the clock in addition to attendance at out-patient department daily. They should be compensated for work between 7.00 p.m. and 7.00 a.m.

13.31 The work at night is of an occasional nature. The officers are in receipt of non-practising allowance which must be deemed to compensate them for such work.

13.32 A claim has been made for extra remuneration for work on Sundays and holidays. I understand that attendance on Sundays and holidays is occasional and does not warrant any regular compensation.

13.23 A demand has been made for an allowance equal to 20 per cent of pay when an Assistant Medical Officer is asked to perform the duties of another medical officer in the latter's absence.

13.34 I understand that there are rules to regulate combination of appointments. Such cases should be dealt with according to those rules.

13.35 Kandla Port Trust hospitals and dispensaries are authorised to provide medical aid to employees of Central and State Governments and members of the public on payment of prescribed charges. It is claimed that the Assistant Medical Officers should be paid a consultation fee at the rate of Rs. 3 per patient out of the amount collected by the

Port Trust.

13.36 The claim cannot be supported as the Assistant Medical Officers are supposed to attend to such cases as part of their normal duties.

13.37 A claim has been made that all the Assistant Medical Officers who treat the employees of the Dock Labour Board and Food Corporation of India should be paid an allowance of Rs. 100 per month as is presently given to the Chief Medical Officer. The conditions under which payment is made to the Chief Medical Officer do not hold good in the case of Assistant Medical Officer. The demand, therefore, cannot be accepted.

13.38 One of the Assistant Medical Officers is in charge of the hospital at Kandla. A claim has been made that he should be given a charge allowance of Rs. 100 per month. The charge held by him is nominal and does not merit a separate payment as claimed.

13.39 Assistant Medical Officers have also asked for Kandla Allowance on the same grounds as those advanced by the Kandla Port Trust Engineering Officers' Association. My remarks on the demand by these officers apply equally here.

Engineering Services

13.40 Kandla Port Engineering Services Association has contended that the Desai Committee did not revise the scales on a proper basis. It is stated that there was no actual revision of pay scales but only an addition of an amount equal to interim relief at the minimum of the then existing pay scale and an amount of Rs. 100 at the maximum of the scale. The Committee had granted some relief in dearness allowance, but it had also been applied to marine officers. Consequently, the anomaly in the scales of pay of Class III and Class II officers and that between the pay scales of non-marine officers and marine officers was not eliminated. It has also been stressed that there has been a constant upward rise in prices and the officers find it difficult to maintain an adequate standard of living. The pay and allowances of engineers working in public and co-operative sector in the vicinity have been revised substantially although duties and responsibilities of the port engineers are harder and more hazardous than those of the engineers in the public sector and the co-operative sector. It has also been demanded that the minimum

of the Class II and Class I scales of engineers should be appreciably higher than the minimum of the highest Class III scales and there should be two scales at each level - one applicable to technical officers such as engineers and the other to administrative officers. As technical officers have longer hours of work, and have to carry their responsibility even outside the normal hours, their work is hazardous and entails considerable fatigue. Also, they undergo a longer and more expensive professional course than the non-technical officers. They should, therefore, have higher scales. Since the opportunities for promotion in the ports are limited, there should be sliding scales so that Junior Executive Engineers could automatically come over to the scale of Senior Executive Engineer after being in the lower scale for five years in the civil engineering department. The Junior Executive Engineers should move over to the Senior Executive Engineer's scale and thereafter as Superintending Engineers on completion of five years at each level in the Mechanical/Electrical Engineering Department. The Association has suggested that the following scales which are stated

to be inclusive of basic pay, dearness allowance, additional dearness allowance, house rent allowance, and city compensatory allowance at 26 per cent should be prescribed for the various posts of engineers:

Assistant Engineer/ Shift Engineer	1200-50-1700-75-2000
Assistant Executive Engineer/ Assistant Mechanical Superintendent	1350-50-1700-75-2150
Executive Engineer/ Electrical/Mechanical Engineering	1800-75-2100-100-2500
Plant Superintendent/ Senior Executive Engineer	2100-75-2400-100-2800

Similar submissions have been made by Engineer officers in other ports also and have already been discussed elsewhere. The claim for higher scale for the technical officers compared to non-technical officers at each level cannot be supported. Assessment has to be based on all relevant factors including duties and responsibilities and not qualifications alone. The claim for a system of sliding scale with automatic promotion on completion of a specified number of years of service, is against the concept of prescribing pay scales in accordance with duties and responsibilities and cannot be accepted. I have borne in mind the other submissions made and have suggested appropriate scales for the various posts.

Inducement Allowance:

13.41 A demand has been made that an engineer who acquires additional educational or professional qualifications in the field of engineering should be paid an extra allowance to induce others to acquire such qualifications. It is claimed that this may be beneficial to the port services. Elsewhere, I have taken the view that unless the job demands higher educational or professional qualifications or such qualifications serve a public interest, it would not be justifiable to grant an allowance for their acquisition. The demand for an inducement allowance as claimed cannot be supported.

Dust Allowance

13.42 It is stated that the officers working in port area are exposed to dust, chemicals etc, affecting their health adversely. It is stated that when the bulk fertiliser unloading plant is commissioned such exposure will be greater.

13.43 I consider that the complaint about dust nuisance is exaggerated. Officers of other departments are also similarly exposed. No case has been made out for a special treatment for the engineers. The claim cannot be supported. In any case, the remedy

does not lie in the grant of a special allowance. I am sure the port authorities will take appropriate measures to reduce the nuisance.

Site Allowance

13.44 The Executive Engineer and Assistant Engineer employed on designs work are at present paid a design allowance of Rs. 75 and Rs. 50 per month respectively. It is claimed that it is anomalous to make a distinction between the engineers assigned to design work and engineers assigned to execution of work and that the distinction should be removed by granting engineers working at sites or on operational jobs a site allowance.

13.45 The considerations for which a design allowance has been allowed do not apply to engineers assigned to field duty and inspection work. The obligation to go to site for inspection is a part of the normal duties of the engineers and is taken into account in fixing their pay scales. The demand for a separate site allowance cannot be accepted.

Kandla Allowance

13.46 In Kandla Port housing colonies are located at Kandla and at Gopalpuri. The distance between Kandla and the township of Gandhidham is 14 Kilometres. Gopalpuri is near Gandhidham. It is contended that the prices at Kandla are 25 per cent more than at Gandhidham and the standard rent of a house at Kandla is more than

that at Gopalpuri. On this basis a claim has been made that for those residing at Kandla, a suitable allowance should be granted.

13.47 The new pay structure has been evolved on the basis that all the ports are equally costly and a fine distinction such as is now sought to be made, would be inconsistent with this approach. The claim for a Kandla Allowance cannot be accepted.

Crossing from class II to class I Junior Scale

13.48 It has been stated that the duties of class II posts on the scale of Rs. 425-1040 and Junior Class I posts on the scale of Rs. 475-1100 are similar and that therefore, class II officers should be allowed to move on to Junior Class I scale on completion of five years' service in class II.

13.49 Elsewhere I have generally not favoured the idea of time-bound promotions irrespective of vacancies which is what the demand really amounts to. I am unable to support the demand.

Chief Mechanical Engineer:

13.50 The post of Chief Mechanical Engineer carries a scale of Rs. 1200- 50 - 1600. The incumbent of this post is a qualified marine engineer. He has represented that in 1962 he was appointed as Chief Engineer (Dredger). In 1964 he was appointed as Mechanical Superintendent in charge of a Division under the Superintending Engineer (Civil) who was then the head of Engineering Department. In 1969 having regard to the duties and responsibilities of the post of Mechanical Superintendent, his pay scale was Rs.1100-1400. The Executive Engineers in charge of other Divisions, however, continued on the scale of Rs. 700- 1250. In March 1972, the Mechanical Division was separated from the Civil Engineering Department and made into a separate Department and the Mechanical Superintendent was declared the Head of this new Department. The pay scale of the post was, however, not revised despite these changes. The Desai Committee had prescribed a corresponding revised scale without upgrading the post. In January 1974, the designation was changed to Chief Mechanical Engineer but the opportunity was not availed of to revise the pay scale. The posts of Chief Mechanical Engineers in Visakhapatnam and Cochin are on a higher scale of Rs.1400- 2,000.

It is, therefore, urged that the pay scale of Chief Mechanical Engineer should be revised and brought on par with the pay scale of Chief Mechanical Engineer at Cochin and Visakhapatnam with retrospective effect from the date on which the present incumbent was declared head of department in March 1972.

13.51 The Desai Committee which went into the pay scales of the post then known as Mechanical Superintendent had taken note of the separation of the Mechanical Division and its constitution into a separate department. The committee recommended a scale of Rs. 1200-1600 with the condition that if the Dredger Chief Engineer is promoted as Mechanical Superintendent, he should be allowed to retain the scale of Dredger Chief Engineer, as personal to him. During the discussions I had with the Port Trust, it was mentioned that for the operation and maintenance of the marine unloader which was entrusted to Kandla Port Trust by the Ministry of Agriculture, a separate Division with a Plant Superintendent in the scale of Rs. 1000-1500 and other officers and staff have been sanctioned and placed under the control of the Chief Mechanical Engineer. I understand that the total number of officers and staff in this Division will be around 350. With this addition, the strength of the Mechanical Engineer^{ing} Department is likely to go to about 1050. The marine unloader has added to the duties and responsibilities of the Chief

Mechanical Engineer.

13.52 Taking all the submissions into account I have suggested a suitable improvement in his scale in making my proposals.

Assistant Engineer (Mechanical)

13.53 The Assistant Engineer (Mechanical) carries the scale of Rs. 425-1040. There is a post designated as Assistant Mechanical Superintendent on Rs. 475- 1100. The post of Assistant Mechanical Superintendent is filled by direct recruitment, the qualification being a degree in Mechanical Engineering of a recognised university or a Certificate of Competency as Second Class MCT Engineer and three years' practical experience in a workshop, or a firm of mechanical engineers in the design, erection, running and maintenance of mechanical equipment. The post of Assistant Engineer (Mechanical) is filled by promotion from the Class III post of Foreman (Booster), Workshop Foreman, Assistant Foreman (Workshop) and Junior Engineer (Mechanical). The qualification prescribed is a degree in Mechanical Engineering with two years' experience or a diploma in Mechanical Engineering with five years' experience.

13.54 It has been claimed that the duties of the two posts are similar and that, therefore, they should carry the same scale of pay.

13.55 I find that the duties assigned to the Assistant Mechanical Superintendents are of a more important nature. Also, there is a distinct difference between the qualifications required for the two posts and their mode of recruitment. I am unable to support the claim.

Scientific Officer:

13.56 There is one post of Scientific Officer in the Civil Engineering Department on the scale of Rs. 425-1040. This post was in Class III on the scale of Rs. 380-650 before 18.9.1972. Kandla Port Trust upgraded the post with effect from 18.9.1972 and placed it on the then standard Class II scale of Rs. 350-900. Later, the scale was translated into the corresponding scale prescribed by the Desai Committee viz. Rs. 425-1040. The incumbent of the post is in charge of the water, soil and concrete testing laboratory. The laboratory is run by a complement of 20 men consisting of one Scientific Officer, five Technical Assistants, five Field Assistants, two Laboratory Attendants, one Clerk-cum-Typist, one peon and six khalasies. He has claimed parity with the Senior Scientific Officers on Rs. 800-1350 in the Hydraulic Study Department in Calcutta and demanded

a scale of Rs.1450-2100.

13.57 The comparison with the Senior Scientific Officer of the Hydraulic Study Department of Calcutta is totally inapt. The claim cannot be supported.

13.58 A claim has been made for the grant of a site allowance on the ground that his duties involve site inspection, supervision for prolonged periods resulting in physical fatigue.

13.59 The pay scale has been proposed having regard to his duties and responsibilities including the conditions in which he has to work. The claim for site allowance has no substance.

Horticulturist

13.60 The Horticulturist is on the scale of Rs.425-1040. He is responsible for upkeep of parks and gardens as also sanitation. The qualification prescribed is a degree in Agriculture with two years experience. It is stated that in Government departments a person with similar qualifications can rise to the rank of Superintendent/ Director on the scale of Rs. 1100-1600. It has been demanded that for the purposes of revision the post should be treated as being on the class I senior scale of Rs.800-1350.

13.60.1 The duties and responsibilities of the post do not justify the claim. The request cannot be supported.

Pilot Service

13.61 The ships calling at Kandla Port anchor off Outer Tuna Buoy, at a distance of 17 nautical miles from the port. There is an outer bar 3.8 nautical miles from the Tuna Buoy where the minimum depth is 15 feet and the main bar eight miles inside of the Outer Tuna Buoy where the minimum depth available at low water is only about 13 feet. The approach channel is straight and fairly wide. However, due to the existence of the bar, ships can enter or leave the port a few hours on either side of the high water. Pilots go to Tuna Buoy by launches; it takes them about two hours to reach there. The pilotage time is about 4 to 4½ hours depending on the draft and speed of the ship. There is no Dock Master or Berthing Master to guide the pilots in berthing or mooring a ship. In the case of outward ships, pilots disembark from the ship at Tuna Buoy and return to the port in a pilot launch.

13.62 Kandla Port Marine Officers' Guild has represented that the qualification prescribed for a pilot is a Certificate of Competency as Master Foreign Going and experience of work as Chief Officer on a merchant ship. Therefore, while revising their pay scales, the pay scales available to officers at sea should be taken as a guide. Reference has been made

to shortage of pilots, revisions made from time to time in the pay and allowances of officers at sea, widening disparity in the wages of pilots ashore and those of the Masters at sea. For these reasons a scale of Rs. 2000 - 3000 has been demanded for the pilots. I have taken note of those submissions in prescribing the revised scale.

Night pilotage allowance

13.63 A demand has been made for the grant of a night pilotage allowance at the rate of Rs. 100 per ship for any pilotage job done between 1900 hours and 0700 hours on the ground that night work entails greater strain and risk and that the charge for pilotage between 1900 hours and 0700 hours levied by the port is $1\frac{1}{2}$ times the normal charge.

13.64 I have been informed that Kandla Port Trust has approved of a proposal for the grant of allowance at the rate of Rs. 75 per pilotage act done between 1900 hours and 0700 hours from the 1st May 1977. While according approval, Government has stipulated that I should examine this matter and make my recommendations. Since similar demands have been made at all the ports, I have dealt with it as a general question and made appropriate recommendations in Chapter V. These recommendations will apply to Kandla also. According to these recommendations,

night for the purpose of this allowance has to be taken as the period between 2200 hours and 0600 hours. I accordingly suggest that Kandla Port should admit night allowance in accordance with the definition of night that I have recommended from the date of Government's orders on my recommendations. The past cases need not be reopened.

Overtime

13.65 Overtime to pilots in Kandla is regulated under a system of a monthly norm of 26 acts of pilotage and payment at a specified rate for each additional act performed by them in excess of that monthly norm. The Desai Committee had continued the rate of payment at Rs. 40 per additional act. The Kandla Port Trust has approved of a proposal to raise the rate of payment from Rs. 40 to Rs. 65 with effect from the 1st May 1977. While Government has approved of this proposal, it has stipulated that the matter should be looked into by me afresh.

13.66 Both in their written memorandum and oral submissions, the Pilots have asked for a fixed overtime of Rs. 200 as in Bombay, a monthly norm of 24 acts instead of 26 acts as at present and payment at the rate of Rs. 100 per additional act instead of Rs. 40

until 1st May 1977 and Rs. 65, thereafter. I have made my recommendations in respect of these matters in Chapter V in dealing with the general question of grant of overtime to Pilots.

Definition of act of pilotage:

13.67 According to the data furnished by the port, every movement of ship carried out by a Pilot is treated as an act of pilotage. Besides, if a pilot proceeds to Outer Tuna Buoy and has to return due to non-arrival of a ship or movement is cancelled for any other reasons it is treated as an act of pilotage. Furthermore, if a pilot carries out the duties of a Dredger Commander, such duty performed on each day is treated as a pilotage act. A demand has been made that the definition of the pilotage act should be enlarged to include three other contingencies:

- i) When a pilot boards a ship inside the harbour for the purpose of shifting her to another berth, or sailing her out but due to some unavoidable reasons, the movement is cancelled, the same should be treated as an act of pilotage;

- ii) When a pilot is detained on a ship for 3 to 4 hours, such detention should be reckoned as an act of pilotage; and
- iii) also if a pilot boards a ship two miles away from Outer Tuna Buoy and pilots the ship into harbour, the same should be reckoned as two pilotage acts.

It has been stated that in all these cases the port levies a full pilotage charge. It is, therefore, wrong not to treat them as acts of pilotage for the purpose of payment to pilots.

13.68 I understand that the Port Trust has approved of a proposal that when a pilot boards a ship inside the harbour for the purpose of a movement and the movement is cancelled at the instance of the Master of the ship, the same should be reckoned as an act of pilotage. Government has, however, not approved of this proposal until it has been gone into by me.

13.69 I have defined pilotage act as every movement of a ship for which the services of a pilot are required, the only exception being the present practice in Kandla under which a pilot is deemed to have performed an act of pilotage if he proceeds to Outer Tuna Buoy for an inward job but cannot effect the movement due to its cancellation after his reaching the Outer Tuna Buoy. The practice may continue

except that in line with the recommendations that I have made in somewhat similar cases in other ports, in which the professional skill of the pilot as such has not been actually used. I would suggest that such an occasion should be treated as half an act of pilotage instead of a full act as at present. Past cases should not be reopened and such a notional act should not constitute a loss of turn.

13.70 Kandla port has approved of a proposal to grant an allowance of Rs. 100 per month as dual charge allowance for working as a Commander of a Dredger. Government has also accorded its sanction to the proposal subject to its being further examined by me as a part of this enquiry.

13.71 I consider the proposal to be reasonable and recommend its continuance. In making my recommendation I have taken due note of the fact that duty as Commander of a Dredger is treated as an act of pilotage in addition.

13.72 I am unable to support the other demands at (i), (ii) and (iii) for enlargement of the definition of pilotage act.

Rent Free Quarters/Kandla Allowance

13.73 Pilots and Harbour Master have stated that they are compelled to reside in the port quarters at Kandla in the interest of port work. Since this restricts their freedom to stay at Gandhidham, which is somewhat cheaper than Kandla, they should be given concessional rent-free quarters or should be suitably compensated. The new pay structure has been evolved by merging compensatory allowance which is at present not admissible. This should be regarded as sufficient compensation. Those staying at Gandhidham have to incur extra expenditure on transport for reaching their place of work at Kandla. It is not feasible to establish absolute equalities in living conditions.

Deputy Conservator

13.74 The Deputy Conservator has submitted a memorandum. He has stated that the duties and responsibilities of Deputy Conservator were not gone into by the Desai Committee, as that post was not covered by the terms of reference of that Committee. It is contended that Government, therefore, arbitrarily fixed a scale for the post. The Deputy Conservator is the Head of the Marine Department,

and the senior-most member of the pilotage services with vast experience and knowledge of various functions of the ports. His duties are, therefore, clearly distinguishable from those of the next lower post of Harbour Master. However, the difference between the pay scale of the Harbour Master and the Deputy Conservator does not reflect the extent of difference in their responsibilities. Although the Deputy Conservator, Kandla, has a much bigger charge with a channel length of 29 Kms., the second largest in India, a larger water surface to be surveyed (600 square miles and 40 square miles for offshore oil project at Vadinar), his post carries a lower scale than the scale of Deputy Conservator at Madras, Cochin and Visakhapatnam. It is claimed that the pilotage and navigational problems in Kandla are in no way easier than at the ports of Calcutta, Bombay, Madras and Cochin. It is, therefore, contended that the Deputy Conservators of all the ports should have the same scale; in any case the scale of Deputy Conservator in Kandla should be the same as ^{that} of the Deputy Conservator in Madras.

13.75 The plea that the Deputy Conservators of all ports should be on the same scale cannot be accepted. Their duties and responsibilities differ

widely. I have suggested the revised scale after considering all the relevant factors.

13.76 A claim has been made for the grant of a uniform allowance. The Deputy Conservator has to administer a uniformed service and has to come in contact with officers of the merchant navy who are in uniform. He should be given uniform allowance at the same rate as the Pilots.

Harbour Master

13.77 The post of Harbour Master carries the scale of Rs. 1500 - 2000. The Harbour Master has represented that both the Lokur Committee and the Desai Committee have prescribed scales which have some relationship with scales of pay on Indian ships. In 1968 when the Desai Committee prescribed the scales the total emoluments of Harbour Master at Kandla were about equal to those of a first-year Master at sea on Indian ships. The picture has now completely changed. The Harbour Master's scale of pay should be suitably revised to narrow the gap between his total emoluments and those of a Master at sea. It is also stated that the pay scale of Harbour Master at Kandla is lower than that of the

Harbour Masters at Madras, Cochin and Visakhapatnam, although the duties and responsibilities of the Harbour Master at Kandla are not lower than those of the Harbour Masters at these ports. It is also claimed that the Harbour Master's duties have increased due to addition of a cargo jetty and oil jetty and the addition of a second dredger to the dredging fleet. It is also mentioned that with two trailer suction dredgers and one grab dredger for jetty dredging, the dredging work and the work of maintenance of 29 Km. channel with 25 buoys and five moorings, there is sufficient work for a full-time Dredging Superintendent, ^{but} the brunt of this work is being borne by the Harbour Master. It is claimed that the pay scale of the Harbour Master should not be lower than that of the Harbour Master at Madras, Cochin and Visakhapatnam.

13.78 I have suggested the revised scale having regard to all the relevant considerations.

13.79 It is stated due to shortage of Pilots, the Harbour Master has been carrying out pilotage work as regular feature. The number of such pilotage acts done by the Harbour Master is not insignificant. In the ports of Bhavnagar and Okha, the Port Officer is paid Rs. 150 per act of pilotage. It is, therefore, claimed that pilotage done by Harbour Master in addition to his work as Harbour Master should be compensated by the grant of Rs. 150 per act.

13.80 Elsewhere, I have suggested that administrative officers should be encouraged to do piloting so that they remain in training and the pressure on pilots is also eased. I recommend that for each act of pilotage the Harbour Master should be paid at the same rate as I have suggested for pilots for acts above the monthly norm.

13.81 It is claimed that Harbour Master should be allowed the same allowances as are allowed to pilots for carrying out pilotage duties at night, on weekly days of rest and holidays. Similarly, Tonnage Allowance should be extended to pilotage acts performed by the Harbour Master.

13.82 I recommend that the concession suggested for the pilots in respect of jobs done at night as also Tonnage Allowance should apply to the pilotage acts done by the Harbour Master also. No compensation can be recommended for administrative officers for occasional work on holidays and weekly days of rest; such work is inherent in their position and responsibility.

13.83 Rent-free accommodation has been asked for in addition to Kandla Allowance on the ground that the Harbour Master is obliged to stay at Kandla in the interest of work and living in Kandla is costlier than at Gopalpuri. I have dealt with a similar demand made by the pilots and my observations in the case of pilots apply equally here.

Flotilla Superintendent

13.84= There is one post of Flotilla Superintendent on the scale of Rs. 425 - 1040. The post was created in April 1974 by upgrading a Class III post. The duties of the Flotilla Superintendent are to supervise the operation and maintenance of tugs, launches, jolly boats etc. and supervision of shore

crew, preparation of bill reports, maintenance of registers etc. He has under him one Berthing Supervisor, one Assistant Flotilla Supervisor, one Junior Clerk, one Head Time Keeper and four Time Keepers. The qualification prescribed for the post is SSC or equivalent (relaxable) and 10 years' experience as Flotilla Supervisor or 15 years experience as Assistant Flotilla Supervisor. It is claimed that having regard to his duties and responsibilities, the post should be suitably upgraded.

13.85 There is no substance in the demand. The revised scale takes into account all relevant considerations.

13.86 A claim has been made for a conveyance allowance from the time the post was sanctioned in 1974. It is stated that he is required to go to Head Office at Gandhidham 10 to 15 days in a month on official work and a port vehicle is not available for the journey.

13.87 I suggest that the port may look into the problem and arrange for a suitable transport to be provided whenever he is required to go to Head Office on official work. If on occasions it is not possible

to provide a transport, port may consider re-imbursing the actual expenses of travel.

Personal Assistant to Deputy Conservator

13.88 Personal Assistant to the Deputy Conservator is in the Class II scale of Rs. 425 - 1040. It is claimed that the duties and responsibilities of the post are heavier than those of the Assistant Secretary, Class II, and there are no promotional outlets. A request has been made that the pay scale of the post should be revised upward and the post brought in a line of the promotion.

13.89 Considering the duties and responsibilities of the post, the existing level is more than adequate. The request for changing the avenues of promotion is for the administration to consider. The revised scales has been proposed taking into account all the relevant factors.

Dredger Service

13.90 The Kandla Port Trust Marine Officers Guild have referred to the reports of the Lokur Committee and the Desai Committee and has urged that the wages at sea cannot be ignored in determining the emoluments of marine officers in port services.

13.91 It has been stated that the duties of marine officers working on dredgers are comparable to those of the officers/engineers working on the dredgers of the Dredging Corporation of India who are on Maritime Union of India scales of pay. The Guild has suggested the following scales of pay for the various categories of marine officers :

Dredger Commander (Foreign Going)	Rs. 2000-100-2200-125- 2700-150-3000
Dredger Chief Engineer	Rs. 2000-100-2200-125- 2700-150-3000
Chief Officer (Foreign Going)	Rs. 1900-70-2250-100- 2750
Marine Engineer Grade I	Rs. 1900-70-2250-100- 2750
Dredger Master Home Trade	Rs. 1800-70-2250-100-2650
Engineer, Second Class Engineer's Certificate.	Rs. 1800-70-2250-100-2650
Engineer Marine, Second Class Engineer's Certificate.	Rs. 1800-70-2150-100-2450
Chief Officer Foreign Going Mate Certificate.	Rs. 1700-60-200-75-2300
Chief Officer Home Trade	Rs. 1700-60-2000-75-2300
Marine Engineer Grade II (Second Class Engineer Certificate)	Rs. 1700-60-2000-75-2300

~~Uncertificated-Second~~ ~~Rs.1500-60-1800-70-2010~~
Engineer/Second Mate
Home Trade Master
Certificate.

Hydrographic Surveyor Rs.1500-60-1800-70-2019

13.92 The submissions made by the Guild are similar to those made by the marine officers in other ports. They have been discussed elsewhere in sufficient detail. The revised scales have been proposed after taking into consideration all the relevant factors.

Voyage and Victualling Allowance

13.93 The port craft are sent to Bombay for dry docking/repairs. Marine officers and engineers who take them to Bombay are at present eligible, in accordance with the Desai Committee's recommendations, for an allowance at the rate of 1/3rd of basic pay for the entire duration of their absence from the port and daily allowance as admissible under the port rules. It is represented that the compensation as above is inadequate to meet the expenditure on stay at the outstation. A claim has, therefore, been made that the officers concerned should be paid a voyage allowance at the rate of 50 per cent of basic pay from the date of departure from Kandla to the date of return and victualling allowance at the rate of Rs.22.50 per day.

13.94 It is also claimed that whenever an officer/engineer is deputed for a short sea voyage on port's

own craft, a voyage allowance should be allowed at the rate of 2 days extra wages for each day or part thereof spent at sea and victualling allowance at the rate of Rs.22.50 per day.

13.95 As regards the outstation allowance when the officers take the port craft for dry docking or repairs to Bombay, there will be substantial improvement in the basic pay on introduction of the revised pay scales. The rates of daily allowance that have been recommended are also much better than the present rates. These improvements are adequate and I am unable to support the claim that the officers should be paid voyage allowance at the rate of 50 per cent of basis pay from the date of departure from Kandla to the date of return and a victualling allowance of Rs. 22.50 per day in addition.

13.96 As regards the short sea voyage, the present arrangement is that they are paid a day's basic pay for each day of sea voyage and a ration allowance at Rs.10 per day. At outstation, they stay on board. If they stay ashore, they are eligible for daily allowance under the normal rules but not the ration allowance. Ordinarily, I would have suggested that remuneration on short voyages should also be regulated in the same manner as on voyages to outstations for dry docking or repairs. However, since the present practice is somewhat different, I do not wish to interfere with it. I suggest that it may continue except that ration allowance may be increased from Rs. 10 to Rs. 15 per day.

Mess Allowance

13.97 A demand has been made that marine officers/ engineers on board the dredgers and tugs should be paid a mess allowance of Rs. 5 per day on the ground that the present arrangement under which the officers have to carry their provisions and have them cooked on board the craft by the cooks provided by the port. is not satisfactory and the officers are put to extra expenditure for making individual arrangements.

13.98 A similar demand has been made by marine engineers in certain other ports and has been discussed elsewhere. For the reasons stated there, I am unable to support it.

Combined Certificate(Steam & Motor) and Dispensation Allowance.

13.99 The scales applicable to marine engineers provide that if an officer holds a single certificate, he should get Rs. 100 or Rs. 50 less, as the case may be, than the scale which is really meant for a combined certificate. Kandla port has obtained a dispensation which enables it to post a marine engineer with a steam certificate on a craft on which a diesel certificate is required and vice versa. A claim has been made that in such circumstances the officer concerned should be regarded as one with combined certificate of competency and should be paid an allowance at the rate of Rs.100 for those with First Class certificate and Rs.50 for those with a Second Class Certificate.

13.100 The conditions under which combined certificate holders are allowed a higher scale are not full satisfied in this case. It will be adequate if in such cases an allowance of Rs.50 per month is given to those who possess

a First Class certificate and Rs. 25 per month to those who have a Second Class certificate.

Dredger Master - Kutch Vallabh

13.101 Kandla Port Trust acquired the dredger 'Kutch Vallabh' in 1976. She is a twin screw, twin suction pipe hopper dredger with a hopper capacity of 2500 cubic metres. The sanctioned complement of the dredger on the deck side consists of a Dredger Commander (Rs. 1000-1700), who should be a Foreign Going Master and a Dredger Chief Officer who should be either a Foreign Going Master (Rs. 900-1550) or a Foreign Going Mate (Rs. 750-1200) or a Home Trade Master (Rs. 750-1200). Because of difficulties in finding candidates with Foreign Going Master Certificates of Competency the port has, in March 1976, created a post of Dredger Master on the scale of Rs. 800-40-1000-50-1500. For similar reasons it has also created a post of Second Officer on Rs. 425-1040 in lieu of the post of Dredger Chief Officer. The post of Dredger Master can be filled by persons with Home Trade Master's Certificate and the post of Dredger Chief Officer can be filled by persons with Home Trade Mate's Certificate. Dredger Master in charge of Kutch Vallabh performs the same duties and the Dredger Commander with a Foreign Going Certificate of Competency. It has been demanded that he should be treated on par with a Dredger Commander while fixing his pay scale.

13.102 It is also stated that there is an anomaly present inasmuch as although he is in charge of the dredger, he has been given a lower scale than the Engineer in charge of the shift who is on Rs. 950-1600. It is contended that the Officer-in-charge of the Dredger cannot be on a lower scale than the Engineer-in-Charge on the engine side of the dredger.

13.103 It is not uncommon in the maritime world to relate wages to certificates of competency which have a bearing on the quality of work. The request cannot be supported.

Second Officer

13.104 As stated earlier, the Port Trust has created a post of Second Officer on Rs. 42 5-1040 in lieu of the post of Dredger Chief Officer and prescribed a lower qualification for it. It is claimed that since 10th July 1976, the incumbent has been working as an independent shift incharge on a dredger and has also worked as shift incharge of dredger 'Kutch Vallabh' on occasions. It is claimed that the scale prescribed is inadequate in relation to the duties and responsibilities. In Visakhapatnam the post of Second Officer has a scale of Rs. 750-1200 though the qualification prescribed is only a Home Trade Mate Certificate. The incumbent has also a grievance that his application for appointment in Visakhapatnam has not been forwarded by the port. He has, therefore, asked for a scale of Rs. 750-1200 as in Visakhapatnam.

13.105 I find that in Visakhapatnam alternative qualifications have been prescribed; the scale has not been fixed specifically in relation to the requirement of Home Trade Mate's Certificate. A comparison with Visakhapatnam is, therefore, not really appropriate.

13.106 In Kandla itself the Dredger Chief Officer with a Home Trade Master's Certificate is on the scale of Rs. 750-1200. The same scale cannot be suggested for the Home Trade Mate. It will be adequate if considering the qualifications the present scale is treated as Rs. 550-1050 for purposes of revision. I have recommended the revised scale accordingly.

Hydrographic Surveyor

13.107 The Hydrographic Surveyor is on the scale of Rs. 425-1040. He has submitted that hydrographic survey is basic to other marine functions. The survey has to be carefully planned and executed. The survey has to be very accurate as the safety of navigation depends on it. The survey work is of an arduous nature. While surveying he has to divide his attention between the nature of surroundings, keeping the intended track, select objects for regular observation, and watch the traffic in the area to be surveyed. Kandla is a tidal port with the maximum tidal range amongst all the ports. The area to be covered is about 634 square miles, the largest for a single survey unit. The extent of 2000 metres long bar and non-stabilisation of approach channel calls for frequent surveys and thereby imposes a heavy burden. He

has been working as a Hydrographic Surveyor since 1962 and there are no further promotional avenues. In Paradip and Goa the Hydrographic Surveyors are on a higher scale although the water surface required to be surveyed by them is far less than that at Kandla. It is, therefore, claimed that he should be equated with the Assistant River Surveyor of Calcutta and given the scale of Rs. 1300-1300.

13.108 I understand that the post was originally in class III and was later upgraded to class II. The number of employees working in the section is stated to be about 20. I find that the submissions now made are substantially the same as those urged before the Dasai Committee which took the view that considering the duties and responsibilities attached to this post, there was no justification to equate it with higher posts in other ports. I am in agreement with this conclusion. However, since there are no promotional avenues, I have recommended a suitable improvement.

13.109 A claim has been made that Hydrographic Surveyor has to work overtime regularly either before the start of his working hours or after the close of his working hours and on Sundays and holidays in connection with survey work and that the incumbent should be made eligible for an overtime allowance. During the oral hearing, it was mentioned that since the survey work depends on tides, occasions do arise when Hydrographic Surveyor has to attend

either before the commencement of his working hours or stay beyond his working hours. The class III staff in the Survey Section like the Assistant Surveyor, Survey Recorder and other staff are paid overtime. It is also urged that if for some reason overtime allowance on actual basis cannot be granted, a lump sum allowance at the rate of 15 per cent of pay should be allowed.

13.110 It is inherent in the work of a Hydrographic Surveyor whose work depends on tides. to occasionally attend to survey work outside his working hours. This factor has been duly taken into account in fixing an appropriate scale for his post. There is, therefore, no case either to allow him overtime on actual basis or grant him a special pay equal to 15 per cent of his pay as asked for.

13.111 A demand has been made for a victualling allowance of Rs. 20 a day plus a daily allowance equal to one day's pay and allowances for each day spent outside the headquarters, whenever he has to go on to survey vessel, on the ground that there are no proper catering facilities on the vessel and tinned food has to be carried. The Desai Committee did not consider this demand to be warranted on the ground that Survey Officers has to be out of headquarters often between December and February and the total absence did not exceed 30 days a year. During the oral hearing it was stated that the officer had to go to Salaya for survey work and had to

stay there for 12 days at a stretch. I suggest that the Port Administration might regulate the claim on the basis of the normal rules. Regarding daily allowance. A per day victualling allowance as claimed is not justified.

Cartographer

13.112 The post of Cartographer is on the class II scale of Rs. 425-1040. It is submitted that the incumbent is in charge of the Drawing Office. His duties consist of preparation of hydrographic survey charts, plans on the basis of the data collected by the Hydrographic Surveyor, carrying out investigation for research work in dredging, maintenance of dredging data, preparation of reports and analysis of survey reports. He also holds charge of meteorological observatory. There are no further promotional avenues. His colleagues in the engineering department with the same qualifications that he possesses have higher promotional posts open to them and some of them have actually been promoted to higher posts. His application for outside employment has not been forwarded by the Port Trust. He has, therefore, submitted that the post of Cartographer should be upgraded and equated to that of Executive Engineer with effect from the 1st January 1974.

13.113 I understand that the post was in class III until 1964. The post is filled by promotion from the class III post of Assistant Cartographer on the wage

Revision Committee scale of Rs. 750-1100. The qualification prescribed is a Diploma in Civil Engineering with experience as Senior Draftsman. Having regard to the mode of recruitment and qualifications and the duties and responsibilities of the post, I do not think that a claim for parity with Executive Engineer can be supported.

General

13.114 I recommend that that the scales of pay of the various posts in the Kandla Port Trust be revised as indicated in the schedule annexed to this chapter.

Revision Committee scale of Rs. 750-1100. The qualification prescribed is a Diploma in Civil Engineering with experience as Senior Draftsman. Having regard to the mode of recruitment and qualifications and the duties and responsibilities of the post, I do not think that a claim for parity with Executive Engineer can be supported.

General

13.114 I recommend that that the scales of pay of the various posts in the Kandla Port Trust be revised as indicated in the schedule annexed to this chapter.

KPT 1

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
GENERAL ADMINISTRATION DEPARTMENT			
1.	Secretary	1200-50-1600	1700-55-1810-70-2300
2.	Architect	800-40-1000-50- 1200-50/2-1500	1300-50-1900-EB-50-2100
3.	Deputy Secretary	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50-1900
4.	Senior Estate Manager cum-Public Relation Officer	800-40-1000-50-12- 1200-50/2-1350	1300-50-1650-EB-50-1900
5.	Senior Law and Estate Officer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50-1900
6.	Senior Labour Officer	700-35-840-40- 1000-50-1100	1200-45-1380-50-1430- EB-50-1630
7.	Security Officer	595-35-770-EB- 35-840-40-1000- 50-1200	1110-45-1380-EB-50-1730
8.	Assistant Secretary	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 II)	425-25-500-30-680- EB-30-830-35- 1040	900-35-1040-40- 1080-EB-40-1400-EB- 45-1580

KPT 2

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
10.	Estate Manager- cum- Public Relation Officer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245-EB- 45-1380-50-1630
11.	Law and Estate Officer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245-EB- 45--1380-50-1630
12.	Labour Officer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245-EB- 45-1380-50-1630
13.	Personal (Confidential) Assistant to the Chairman	425-25-500-30-680- EB-30-830-35- 1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
14.	Assistant Architect	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
15.	Assistant Estate Manager	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
16.	Junior Law Officer	425-25-500-30-680- EB-30-830-35- 1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580

FINANCE DEPARTMENT

17.	Financial Advisor and Chief Accounts Officer	1200-50-1400-60- 1700-100-1800	1700-55-1810-70-2300- 100-2400
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KPT 3

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
18.	Deputy Financial Adviser and Chief Accounts Officer	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
19.	Cost Accounts Officer	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
20.	Accounts Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
21.	Assistant Accounts Officer	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-45-1580
21.a	Personal Assistant to Financial Adviser and Chief Accounts Officer	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-45-1580

TRAFFIC DEPARTMENT

22.	Traffic Manager	1200-50-1400-60-1700	1700-55-1810-70-2300
23.	Deputy Traffic Manager	800-40-1000-50-1200-50/2-1350	1300-50-1650-EB-50-1900
24.	Assistant Traffic Manager	475-475-525-35-770-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630
25.	Statistical and Research Officer	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580

MEDICAL DEPARTMENT

26.	Chief Medical Officer	1200-50-1500	1700-55-1920-60-2160
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KPT 4

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
27.	Deputy Chief Medical Officer	750-40-950-50- 1400	1250-50-1650-EB-50- 1950
28.	Senior Medical Officer	525-35-770-EB- 35-840-40-1000- 50-1200-50/2-1350	1000-40-1120-45-1300- EB-50-1650-EB-50- 1900
29.	Assistant Medical Officer	425-25-580-30-680- EB-30-830-35-1040	950-40-1110-45-1245- EB-1380-50-1630

CIVIL ENGINEERING DEPARTMENT

30.	Chief Engineer	1700-100-2100	2200-100-2400-125/2- 2650
31.	Superintending Engineer	1400-60-1700-100- 1900	1900-75-2200-100-2500
32.	Executive Engineer (Civil)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50-1900
33.	Executive Engineer (Design)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50-1900
34.	Senior Engineer (Pipeline)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50-1900
35.	Senior Stores Officer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50-1900
36.	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

KPT 5

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
37.	Assistant Engineer (Civil)	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
38.	Assistant Engineer (Design)	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
39.	Scientific Officer	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
40.	Horticulturist	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
41.	Assistant Engineer (Stores and Inspection).	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
42.	Assistant Purchase Officer	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580

OFF SHORE OIL TERMINAL PROJECT

43.	Superintending Engineer(OOT)	1400-60-1700	1900-75-2200-100-2300
44.	Executive Engineer (C) OOT	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50-1900
45.	Assistant Executive Engineer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245-EB- 45-1380-50-1630

KPT 6

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
46.	Assistant Executive Engineer (Electrical) OOT	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245- EB-45-1380-50-1630
47.	Accounts Officer OOT	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245- EB-45-1380-50-1630
48.	Assistant Engineer (Civil) OOT	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
49.	Scientific Officer (OOT)	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
50.	Assistant Purchase Officer, OOT	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580

MECHANICAL ENGINEERING DEPARTMENT

51.	Chief Mechanical Engineer	1200-50-1600	1900-75-2200-100-2400
52.	Marine Engineer Grade-I (Dredger)	1050-50-1700 (For those with MOT First class combined certificate) Rs.100 less for those with MOT First class single certificate	1650-50-1750-60-2050- EB-60-2350 (For those with MOT First class combined certificate) Less Rs.100 for those with MOT First class single certificate

KPT 7

Sl. No. Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
53. Engineer Incharge (Dredger)	800-40-1000-50-1500	1350-50-1800-EB-60-2100
54. Marine 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 MCT 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.	1350-50-1600-EB-50-1800 (For those with MCT second class combined certificate) Less Rs.50 for those with MOT second class single certificate.

KPT 8

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
55.	Second Engineer	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
56.	Marine Engineer Grade II	800-40-1000-50- 1250 (For those with MOT second class combined certifi- cate) Less Rs.50 for those with single certifi- cate.	1350-50-1600-EB-50- 1800 (For those with MOT second class combined certificate) Less Rs.50 for those with single certifi- cate
57.	Engineer (Marine)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
58.	Executive Engineer (Mechanical)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
59.	Assistant Engineer (Mechanical)	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
60.	Executive Engineer (Electrical)	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50-1900
61.	Assistant Mechanical Superintendent	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245-EB- 45-1380-50-1630
62.	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

KPT 9

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
63.	Assistant Engineer (Electrical)	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
64.	Plant Superintendent	1000-50-1500	1500-50-1700-55-1920- 60-2100
65.	Mechanical Engineer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50-1900
66.	Electrical Engineer	800-40-1000-50- 1250-50/2-1350	1300-50-1650-EB-50-1900
67.	Assistant Executive Engineer (Electrical)	475-475-525-35-7 770-EB-35-840-40- 1000-50-1100	950-40-1110-45-1245-EB- 45-1380-50-1630
68.	Shift Engineer (Electrical)	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
69.	Shift Engineer (Mechanical)	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580

MARINE DEPARTMENT

70.	Deputy Conservator	1600-100-1800-50- 2100	2200-75-2500-100-2700
71.	Harbour Master	1500-50-1700-75- 1850-50-2000	2050-60-2350-75-2500- 100-2600

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
72.	Pilot	1000-50-1700-75-1850	1600-50-1700-60-2000-EB-60-2300-100-2500 A Pilot will not draw his second increment earlier than the date on which he obtains a Pilot's licence.
73.	Dredger Comander	1000-50-1700	1600-50-1750-60-2050-EB-60-2350
74.	Dredger Master	800-40-1000-50-1500	1400-50-1800-60-1880-EB-60-2100
75.	Dredger Chief Officer/ Tug Master	(a) 900-50-1550 (For those with Master(FG) certificate)	1500-50-1800-60-1880-EB-60-2160 (For those with Master (FG) certificate)
		(b) 750-40-950-50-1200 (For those with Master(FG) or Master(Home Trade) certificate)	1300-50-1600-EB-50-1750 (For those with Master (FG) or Master(Home Trade) certificate)
76.	Second Officer	425-25-500-30-680-EB-30-830-35-1040	1060-35-1200-40-1280-EB-40-1400-50-1600 1600. *
77.	Hydrographic Surveyor	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580

* 1060-35-1200-40-1280-EB-40-1400-50-1600.

KPT 11

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
78.	Cartographer	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
79.	Personal Assistant to the Deputy Conservator	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
80.	Flotilla Superintendent	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580

CHAPTER - XIV

DOCK LABOUR BOARD

CALCUTTA DOCK LABOUR BOARD

14.1.1 The Calcutta Dock Labour Board administers schemes covering about 9112 workers (as in July 1977). For the administration of the various schemes it has a staff of 17 class I, 33 class II and 31 other officers besides 847 class III and 489 class IV employees (Total 1417). Its operating income (1977-78) amounted to about Rs.10.14 crores including Finance and Miscellaneous income of about Rs.34.62 lakhs, and operating expenditure of about Rs.9.53 crores. In the year 1976-77 the workers of the Dock Labour Board handled about 4 million tonnes of cargo including salt. The Board runs a 125-bed hospital for a patient population of about 50,000. In addition it runs dispensaries for out-patient treatment.

Representations have been received from the Officers' Forum of the Calcutta Dock Labour Board as also from certain individual officers. The Officers' Forum has contended that the pay scales of the officers of the Dock Labour Board have remained poor because of the low financial powers delegated to the Board as compared to the pay scales of the officers of the Port Trust.

They were never reviewed on a rational and scientific basis. Citing the example of the class III and class IV employees, it has been stated that it has been a general policy in all matters concerning pay and allowances and other benefits. that the Board should

follow the pattern of the Calcutta Port Trust. It has been proposed that the comparable positions of the various posts of the Calcutta Dock Labour Board vis-a-vis those of the Calcutta Port Trust should first be ascertained having regard to the duties and responsibilities and other relevant factors and then the revised pay scales proposed for the comparable posts of the Port Trust made applicable to the corresponding posts of the Dock Labour Board. The Forum has made its own comparisons between the posts of the Dock Labour Board and the Port Trust and has suggested revised scales, based on a 25 per cent increase in the existing basic pay, dearness pay and Additional Dearness Allowance on Consumers Price Index 303 of 1949 series. Comparisons have also been made with other public sector undertakings such as the Shipping Corporation of India, Indian Oil Corporation, Hindustan Steel Limited, Coal Mines Authority, etcetera. It has also been suggested that the revised scales should be effective from 1.1.74. In addition a fixed dearness allowance of Rs.200 per month and a variable dearness allowance calculated at Rs.4 per point of rise in Consumers Price Index above 303 have been demanded. They have also demanded House Rent Allowance at 30 per cent of basic pay with a maximum of Rs.750 per month on production of rent receipts and upto Rs.600 per month without production of rent receipts. They have also suggested that the present concession of rent free accommodation enjoyed by the Medical Officers should continue.

14.1.2 Demands have also been made for City Compensatory

Allowance at 15 per cent of pay subject to a maximum of Rs.375 and a conveyance allowance of Rs.250 per month where a scooter/motor cycle is maintained, Rs.400 per month where car is maintained and Rs.200 per month where no conveyance is maintained. Demands have also been made for ^{the} grant of Children's Educational Allowance, Night Allowance, Non-Practising Allowance at 50 per cent of pay subject to a maximum of Rs.900, increase in the Uniform/Washing Allowance from Rs.75/125 per annum to Rs.150/250 per annum and some entertainment allowance. Demands have also been made regarding Holiday Allowance, encashment of earned leave, ex-gratia, gratuity, etcetera, which are outside my terms of reference.

14.1.3 During the hearing it was stated that the officers of the Dock Labour Board had operational responsibility inasmuch as they had to oversee the work of Stevedores through the supervisory staff to ensure reasonable productivity. Supervision and control were also exercised through the pressure of disciplinary action on those who did not fulfil the norms laid down. Comparisons with the officers of the Traffic Department in particular was cited.

14.1.4 I have seen some of the comparisons suggested by the Officers' Forum. Most of them do not find much support on the basis of the duties and responsibilities etcetera. For instance, it has been suggested that the Deputy Chairman of the Board should be regarded as equivalent to the Deputy Chairman of the Port Trust. The nature and magnitude of the operations of the

Port Trust are more multifarious and greater than those of the Dock Labour Board. Similarly, the Chief Medical Officer of the Board who looks after the medical requirements of a patient population of about 50,000 cannot be compared to the Chief Medical Officer of the Port Trust looking after a patient population of about 1,50,000. Similarly, the duties of the Traffic Manager of the Calcutta Port Trust are far more onerous than those of the Chief Labour and Welfare Officer of the Dock Labour Board. In fact they bear no comparison in their nature and complexity. I do not think it necessary to discuss here in detail every comparison made by the Forum. It may suffice to say that I have taken the comparisons into consideration in proposing the revised scales, along with duties and responsibilities and all other relevant factors. It will also not be suitable to make comparisons with undertakings like the Shipping Corporation of India, Indian Oil Corporation, Coal Mines Authority, Hindustan Steel Limited, etcetera. These undertakings differ materially from the Dock Labour Board in the size and nature of their operations.

14.1.5 The structure of the revised pay scales, nature and rate of dearness allowance, house-rent allowance, City Compensatory Allowance, conveyance allowance, Children's Education Allowance, Night Allowance, Non-Practising Allowance, Uniform Allowance etcetera are general questions applicable to officers of all the Dock Labour Boards and Port Trusts. The recommendations

made by me elsewhere in this behalf will apply to the officers of the Calcutta Dock Labour Board also. I need only say here that their views have been taken into consideration.

Medical Officers.

14.1.6 The medical officers have suggested some restructuring of their department and have proposed integration of scales to compensate them for lack of promotional opportunities. They have suggested a consolidated pay scale of Rs.1400-2500 with non-practising allowance subject to a maximum of Rs.600 and a variable dearness allowance. They have also made demands relating to city compensatory allowance, house rent allowance, additional dearness allowance, conveyance allowance.

I have proposed the revised pay scales having regard to all the relevant factors including inadequate promotional opportunities for medical officers. As regards the various allowances, the recommendations that I have made elsewhere will apply to the medical officers of the Dock Labour Board also.

Surgical Specialist (Dr.Ghosh)

14.1.7 The present scale of the post is Rs.750-1400. He has represented that his position and responsibilities are equal to those of the Chief Surgeon (Rs.1400-1700) of the Calcutta Port Trust.

As I have said earlier, the patient population that the Medical Department of the Port Trust caters for is much larger than that of the Dock Labour Board. Also, the indoor treatment

facilities maintained by the Dock Labour Board in its hospital are not open to the families of the employees who are entitled only to outdoor treatment. Therefore, the responsibilities of the two posts bear no comparison though they might be similar in their nature. The revised pay scales have been suggested having regard to all the relevant factors.

Matron

14.1.8 The present scale of the post is Rs.710-1100, with the facility of rent-free unfurnished quarters. It has been demanded that considering the heavy duties and responsibilities of the post, the pay scale should be revised to Rs.1250-2050.

14.1.9 I have taken the submissions made in the representation as also all other relevant factors into consideration in proposing the revised scale. It has also been demanded that the rates of Uniform allowance and Dhabbi Allowance should be enhanced from Rs.125 per annum and Rs.75 per annum to Rs.250 and Rs.150 per annum. I consider the demand as reasonable and recommend accordingly.

Senior Medical Officer (Pathology)

14.1.10 The present scale of the post is Rs.525-1300. It has been urged that modern therapy in medical science has become increasingly dependent on the pathological investigations for correct diagnosis and proper treatment. As Senior Medical Officer (Path.) he is in charge of the Department and has to shoulder heavy responsibilities without other qualified assistance. He has represented that for the purposes of revision the present scale should

be regarded as Rs.1100-1600 and in addition he should be given all other allowances.

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

Medical Specialist.

14.1.11 The present scale of the post is Rs.750-1400.

It is contended that in duties and responsibilities the medical specialist is comparable to the Chief Physician of the Calcutta Port Trust, on the scale of Rs.1400-1700 and that the revised pay scale should be formulated accordingly.

14.1.12 As I have said earlier in the case of the Surgical Specialist, the responsibilities of the Chief Physician of the Calcutta Port Trust are much greater than those of the Medical Specialist. I have kept all the relevant factors in view in proposing the revised scale.

Medical Officer (Administration)

14.1.13 The present scale of the post is Rs.525 - 1350.

It has been claimed that the post is ^{the} senior-most in the medical cadre next to the Chief Medical Officer and is similar to that of the Medical Superintendent of the Port Trust (Rs.1400 - 1700).

14.1.14 The duties of the post are principally administrative in nature and occasionally professional. The hospital of the Calcutta Dock Labour Board has a strength of only 125 beds for a patient population (for indoor treatment only) of 9000 as against the strength of 250 of the Calcutta Port Trust Hospital for a patient population of about 1,50,000. The comparison made in the representation

has not been fully established. I have suggested the revised scales having regard to all the relevant factors.

Senior Anaesthetist.

14.1.15 The present scale is Rs.525 - 1350. Besides the Senior Anaesthetist there is a Junior Anaesthetist appointed from among the medical officers, who is also on the scale of Rs.525 - 1350. The Junior Anaesthetist acts as an assistant to the Senior Anaesthetist where necessary. It has been represented that the anomaly that the Senior as well as the Junior Anaesthetists are on the same scale should be removed and the Senior Anaesthetist given a scale of Rs. 750 - 1400.

14.1.16 Senior Anaesthetist of the Calcutta Port Trust is also on the scale of Rs.525-1350. The question whether there at all is a need for the post of a specialist is for the Administration to consider and decide having regard to the work requirements. I have taken all the relevant factors into consideration in proposing the new scale.

Law Officer

14.1.17 The present scale of the post is Rs.425-1040. It has been urged that the Law Officer is head of the Legal Department of the Dock Labour Board and is directly responsible to the Deputy Chairman for all legal matters. The recruitment rules require that he should be a Law Graduate and a Solicitor/Advocate of 7 years standing. He must have knowledge of Labour Laws and must have pleaded before Labour Tribunals, etc.

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It is claimed that the present incumbent possesses all these qualifications and has also a diploma in social work (Labour Welfare). He was appointed Legal Assistant in 1963 when the Legal Assistant worked under the Legal Adviser of the Port Trust who was also Legal Adviser of the Board. In January, 1968 the post was upgraded to that of Law Officer and he was also given the duties and responsibilities of the Legal Adviser. It is claimed that besides giving opinions on legal matters and examining legal documents, he has to appear before the courts and tribunals. The Legal Officers of the other Dock Labour Boards do not do so. He has asked for a scale of Rs.1200 - 1500 or a scale equal to that of the Deputy Legal Adviser of the Calcutta Port Trust.

14.1.18 The Law Officer's claim for parity with the Deputy Legal Adviser (Rs. 1200 - 1500) of the Calcutta Port Trust is difficult to support. I have suggested the revised pay scale having regard to all the relevant factors. The Law Officer is also in receipt of a special pay of Rs.165 per month which was originally sanctioned for doing the work of Legal Adviser.

After the implementation of the recommendations of the Desai Committee, which discontinued it, the Board has restored it as personal to the present incumbent. The duties and responsibilities of the Legal Adviser have been taken into consideration in suggesting this revised scale. Therefore, while

the special pay may continue at Rs.165 in the case of the present incumbent, it should be discontinued on change of incumbency.

Labour Officer(Chipping & Painting Scheme).

14.1.19 The present scale of the post is Rs.475 - 1100. In addition the Labour Officer gets a special pay at 20 per cent of basic pay for additional duties performed. It is stated that the functions of the Administrative Officer were entrusted to the Labour Officer pending creation of the post of Administrative Officer-cum-Labour Officer on the pre-revised scale of Rs.700 - 1250, now Rs.800 - 1350. However, the question of creating the post was held over pending examination of pay scales by the Desai Committee. A reference was accordingly made to the Desai Committee, but it is stated that the Committee did not take this aspect into consideration and merely recommended the corresponding scale for the post of Labour Officer. In the circumstances the Board decided to continue the special pay at the fixed rate of Rs.173 as admissible prior to the implementation of the Desai Committee's recommendations. It is claimed that the duties of the incumbent can be compared with those of the Personnel Manager of any other Public Sector Undertaking, shipping companies, Indian Oil Corporation, etcetera. He has claimed parity with the Assistant Manager in the Personnel Department of Haldia Dock Complex on the scale of Rs.1200 - 1500 and has requested for revision accordingly. As regards special pay

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he has urged that it should either be continued separately or added to pay for purposes of revision of pay in the new scale.

14.1.20 The post of Labour Officer (Chipping & Painting Scheme) does not bear any comparison with that of Assistant Manager in the Personnel Department of the Haldia Dock Complex. I have suggested the revised scale having regard to all the relevant factors. It may not be expedient to withdraw the special pay. The incumbent has been in receipt of the special pay for a long time now. It may continue at the present level of Rs.173 per month as personal to him. If there is a change in the incumbency, the special pay should be discontinued.

Senior General Duty Medical Officer-cum-Anaesthetist.

14.1.22 The present scale of the post is Rs.525-1350. It has been stated that as Anaesthetist he has to render service in that speciality in emergency, he being the only resident anaesthetist in the Board's hospital. In addition, as General Medical Officer, he has to shoulder the duties and responsibilities, including the administrative responsibilities of a General Medical Officer. Thus, he has to perform multiple duties. He claims that he should be treated on par with a specialist on the grade of Rs.750-1400 or in the alternative given a special pay of Rs.200 per month.

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

Senior Medical Officers

14.1.23 The posts of Senior Medical Officer are on the scale of Rs.525-1350. The scale was introduced in December, 1972. There are 9 such posts including that of the Senior Anaesthetist. It is claimed that the creation of a cadre of Senior Medical Officers did not sufficiently recognise the specialist nature of the duties and responsibilities performed by some of them, such as the Senior Anaesthetist, Senior Pathologist, etc. It is claimed that the duties and responsibilities of the Senior Medical Officers, many of whom possess post-graduate Diplomas in different subjects, merit a higher recognition as their services are utilised for manning responsible positions round the clock. It has been demanded that the Senior Anaesthetist should be raised to the scale of a Specialist and the remaining 8 Senior Medical Officers with post-graduate Diploma or long standing professional experience should be given correspondingly higher scale of Rs.1250-2500. In addition they should get a Non-Practising Allowance ^{at the rate of} 50 per cent of pay with a maximum of Rs.800 per month, house rent allowance at the rate of 20 per cent subject to a maximum of Rs.500 and minimum of Rs.200 per month; city compensatory

allowance at 10 per cent with a maximum of Rs.200 per month and dearness allowance calculated at Rs.4 per point. of rise in Consumer Price: Index, family pension, etc. In addition other fringe benefits such as rent-free unfurnished accommodation should be maintained as at present.

14.1.24 As I have said in dealing with the representation of the Senior Anaesthetist, a specialist cadre cannot be created in the process of revision of pay scales. Creation of such a cadre is for the Administration to consider having regard to work requirements. I have suggested the revised scales bearing in mind all the relevant factors.

Medical Officers

14.1.25 The scale of the posts is Rs.425-1040. It has been demanded that they should be given the scale of Rs.1100-1700 with Non-Practising Allowance and House Rent Allowance in addition. I have recommended the revised scales having regard to all the relevant factors including the general considerations discussed elsewhere.

Section Officers/Inspectors/Accountants

14.1.25 These posts were on the scale of Rs.475-25-650.

It has been suggested that the Section Officers/Inspectors should be regarded as on par with the Assistant Superintendents of the Calcutta Port Trust and the Accountants on par with Junior Accounts Officer

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of the Calcutta Port Trust on the scale of Rs.475-1100, for purposes of pay revision.

14.1.27 Representations were made to the Wage Revision Committee about the pay scales of Section Officers/ Inspectors/Accountants of the Dock Labour^{Board}. On a reference made by the Wage Revision Committee to the Government, the Government indicated that while reclassification was not covered by the terms of reference of the Committee, it could nevertheless examine the question of revision of pay scales of Section Officers, Inspectors and Accountants which were class III posts vis-a-vis their counter-parts in other ports keeping in view the nature of work, duties and responsibilities and the position obtaining in other comparable posts and that if the Committee felt after such scrutiny that these posts were required to be given a grade higher than class III, the Committee should make such a recommendation.

14.1.28 Accordingly, the Wage Revision Committee examined with the aid of material available to it, the nature of work, duties and responsibilities of these posts and also the corresponding posts in other ports and came to the conclusion that there was no justification for recommending for these posts a pay scale higher than the class III scale of Rs.900-1200. In view, however, of the fact that the holders of these posts had been given pay and allowances including house rent allowance, city compensatory allowance at the rates applicable

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scale of Rs.425-900 as personal to them. The duties and responsibilities having been already reviewed and assessed by the Wage Revision Committee and endorsed by the Government, it is not necessary for me to make a fresh review. I have, therefore, merely restructured the scales having regard to the general pattern followed in other cases.

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to class II officer's from 1957, the Committee felt that it would be unjust to deprive these officers of the status and benefit granted to them from 1957. The Committee, therefore, recommended that the present incumbents of these posts be treated as class II officers and the future incumbents placed in class III on the revised scale of Rs.900-1200.

14.1.29 There were some difficulties in implementing this decision of the Wage Revision Committee and consequently there were representations from the officers concerned. The Government decided that the Section Officers/Inspectors and Accountants of the Calcutta Dock Labour Board should be given the class II scale of Rs.425-900 and the corresponding allowances admissible on that scale with effect from the 1st June 1973. The Class II status and the scale of Rs.425-900 are to be treated as purely personal to the incumbents in position as such as on 16.8.1977. The Section Officers/Accountants/Inspectors who are appointed or promoted on or after 17.8.1977 will have the class III scale of Rs.900-1200 and the corresponding class III allowances. They will be treated as class III officers.

14.1.30 The basic position, therefore, is that the posts are on the class III scale of Rs.900-1200. but some of the officers are in class II on the

VISAKHAPATNAM DOCK LABOUR BOARD

14.2.1 The number of registered and listed workers covered by the schemes administered by the Visakhapatnam Dock Labour Board is about 3500. The Board has undertaken a number of welfare measures.

14.2.2 It is stated that the responsibilities and functions attached to the Deputy Chairman fall somewhere between the Deputy Chairman and Head of Department of the Port Trust. The Secretary-cum-Personnel Officer assists the Deputy Chairman in his duties and functions. The post of Secretary is comparable to a Deputy Head of Department in the Port Trust. The Administrative Officer assists the Deputy Chairman in the day-to-day administration of the unregistered scheme. In addition, he looks after the properties of the Board, purchases, stores and legal matters. It is contended that his responsibilities are comparable to those of the Deputy Traffic Manager and Deputy Controller of Stores. The Chief Accounts Officer is the highest officer on the Accounts side and his responsibilities compare with those of Deputy Financial Adviser and Chief Accounts Officer of the Port Trust. It is claimed that the Welfare Officer also assists the Secretary and thus discharges dual duties. The Senior Medical Officer is in charge of two dispensaries as well as looks after sanitation. The Assistant Engineer is responsible for all construction and maintenance work of the Board. The Labour Officers are in charge of labour management and deal with all day to day matters,

~~maintenance of personnel relations, establishment matters,~~
 inspection, disciplinary action, etc. These posts, it is
 claimed carry responsibilities and functions ^{similar to} of those of the
 Deputy Traffic Manager in the Port Trust. The Accounts
 Officers in the administrative bodies bill the employers
 for supply of labour, process wages including piece-rate
 wages, ex-gratia payment and arrange for disbursement to
 the workers. They also prepare budgets for the various
 schemes and advise in regard to the investment and
 determination of levy. The Administrative Manager is
 in charge of allocation of workers to various employers
 in the registered scheme and maintenance of output and
 employment statistics and supervision of staff/establishment
 matters. The following scales of pay have been demanded
 for the various officers:-

- | | |
|--|-------------------|
| 1. Deputy Chairman | - Rs. 3100-3450 |
| 2. Secretary-cum-Personnel
Officer | - Rs. 2600-3100 |
| 3. Administrative Officer | - Rs. 20000-3100 |
| 4. Senior Medical Officer | - Rs. 20000-26000 |
| 5. Chief Accounts Officer | - Rs. 2000-2600 |
| 6. Welfare Officer-cum-
Assistant Secretary | - Rs. 1550-2250 |
| 7. Medical Officer | - Rs. 1550-2225 |
| 8. Assistant Engineer | - Rs. 1550-2225 |
| 9. Labour Officer
(Registered Scheme) | - Rs. 1550-2225 |
| 10. Accounts Officer
(Registered Scheme) | - Rs. 1800-2400 |

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11. Administrative Manager
(Registered Scheme) - Rs.1550-2225
12. Labour Officer
(Unregistered Scheme) - Rs.1550-2225
13. Accounts Officer
(Unregistered Scheme) - Rs.1550-2225

14.2.3 The pay scales obtaining in the Visakhapatnam Port Trust and all other relevant factors including the submissions made by the officers' association have been taken into consideration by me in proposing the revised pay scales.

14.2.4 Individual representations have been received from Dr. Sarawathi Bai and Dr. Bapa Rao demanding that private practice by medical officers should be banned and they should be given Non-Practising Allowance in lieu thereof. I have expressed my views on the subject separately. However, this is an administrative matter for the Dock Labour Board to decide.

DOCK LABOUR BOARD

Accounts Officer (Shri Lingamurthy)

14.2.5 The present scale of the post is Rs.425-1040. The grievance is that while the Accounts Officer, Un-registered Scheme, is given the scale of Rs.425-1040 an Accounts Officer of the Registered Scheme is given the scale of Rs.475-1100, despite the fact that the former post carries similar duties and responsibilities, if not more. He requests that he be placed on par with the Accounts Officer of the Registered Scheme.

14.2.6 Shri Ramachandra Raju, Accounts Officer, Registered Scheme, has on the other hand represented that his scale should continue to be intermediate between that of Accounts Officer Registered Scheme and the Chief Accounts Officer as the post of Accounts Officer Registered Scheme is a promotion post for the Accounts Officer of the Unregistered Scheme. If find that no valid case has been made out for a change in the present relationships which should continue.

MADRAS DOCK LABOUR BOARD

14.3.1 The schemes administered by the Madras Dock Labour Board cover (as on the 1st April, 1977) 1622 registered workers and 1437 listed workers. As on the 1st July, 1977, the Board has a staff of 8 class I officers and 20 class II officers, besides class III staff numbering 334 and class IV staff of 131. The annual operating income (1977-78) was about Rs.186 lakhs and operating expenditure about Rs.188 lakhs. The Dock Labour Board maintains a 30 bed hospital. The daily out-patient attendance is about 900. The annual budget of the Medical Department is Rs.5 lakhs. The annual revenue expenditure on repairs and maintenance of the buildings and other immovable assets is of the order of about Rs.5 lakhs per annum.

14.3.2 The Madras Dock Labour Board Officers' Association has submitted a memorandum suggesting that the pay scales of the officers of the Madras Dock Labour Board are low as compared to those of officers holding corresponding positions in other Dock Labour Boards. It has been urged that the Port Trust and Dock Labour Board are sister organisations under a common Chairman and functions and responsibilities of the officers of the two bodies are complementary to each other. It is contended that the pay scales for purposes of revision should first be brought on par with those of comparable posts in the Madras Port Trust. It has been demanded

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That the Deputy Chairman should be equated to Deputy Chairman of the Madras Port Trust. The following pay scales have been suggested for being appropriately adopted for other categories of posts in the Dock Labour Board:

1. Rs.1100-50-1450-75-2225
2. Rs.1400-55-1675-60-1975-75-2350
3. Rs.1650-70-2000-75-2300-80-2540

14.3.3 It has also been suggested that officers of the Dock Labour Board should be considered for promotion to posts in the Madras Port Trust as and when they arise. There should be inter-changeability between Dock Labour Board and Port Trust officers. Officers stagnating at the maximum of their pay scales for more than two years should be given an additional increment for every two years and after two such increments supernumerary posts should be created to accommodate them in the higher scale on a permanent basis.

14.3.4 The duties and responsibilities of the Deputy Chairman of the Dock Labour Board do not bear any comparison with those of the Deputy Chairman of the Madras Port Trust, in terms of nature of work, the size of operations, the number of employees, revenue and expenditure and other relevant factors. It is difficult to accept the contention that the Deputy Chairman of the Dock Labour Board should be given the same scale as the Deputy Chairman of the Madras Port

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

14.3.5 The general recommendations that I have made in regard to Dearness Allowance, Conveyance Allowance, Daily Allowance, . . . , Non-Practising Allowance and Post-Graduate apply to the officers of the Madras Dock Labour Board also. No case has been made out for Outfit Allowance and Uniform Allowance. The recommendations/made by me generally in respect of Uniform Allowance, and Medical Specialists Allowance will, ' apply to the officers of the Madras Dock Labour Board also, where appropriate. Promotional opportunities cannot be created without due regard to work requirements. As it is, one is left with an impression that the Madras Dock Labour Board is heavily over-staffed as compared to some of the other Dock Labour Boards, for instance, Bombay Dock Labour Board which is run with a much smaller number of officers though the number of workers covered by the schemes administered by it is more than thrice as large.

14.3.6 Representations have also been submitted by some officers jointly and individually.

Secretary, Administrative Officer (R),
Administrative Officer (L) & Accounts Officer (B)

14.3.7 The present scale of the posts is Rs.475-1100. It is stated that Administrative Officers (R) & (L) are

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principally officers of the administrative body and are directly responsible to the respective Presidents for the day-to-day functioning of the schemes. Earlier, the Administrative Officer was on par with Assistant Traffic Manager of the Madras Port Trust, when that post was next in rank to that of Traffic Manager. Subsequently, the post of Docks Manager and Deputy Traffic Manager were created on higher scales in the Port Trust, whereas in the Dock Labour Board there was neither any revision in the pay scales of the Administrative Officer nor creation of any senior posts above that of Administrative Officer. It is claimed that considering the duties and responsibilities and increased workload of the officers they should be equated to the Docks Manager or at least to the Deputy Traffic Manager of the Port Trust.

14.3.8 It is stated that the post of Secretary in some of the other Dock Labour Boards, for example, Bombay and Calcutta, is on the scale of Rs.800-1350; in Visakhapatnam and Cochin its scale is Rs.840-1100. The scale of the Secretary in Madras is very low. It has been urged that the workload and responsibilities of the Accounts Officer (B) have also been increasing steadily. It has been demanded that the above posts should for purposes of revision be treated as on the scale of Rs.1000-1500 and then given the revised scale of Rs.1650-2250.

14.3.9 The claims for parity with the posts of Deputy Traffic Manager or the Docks Manager of the Madras Port Trust on the basis of hierarchical position of the Assistant Traffic Manager has no validity. I have suggested the revised scale having regard to all the relevant factors including the pay scales of the corresponding positions in other comparable Dock Labour Boards.

Personnel Officer

14.3.10 The present scale of the post is Rs.475-1100. It has been urged that the duties and responsibilities of the Personnel Officer are important and onerous and that the emoluments offered by other employers are much higher. A scale of Rs.1650-2540 with the usual allowances has been demanded. I have taken all the relevant factors into consideration in suggesting the revised pay scale.

Medical Officer

14.3.11 The present scale of the Chief Medical Officer and of the Senior Medical Officers is Rs.475-1100. In addition to pay in the grade, the Chief Medical Officer is in receipt of a Charge Allowance of Rs.150 per month and an additional allowance of Rs.200 per month by way of grant of additional increments. These allowances do not count as pay for any other purpose. The Medical Officers are on the scale of Rs.425-1040. All the Medical Officers get the usual non-practising allowance at 40 per cent of pay subject to a maximum of Rs.500.

14.3.12 It has been demanded that the Chief Medical Officer should be placed on par with Chief Medical Officer of the Madras Port Trust and given a scale of Rs.1650-2550. The Senior Medical Officers should be redesignated as Additional Chief Medical Officer and given the same scale as that of the Deputy Chief Medical Officer of the Madras Port Trust and that it should be Rs.1400-2350. The scale of Rs.1100-2225 has been suggested for other medical officers with a non-practising allowance of 50 per cent of basic pay with a maximum of Rs.800. A Conveyance Allowance ranging from Rs.150 to 200 should be given to all medical officers. The two medical officers residing on the premises of the colony hospital to attend to emergency cases should be given a charge allowance of Rs.300 per month.

14.3.13. The comparison with the medical officers of the Madras Port Trust has not been established. The bed strength of the Madras Port Trust hospital is 100 (recently raised to 150) and the patient population about 50,000 as against only 15,000 of the Dock Labour Board. The comparisons sought to be made are, therefore, not quite apt. I have suggested the revised pay scales having regard to all the relevant factors.

Executive Engineer & Assistant Engineer

14.3.14 There is one Executive Engineer and two Assistant Engineers to look after the residential colony and other buildings of the Board

consisting of about 900 residential tenements. The present incumbent of the post of Executive Engineer was originally on deputation from the Department of Lighthouses and Lightships but has since been absorbed permanently in the Board's Service with effect from October 1974. At the time of joining the Board's service, he was drawing a basic pay of Rs.1400. Since the scale was Rs.800-1350, his pay has been fixed at the maximum of the scale with a personal pay of Rs.50 per month. The revenue maintenance budget is about Rs.5 lakhs per annum.

14.3.15 It is claimed that the Executive Engineer being head of the Engineering Department, combines the functional responsibilities of the Civil, Mechanical and Electrical Engineers and that, therefore, he is higher than the Executive Engineer of the Madras Port Trust. In addition he is handicapped by lack of promotional opportunities. It has been demanded that he should be given an elongated scale of Rs.1500-3000. A scale of Rs.1100-2250 has been demanded by the Assistant Engineers.

14.3.16 The maintenance expenditure of the Engineering Department of the Madras Dock Labour Board is only about 5 lakhs per annum, which is ordinarily less than the normal work-load of a sub-divisional officer of the rank of Assistant Engineer. One is left with the impression that the staff is quite heavy and over-

staffed. I, has suggested the revised scales having regard to all the relevant factors.

Accounts Officer (L)

14.3.17 The present scale of the post is Rs.425-1040. He is responsible for the accounts of the administrative body for the listed scheme. He functions under the overall supervision of the President of the administrative body and the Deputy Chairman. The total operating income (1977-78) was of the order of Rs.144 lakhs and the total operating expenditure about 134 lakhs. With the commissioning of the ore handling plant the number of listed workers has been falling. It is claimed that while in the Madras Port Trust, ^{the} Accounts Officer has the benefit of advice and guidance from the senior officers, in the Dock Labour Board he has to assume full responsibility individually. It is claimed that he is not subordinate to the Accounts Officer of the Dock Labour Board and that he should be treated on par with other Accounts Officers including the Accounts Officer of the Port Trust.

14.3.18 It is understood that the Accounts Officers of the Board is treated as the seniormost Accounts Officer and made responsible for management of financial affairs of the Board generally and for coordinating the work of other Accounts Officers. It is, therefore, difficult to accept the contention that the Accounts Officer of the Administrative Body should be treated

Labour Welfare Officer

14.3.21 The present scale of the post is Rs.425-1040. It is demanded that it should be revised to Rs.1650-2540, on the ground that the welfare activities and facilities of the Madras Dock Labour Board are more than those of other Dock Labour Boards. The Board has an elementary school and a Production Centre to stitch the workers' garments. There are no such activities in any other Board except Visakhapatnam. The minimum qualifications required for the post are a degree with a post-graduate Diploma or Degree in Social Work. A degree in Law is considered a desirable qualification. The post requires a . . . ; professionally qualified person. The Labour Welfare Officer is directly responsible to the Deputy Chairman . . . the Secretary, Personnel Officer, etc. He should, therefore, be treated on par with other class I officers of the Board. There is also lack of promotional opportunity and this should be taken into consideration.

14.3.22 The revised scales have been proposed having regard to all the relevant factors including the nature of duties and responsibilities and the qualifications required for the post.

Labour Officer (R) & Labour Officer (L)

14.3.23 The present scale of the posts is Rs.425-1040. They are disciplinary authorities and function under the supervision and control of the administrative bodies.

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It is claimed that their functions are more or less similar to those of the judicial officers in the Labour Courts. In disciplinary matters they function independently subject to appellate powers of the Deputy Chairman and Chairman. They follow the same procedure as is prescribed for departmental enquiries. They are also consulted by the Administrative Bodies and the Chairman and Deputy Chairman on legal matters and other laws. The Labour Officers of the Dock Labour Board of Bombay, Calcutta, Visakhapatnam and Mormugao are on a scale of Rs.475-1100. Since the duties and responsibilities discharged by the Labour Officers at all the ports are ^{the} same, their pay scales should be similar and there should be no distinction on the basis of areas of a port, the quantum of traffic, etc. It has been urged that considering the responsibilities and the degree of skill required, the Labour Officer should be given a scale of Rs.1400-2350 or it may be on par with the Labour Officers of Calcutta and Bombay Dock Labour Boards, particularly as their duties and responsibilities are similar in nature.

14.3.24 There is only one Labour Officer in Bombay for a work force of over 8000. The Madras Dock Labour Board has two Labour Officers for a work force which is less than half in number than at Bombay. The revised scales have been suggested having regard to all the relevant factors.

Dock Labour Officers

14.3.25 The present scale of the post is Rs.425-1040. Their duties include supervision and coordination of the work of handling of cargo on board the ships and on shore. They go round the harbour and ensure the presence of the stevedore supervisors and the gangmen at the proper time and supervise and coordinate the work of various agencies. They are responsible for quick turn round of the ships and ensure regular attendance of the workers at their respective work spots. They also look after the safety of the workers. They resolve disputes on the spot and have the power to suspend workers pending enquiry. It is claimed that for the purposes of revision they should be treated as on the scale of Rs.475-1100 and then given the scale of Rs.1400-2300.

14.3.26 The Dock Labour Officers are essentially meant to ensure regular attendance of the workers at the work spots and for their supervision to minimise the idle time and increase productivity. It is for them to see that the workers report at the work spot promptly and that proper cards are supplied to them by the employers concerned. In case of disputes they intervene to settle them on the spot.

14.3.27 In other Boards many of these functions are performed by class III supervisory staff. All relevant factors have been considered in proposing the revised scale.

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Assistant Engineer (Shri Sethuraman)

14.3.28 He has some grievance in regard to the recovery of rent in respect of the quarters allotted to him which he says was below his entitlement. This is an administrative matter and is for the Port Administration to decide. Shri Sethuraman has also asked that his post should be raised to class I. I have already dealt with this question earlier in dealing with the representation of Executive Engineers and Assistant Engineers.

COCHIN DOCK LABOUR BOARD

14.4.1 The Cochin Dock Labour Board administers schemes covering 1,364 workers besides 380 casual workers whose lists are maintained to meet additional requirements when necessary. Its budgeted income for the year 1977-78 was Rs.103 lakhs and expenditure Rs.122 lakhs.

14.4.2 Besides the part-time Chairman, who is also the Chairman of the Cochin Port Trust, there are 8 class I and 5 class II officers, including the Deputy Chairman.

The Secretary and Personnel Officer assist the Deputy Chairman in the day to day administration of the schemes.

The Administrative Superintendent is in charge of the administrative body functioning under the supervision of the Deputy Chairman. The Accounts Officer is in charge of the Accounts Section and is responsible for all financial transactions of the Board including that of the administrative body. The Assistant Secretary is in immediate charge of secretariat matters, supervision of dispensary, stores, purchases, etc. and assists the Secretary and Deputy Chairman in the day-to-day administration. The Welfare Officer deals with welfare matters of workers and the staff. The Assistant Engineer attends to maintenance and construction works of the Dock Labour Board. Assistant Administrative Superintendent assists the Administrative Superintendent of the administrative body. There is one Labour Officer and three Medical

Officers. The post of Senior Medical Officer is vacant.

Labour Officer

14.4.3 The present scale is Rs.475-1100. It has been introduced with effect from the 1st May 1977. Prior to that the post was on the scale of Rs.530-1040. The Labour Officer's main duty is to ensure discipline among the workmen, enquire into the complaints against them and deal with them according to the law. He is assisted by Labour Inspectors (class III). He attends meetings of the Dock Safety Committee, Anti-pilferage Committee, etc. He reports to the Deputy Chairman through the administrative body. He requests that he should be treated as equivalent to the Deputy Traffic Manager of the Cochin Port Trust on the scale of Rs.800-1350 for the purpose of revision. He states that Port Trust and Dock Labour Board are sister bodies. The Labour Officer is vested with powers to take disciplinary action. The corresponding authority under the Port Trust is the Deputy Traffic Manager. The educational qualification prescribed for the post of Deputy Traffic Manager is a degree whereas for the Labour Officer it is a post-graduate Diploma in Social Sciences, from the Institute of Social Sciences. He has also asked for rent-free accommodation and conveyance allowance as is admissible to the Deputy Traffic Manager.

14.4.4 The duties and responsibilities of the Labour Officer are not comparable with those of the Deputy Traffic Manager. The pay scale was recently been

upgraded by the Dock Labour Board under its own powers. I have recommended the revised scale having regard to all the relevant factors. I do not think it is necessary to give any rent-free accommodation. The general recommendations that I have made in respect of the Conveyance Allowance will apply to the Labour Officer also.

Assistant Administrative Superintendent

14.4.5 The present scale of the post is Rs.425-1040. Prior to February 1977, the post of Assistant Administrative Superintendent was a class III post on a scale of Rs.390-650. It was upgraded to class II on a scale of Rs.425-1040 by the Board under its own powers. It has been stated that the duties and responsibilities shouldered by the Assistant Administrative Superintendent of the Dock Labour Board are much higher than those of the Assistant Traffic Manager (Porterage) of the Port Trust. While the Porterage Department of the Port Trust has only 800 workers for operations on the shore, the Dock Labour Board has 1000 registered workers and about 350 casual workers. The Assistant Traffic Manager of the Port Trust has the assistance of a Wharf Superintendent, a class II officer, whereas the Assistant Administrative Superintendent has to shoulder the responsibilities single handed. It has been demanded that the Assistant Administrative Superintendent should be placed on a scale between that of Deputy Traffic Manager (Porterage) and Assistant Traffic Manager (Porterage)

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of the Port Trust. He should also be given a fixed Travelling Allowance of Rs.100 per month, as no public transport is available at odd hours as he has to go to the Willingdon Island from the mainland.

14.4.6 The duties and responsibilities of the Assistant Administrative Superintendent are not comparable with those of the Assistant Traffic Manager or Deputy Traffic Manager (Porterage) of the Port Trust. The scale has been recently upgraded from class III to class II. I have recommended the revised scale having regard to all the relevant factors. The general recommendations in regard to Compensatory Allowance will apply to the Assistant Administrative Superintendent also.

Assistant Engineer

14.4.7 The present scale of the post is Rs.425-1040. It has been stated that the Engineer is responsible for the preparation of detailed plans and estimates, calling of tenders, scrutiny, execution of work, etc. of all works of any value without limit. He is also responsible for the annual maintenance of the Dock Labour Board's office buildings, quarters etc. In the Cochin Port Trust, designs, preparation of plans, estimates, etc., of works exceeding Rs.50,000 in value are dealt with by the Deputy Chief Engineer, execution of works, scrutiny of bills, maintenance works, calling of tenders etc., for works costing less than Rs.50,000 are done by the Executive Engineer and not by the Assistant Engineer. It is claimed that for the

purposes of revision he should be regarded as being on a scale of Rs.800-1350. A Travelling Allowance of Rs.150, a design allowance of Rs.100 per month have also been demanded.

14.4.8 The annual maintenance and construction budget of the Dock Labour Board is about Rs.1 lakh each. The duties and responsibilities do not compare with those of the Executive Engineer of the Port Trust for whom there is an annual workload of Rs.30 to 35 lakhs. The revised scale has been suggested by me having regard to all the relevant factors. My general recommendations in regard to the Conveyance Allowance will apply to the Engineer of the Dock Labour Board also. No case has been made out for a Design Allowance.

Welfare Officer:

14.4.9. The present scale is Rs.475-1100, which was introduced in February 1977 by upgrading the previous scale of Rs.530-1040. The Welfare Officer looks after the housing colony, fair price shops, library, canteen, etc. It has been demanded that he should be regarded as equal to the Labour Officer of the Port Trust on the scale of Rs.800-1350.

14.4.10 There are only 42 labour quarters to be managed. Allotment is done under the orders of the Deputy Chairman. Fair Price Shop is run by the Cooperative Society. The library is run by the Librarian and has only 4000 books.

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The canteen is run by a contractor. The daily turn-over is only Rs.1000. Comparison with the post of Labour Officer in the Port Trust or the Deputy Chief Accountant is inapt. The post has been recently upgraded. I have taken all the relevant factors into consideration in suggesting the new scale.

Administrative Superintendent

14.4.11 The present scale of the post is Rs.475-1100 which was introduced from 24th February 1977. Prior to that date the scale was Rs.530-1040. It is demanded that the post should be treated as equivalent to that of Deputy Traffic Manager of the Port Trust and given a scale of Rs.800-1350 for the purpose of revision. It has also been demanded that he should be paid house rent allowance of 10 per cent that is being given to other staff. It is claimed that the Administrative Superintendent has to visit the wharf and move around a great deal to attend various meetings, etc. and that he should, therefore, be given a Conveyance Allowance equal to that of Deputy Traffic Manager without having to maintain a log book.

14.4.12 The duties of Administrative Superintendent are not comparable to those of Deputy Traffic Manager. The pay scale has been suggested having regard to all the relevant factors. House Rent Allowance cannot be given when the Port Trust provides residential quarters. The general recommendations made by me in respect of

Conveyance Allowance will also apply in the present case.

Accounts Officer

14.4.13 The present scale of the post is Rs.475-1100. It was introduced w.e.f. February 1977. Prior to that date the scale was Rs.530-1040. It is claimed that the post of Accounts Officer of the Dock Labour Board should be treated as equivalent to that of Deputy Financial Adviser and Chief Accounts Officer of the Cochin Port Trust on the scale of Rs.800-1350. It is stated that the financial transactions of the Dock Labour Board (Revenue and Expenditure) amount to Rs.225 lakhs. The Accounts Officer has to shoulder responsibility for transactions of this magnitude singly without any other assistance. He has also to maintain proper accounts relating to bonus, Provident Fund, etc. He is functioning as the Accounts Officer of the Administrative Body as well. It is contended that the volume of work handled by him is much more than that of the Senior Deputy Chief Accountant of the Port Trust. There are no promotional opportunities.

14.4.14. The post of Accounts Officer is not comparable to that of the Senior Deputy Chief Accountant of the Cochin Port Trust. It has been recently upgraded from the scale of Rs.530-1040 to Rs.475-1100. I have suggested the revised pay scale having regard to all the relevant factors. Demands have also been made for dearness allowance, city compensatory allowance and house rent allowance. The

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general recommendations that I have made in respect of these allowances will apply to the post of Accounts Officer also.

Assistant Secretary

14.4.15 The scale of the post is Rs.475-1100 w.e.f. 24th February-1977. Prior to that date the scale was Rs.530-1040. He assists the Deputy Chairman, Secretary and Personnel Officer in the day-to-day affairs of the Board. In addition, he is responsible for attending to all personnel matters, recruitment, discipline, etc. of the Board as well as the Administrative Body, and deputises for the Secretary and Personnel Officer in their absence. The administration of the Medical Department is under his supervision. It is claimed that in the Cochin Port Trust the comparable post is that of Deputy Secretary on the scale of Rs.800-1350. It has been urged that the scale of pay is not commensurate with the duties and responsibilities and that the Assistant Secretary should be granted the same scale as Deputy Secretary in the Port Trust on revision.

14.4.16 It is difficult to accept the contention that the post of Assistant Secretary compares with that of Deputy Secretary of the Cochin Port Trust. The pay scale has already been upgraded recently in February 1977. The revised pay scale has been suggested having regard to all the relevant factors.

Senior Medical Officer

14.4.17 The applicant has submitted that he has been discharging the functions of the Senior Medical Officer on a scale of Rs.475-1100 but he is being paid only the Assistant Medical Officer's scale of Rs.425-1040. The post of Senior Medical Officer has not been filled since 1973. He demands that he should be confirmed in the post of Senior Medical Officer and should be equated to that of Deputy Chief Medical Officer of the Cochin Port Trust.

14.4.18 The question of appointment to the post of Senior Medical Officer is for the Administration to consider. I have suggested the revised scale having regard to all the relevant factors even though the post has been lying vacant since 1973, and is not likely to be filled in the near future.

Assistant Medical Officers

14.4.19 The patient population is about 6000. The daily average out-patient attendance is about 280. The present scale is Rs.425-1040. It is urged that the medical degree costs more time and money to acquire; that the average age of entry is also comparatively higher and opportunities for promotion are very poor. A scale of Rs.1500-3000 has been demanded with a special pay of Rs.400 in addition for possession of post-graduate qualifications. It has also been urged that a system of time bound scales be introduced to compensate for the

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lack of promotional opportunities and that the non-practising allowance should be raised to 50 per cent of pay without any ceiling. A Motor Car Allowance of Rs.400 per month also has been demanded.

14.4.20 A similar representation has been made by another Assistant Medical Officer, demanding a revised scale of Rs.1500-3000 and non-practising allowance at the rate of 60 per cent of basic pay without any limit.

14.4.21 The Dock Labour Board does not maintain a hospital in the colony; it only maintains a dispensary. I have suggested the revised pay scale after taking into consideration the time taken in acquiring the medical qualifications. The general recommendations that I have made in regard to the post-graduate qualifications, non-practising allowance and conveyance allowance will apply to the Assistant Medical Officers of the Dock Labour Board also.

MORMUGAO DOCK LABOUR BOARD

14.5.1. The registered schemes administered by the Mormugao Dock Labour Board cover about 2500 workers. The staff consists of five class I and four class II Officers and 114 class III and 21 class IV employees. The annual recoveries and disbursements exceed Rs.1 crore each. With the commissioning of the Ore Handling Plant the number of workers is likely to be reduced further to about 800 to 1000.

Secretary

14.5.2. It has been stated that besides servicing the meetings of the Board, the Secretary does the duties of a Personnel Officer, as also looks after all establishment matters including recruitment, discipline etc. He also looks after the welfare measures including recreation, library and provision of free medical facilities. He supervises the construction and maintenance of residential quarters provided by the Board with the help of the Assistant Engineer. He also renders legal advice in ordinary matters. It is claimed that his duties and responsibilities are not less onerous than those of the Secretary of the Dock Labour Board in Bombay or Calcutta. Also the Secretary being second in line after the Deputy Chairman, the status of the post should be higher in rank than all others. He requests that for the purpose of revision should be treated on par with the Secretaries of the Bombay and Calcutta Dock Labour Boards.

14.5.3 The number of workers covered by the schemes administered by the Mormugao Dock Labour Board is small. With the commissioning of the mechanical ore handling plant the number is likely to be smaller. Comparison with Calcutta and Bombay is in apt. I have taken into account all the relevant factors in revising the pay scales.

Accounts Officer

14.5.4 The present scale of the post is Rs.475-1100. It is stated that over the years, the duties and responsibilities of the post of Accounts Officer have increased tremendously while the scale has remained the same since the inception of the Board in 1960. The Accounts Officer has to supervise the entire work of cash and accounts. He arranges for disbursement of the wages of the workers, staff and officers. He scrutinises the bills of contractors in respect of various works undertaken by the Board and is also responsible for internal audit of the Board's transactions. During the hearing it was stated that he was heavily overworked and was present in the office practically every day as well as on Sundays in order to supervise and guide the staff. It was stated that in discharging his responsibilities he had no assistance of any kind. The Accounts Officer is responsible for disbursement of an amount by way of salary and wages which is about $1\frac{1}{2}$ times the amount handled by the Deputy Chief Accounts Officer/Accounts Officer in the Mormugao.

Port Trust. Again, the staff in the Dock Labour Board does not have the hierarchy that the officers in the Port Trust have. The entire responsibility has to be borne by one Accounts Officer and that too without any assistance. It is claimed that the responsibility of the Accounts Officer is not less than that of Deputy Chief Accounts Officer of the Port Trust. In fact, he has to shoulder higher responsibility. It has been demanded that he should be given the same scale as that of Deputy Chief Accounts Officer of the Mormugao Port Trust.

14.5.5 As I have stated above, the number of workers covered by the schemes administered by the Dock Labour Board is shrinking. It is difficult to support the claim that he should be placed on par with the Deputy Chief Accounts Officer of the Mormugao Port Trust. However, during the hearing it did appear that he was heavily over-worked and was in need of some assistance. The Dock Labour Board may consider giving him the assistance of a Junior Accounts Officer till the position eases, either by creating a new post or by internal adjustment.

Manager (Administrative Body)

14.5.6 It has been stated that most of the officers are in the Junior Class I cadre with the result that there are no opportunities for promotion and that the officers will have to retire in the posts of entry.

The officers have not had any significant improvement in their scales apart from the meagre improvement on the recommendations of the Desai Committee. He claims that he has to co-ordinate the work of all the officers of the Administrative Body such as the Labour Officer, and the Accounts Officer. He claims that his post should be higher than that of the Labour Officer. It would also enable the Labour Officer to look forward to a promotion. He claims that his position is comparable ^{with} that of the Docks Manager in the Port Trust and in revising the pay structure he should be placed on par with the Docks Manager.

14.5.7 The duties of the Manager (Administrative Body) are not comparable in any manner with those of the Docks Manager. The revised pay scale has been proposed having regard to all the relevant factors.

Medical Officer In charge

14.5.8 The post is on a scale of Rs.475-1100. It has been represented that the Mormugao Port Trust has a strength of approximately 2500 employees, whereas the Dock Labour Board administers about 2800, in addition to 2400 temporary workers. The fact that the Dock Labour Board has only a dispensary whereas the Port Trust has a regular hospital, does not really imply that the responsibilities of the Medical Officer in charge of the Dock Labour Board are less onerous. He has no assistance in carrying out his administrative

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work which he has to do besides attending to patients. He suggests that he should be on the same scale as the Chief Medical Officer of the Port Trust namely Rs.1200-1500. He also claims protection of his preliberation pay under the Portuguese Government. He has also demanded the grant of a conveyance allowance as he has to visit patients at their residences as also to go to the office of the Chairman/Deputy Chairman, Pool Office, etc. from time to time.

14.5.9 As has been admitted in the representation itself, the Chief Medical Officer of the Port Trust has to look after a regular hospital and not only a dispensary as is the case with the Medical Officer in the Dock Labour Board. The number of workers in the Dock Labour Board is shrinking. The claim that he should be placed on par with the Chief Medical Officer of the Port Trust cannot be supported. Protection of pre-liberation pay is outside my terms of reference. I have proposed the revised pay scale having regard to all the relevant factors.

BOMBAY DOCK LABOUR BOARD

14.6.1 The Bombay Dock Labour Board administers the following four schemes:

- (i) The Bombay Dock Workers (Regulation of Employment) Scheme, 1956;
- (ii) The Bombay Chipping & Painting Workers (Regulation of Employment) Scheme, 1969;
- (iii) The Bombay Foodgrains Handling Workers (Regulation of Employment) Scheme, 1975; and
- (iv) The Bombay Unregistered Dock Clearing and Forwarding Workers (Regulation of Employment) Scheme, 1973.

14.6.2 The total number of registered workers (as on 1.8.77) under these four schemes is approximately 8,500. The number of class III employees is 346 and class IV 212. The existing sanctioned strength of the officers is:-

Deputy Chairman	- 1 (Rs.1400-1800)
Secretary	- 1 (Rs.800-1350)
Medical Officer	- 1 (Rs.750-1400)
Assistant Medical Officer	- 13 (Rs.425-1040)
Labour Officer	- 2 (Rs.475 - 1100)
Welfare Officer	- 1 (Rs.475 - 1100)

14.6.3 The Deputy Chairman is a whole-time officer and acts as the Chief Executive. He assists the Chairman in discharging his functions and supervises the day-to-day administration of the Administrative Bodies. The Secretary assists the Deputy Chairman generally and is responsible for the smooth functioning of the Board's Secretariat. He attends to all staff matters and exercises general

supervision over the accounts as also the work relating to the day-to-day administration of the schemes. He draws up the budget estimates of the various administrative bodies and services the Board in regard to its meetings. He also functions as Personnel Officer under the respective schemes. He guides the Welfare Officer in matters connected with the residential colonies, looks after investment of the Board's funds and broadly oversees the functioning of the dispensaries. He also acts in the capacity of Industrial Relations Officer.

14.6.4 The Labour Officers are appointed by the Dock Labour Board to function under the administrative bodies. They are responsible to take action in disciplinary matters pertaining to registered workers in accordance with the provisions of the schemes. They have the power to suspend a worker upto 3 days. Cases meriting higher punishment have to be referred to the Deputy Chairman. The Welfare Officer is incharge of welfare activities of the Board and supervises the work relating to the housing colonies. He also looks after sports, recreation as well as canteen affairs. The Medical Officer is in overall charge of the two medical dispensaries run by the Board. He is assisted by 13 Medical Officers. He is responsible for purchase of medicines and other stores required for the dispensaries, scrutiny of bills received from the hospital for indoor treatment of the members of the staff and their families and other administrative matters. He pays periodical

~~visits to hospitals where the Board has made arrangements~~
for indoor-treatment of its employees. The medical arrangements do not visualise any domiciliary visits by the doctors.

14.6.5 The Board has no operational responsibilities in regard to the functioning of the Port as such. It is principally an agency for supply of labour according to the schemes framed under the Dock Workers

(Regulation of Employment) Act. It determines the conditions of service of the workers and the terms on which they would be available to the entitled users.

It is not, therefore, an employer as such. The administrative bodies under the schemes function as agents of employers and collect and distribute wages to the workers. The functioning of the administrative bodies is supervised by the Deputy Chairman on behalf of the Board.

14.6.6 A Memorandum has been submitted on behalf of the officers of the Board. It has been stated that the Board was first constituted in the year 1952 and between that year and 1968 the pay scales of the officers did not see any improvement. While the recommendations of the Second Pay Commission were made applicable to the Dock Port Trust with effect from 1st July, 1959, the officers of the Dock Labour Board did not have the same benefit.

The pay scales admissible to the officers of the Board were lifted from similar pay scales obtaining under

the Port Trust based on certain nomenclature and designations but without going into the duties and responsibilities of the various posts. It is contended that the duties of the officers of the Board differ materially from those of the officers of the Port Trust. The Desai Committee had an opportunity to go into the pay scales of the officers of the Board, but the benefits that the officers got were meagre. The Committee merely increased the minimum by Rs.75 and maximum by Rs.100 in the existing scale. It is stated that the scale of Rs.1400-1800 is not commensurate with the duties and responsibilities of the Deputy Chairman. A similar post in Calcutta is on a higher scale. The number of workers should not be a sufficient criteria in this respect without regard to duties and responsibilities. A scale of Rs.1900-2200 has been demanded for the Deputy Chairman.

Secretary

14.6.7 It is stated that the Secretary has secretarial, executive as well as administrative functions. He has to keep a close watch over the administrative bodies and exercise financial control. The Bombay Dock Labour Board disburses approximately Rs.50 lakhs per month. It has been demanded that his scale should be raised from Rs.800-1350 to Rs.1200-1800 for purposes of revision.

Medical Officer

14.6.8 It has been urged that the medical facilities provided by the Bombay Dock Labour Board compare favourably

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with any of the public/private sector undertakings. Though the Board has no hospital of its own, it provides indoor treatment facilities in other hospitals. Over the years, the out-patient department attendance has increased considerably. Apart from the professional duties, the medical officers have to do administrative work. He controls a budget of about Rs.20 lakhs per month and looks after the medical care of about 10,000 workers and their families. It is urged that the present scale of Rs.750-1400 is low and should be raised to Rs.1200-1600.

14.6.9 The Assistant Medical Officers who are on a scale of Rs.425-1000 have demanded that they should be treated as being on the scale of Rs.750-1400 for the purpose of revision.

Labour Officer

14.6.10 It is stated that the functions of the Labour Officers include maintenance of discipline at the work place. They initiate enquiries into the cases of indiscipline and misconduct reported to them. It is claimed that their work is similar to that of Personnel Manager in charge of maintaining discipline in a medium sized establishment. In addition to the disciplinary action they decide grievances and disputes arising from day to day work at the initial level. They have to examine the reports submitted by Inspectors

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and others whose work ^{they} / supervised. They are closely associated with the training of dock workers in safety measures. It has been demanded that their scale should be revised from the existing rate of Rs.475-1100 to 800-1300.

Welfare Officer

14.6.11 The Welfare Officer is also on the scale of Rs.475-1100. He is inter-transferable with Labour Officers. A scale of Rs.700-1200 has been demanded by him.

14.6.12 I have considered the various submissions made by the officers and have recommended the revised pay scales having regard to all the relevant factors.

KANDLA DOCK LABOUR BOARD

14.7.1 Kandla Dock Labour Board has about 600 registered workers and about 300 casual workers. In addition there are 1200 listed workers for handling foodgrains and fertilisers. The scheme of registered workers is administered by the Administrative Body headed by a representative of the employers who is its ex-officio Chairman. He is assisted by an Assistant Secretary on the scale of Rs.425-1040. The listed scheme is managed and supervised by the Food Corporation of India. The staff of the Dock Labour Board consists of a part-time Deputy Chairman, a Secretary-cum-Personnel Officer on the scale of Rs.475-1100 (post vacant), Assistant Secretary (Rs.425-1040) and Assistant Secretary (Registered Scheme) (Rs.425-1040).

Deputy Chairman

14.7.2 The Deputy Chairman is the Secretary of the Kandla Port Trust and gets a fee of Rs.300 per month for working as the Deputy Chairman of the Dock Labour Board in addition. He is allowed to retain the entire amount without having to pay the usual one third of it to the Kandla Port Trust. His predecessor was in receipt of a fee of Rs.500 of which he had to pay one third to the Kandla Port Trust. It has been urged that a fee of Rs.300 is totally incommensurate with the duties and responsibilities that the Deputy Chairman has to carry even in a part-time capacity and that it should be raised to Rs.1000.

14.7.3 The Kandla Dock Labour Board supervises the administration of only two schemes of which one having the listed workers scheme is taken care of entirely by the Food Corporation of India. The Board's own responsibility in respect of that scheme is very limited. The number of workers is very small. Moreover 50% of the workers will become redundant after the marine unloader has been commissioned. It will be enough if the part-time Deputy Chairman is paid a fee equal to 20% of his pay in the Kandla Port Trust subject to a minimum of Rs.300 and a maximum of Rs.400. Whether he should be required to give one third of the fee to the Port Trust or not, is an administrative matter to be decided by the Administration.

Assistant Secretary (Administrative Body)

14.7.4 The present scale of the post is Rs.425-1040. It is his contention that as the Assistant Secretary (Administrative Body) he has to discharge the duties of Secretary, Administrative Officer, Welfare Officer, Reconciliation Officer, etc. The financial transactions involved, it is stated, are heavy. Annual recoveries amount to over Rs.50 lakhs and disbursements to over Rs.40 lakhs. It is claimed that the duties are not less responsible than those of Secretary/Manager/Administrative Manager of Administrative Bodies under other Dock Labour Boards and that for the purposes of revision his scale

should be considered as Rs.800-1350 particularly as there are no avenues of promotion.

14.7.5 The number of workers in Kandla is much smaller than under the other Boards to which a reference has been made in the representation. I have taken all the relevant factors into consideration in proposing the revised scale.

Assistant Secretary (KANDLA DOCK LABOUR BOARD)

14.7.6 It has been stated that the post of Secretary-cum-Personnel Officer has been lying vacant since its creation in 1974 and that, therefore, the Assistant Secretary has had to carry the entire burden of work including servicing the Board's meetings, formulating and implementing welfare measures, maintenance of accounts other than those maintained by the Administrative Body, assisting the Chairman in supervising the functions of the Administrative Body, etc. It has been contended that his duties and responsibilities are of the same level as those of the Secretary of other Dock Labour Boards on the scale of Rs.800-1350 and that for the purposes of revision he should be deemed to be on that scale. In addition he should be paid some extra remuneration for doing the work of the Secretary-cum-Personnel Officer. A conveyance allowance of Rs.200 has also been asked for.

14.7.2 The meetings of the Board are held very occasionally. The main burden of the registered worker scheme is borne by the administrative body which prepares the wage bills as well as recovers the various dues from

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the employers. The listed scheme is entirely handled by the Food Corporation of India. Again, almost 50 per cent of the workers would be redundant after the marine unloader has been commissioned. The claim that he should be treated as on the scale of Rs.800-1350 is difficult to accept. I have recommended the revised scale having regard to all the relevant factors.

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14.8.1 I recommend that the existing scales of the officers of the Dock Labour Boards may be revised as proposed in the annexed schedule.

14.8.2 Demands have also been made in respect of dearness allowance, city compensatory allowance, house rent allowance, conveyance allowance, educational allowance uniform allowance, non-practising allowance, medical specialist allowance, allowance for post-graduate qualifications, night duty allowance, travelling allowance, stagnation increments, etc. I have made my recommendations in respect of these matters in dealing with the demands of the officers of the Major Port Trusts. The general recommendations that I have made in regard to these matters in respect of the officers of the Port Trusts would apply to the officers of the Dock Labour Boards also.

14.8.3 Demands have also been made in respect of matters relating to retirement benefits, gratuity, ex-gratia payment in lieu of bonus, leave travel concession, encashment of leave, study leave benefits, etc. These matters fall outside my terms of reference. I have, therefore, not dealt with them.

Cal.DLB - 1

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
1.	Deputy Chairman	1700-100-2000	2200-100-2600 plus special pay of Rs.200 per month for performing the duties of Administrative Bodies under the Calcutta Dock Workers (Regulations of Employment Scheme), 1970, and the Calcutta chipping and Painting Workers (Regulation of Employment, Scheme), 1970 during/supersession prospectively.
		/their	
2.	Secretary	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50-1900
3.	Assistant Secretary	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
4.	Assistant Engineer	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
5.	Chief Labour and Welfare Officer	1400-60-1700	1900-75-2200-100-2300
6.	Labour Relations and Welfare Officer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245-EB- 45-1380-50-1630
7.	Industrial Relations Officer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245-EB- 45-1380-50-1630

Cal. DLB - 2

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
8.	Personnel Officer/ Labour Officer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245- EB-45-1380-50-1630
9.	Law Officer	425-25-500-30-800- EB-30-830-35-1040 plus special pay Rs.165 per month as personal to the present incumbent	950-40-1110-45-1245- EB-45-1380-50-1630 Special pay of Rs.165 per month may continue as personal to the present incum- bent without any further increase in it.
10.	Administrative Superintendent	1200-50-1500	1700-55-1920-60-2100
11.	Administrative Officer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
12.	Chief Accounts Officer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
13.	Assistant Administrative Officer	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
14.	Accounts Officer	425-25-500-30-680- EB-30-830-35-1040 (i) plus special pay Rs.130 per month as personal to present incumbent of the post of Accounts Officer(C.P) (ii) plus special pay Rs.160 per month as personal to present incumbent of the post of Accounts Officer (DC & SW)	900-35-1040-40-1080- EB-40-1400-EB-45- 1580 Special pay of Rs. 130 per month may continue as per- sonal to present incumbent of the post of Accounts Officer(C.P.) and special pay of Rs.160 per month may continue as personal to the present incumbent of the post of Accounts Officer (DC&SW) without any further in- crease in it.

Cal.LB - 3

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
15.	Section Officer/ Inspector	425-25-500-30- 680-EB-30-830- 35-900 Personal to those in position on or before 16.8.1977	900-35-1040-40-1080- EB-40-1440 Personal to those in position on or before 16.8.1977
16.	Accountant	425-25-500-30- 680-EB-30-830- 35-900 Personal to those in position on or before 16.8.1977	900-35-1040-40-1080- EB-40-1440 Personal to those in position on or before 16.8. 1977.
17.	Administrative Superintendent (Chipping and Painting)	1100-50-1350	1600-50-1900
18.	Labour Officer (Chipping and Painting)	475-475-525-35- 770-EB-35-840- 40-1000-50-1100 plus special pay Rs.173 per month as personal to present incumbent	950-40-1110-45-1245- EB-45-1380-50-1630 Special pay Rs.173 per month may continue as personal to present incumbent without any further increase in it.
19.	Executive Officer (DC & SW Scheme)	800-40-1000-50- 1200-50/2-1350*	1300-50-1650-EB-50- 1900
20.	Labour Officer (D.C. and S.W Scheme)	425-25-500-30- 800-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
21.	Officer on Special Duty (Implementation Cell)	1200-50-1500	1700-55-1920-60-2100

* ad-hoc special pay of Rs.173 as Labour Officer (Chipping and Painting) is holding the post.

Cal. DLB - 4

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
22.	Chief Medical Officer	1400-60-1700- 100-2000	1900-75-2200-100-2600
23.	Surgical Specialist	750-40-950-50- 1400	1250-50-1650-EB-50-1950
24.	Medical Specialist	750-40-950-50- 1400	1250-50-1650-EB-50-1950
25.	Medical Officer (Administration)	525-35-770-EB- 35-840-40-1000- 50-1200-50/2- 1350	1000-40-1120-45-1300-EB- 50-1650-EB-50-1900
26.	Senior Medical Officer	525-35-770-EB-35- 840-40-1000-50/2- 500-50-50 -1350	1000-40-1120-45-1300- EB-50-1650-EB-50-1900
27.	Medical Officer	425-25-500-30- 800-EB-30- 830-35-1040	950-40-1120-45-1300 -EB- 50-1380-50-1630
28.	Matron	700-35-840-40- 1000-50-1100	1200-45-1380-50-1430-EB- 50-1630

Vizag D.L.B - 1

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
1.	Deputy Chairman	1200-50-1400-60- 1700-100-1800	1700-55-1810-70-2300- 100-2400
2.	Secretary-cum- Personnel Officer	840-40-1000-50- 1100	1335-45-1380-50-1630
3.	Chief Accounts Officer	840-40-1000-50- 1100	1335-45-1380-50-1630
4.	Administrative Officer	840-40-1000-50- 1100	1335-45-1380-50-1630
5.	Welfare Officer- cum-Assistant Secretary	475-475-50-525- 35-770-EB-35- 840-40-1000- 50-1100	950-40-1110-45-1245- EB-45-1380-50-1630
6.	Senior Medical Officer	595-35-770-EB- 35-840-40- 1000-50-1100	1000-40-1120-45-1300- EB-50-1650-EB-50-1900
7.	Medical Officer	425-25-500-30- 680-EB-30-830- 35-1040	950-40-1110-45-1245-EB- 45-1380-50-1630
8.	Assistant Engineer	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580
9.	Labour Officer (Registered Scheme)	475-475-50-525- 35-770-EB-35- 840-40-1000-50- 1100	950-40-1110-45-1245- EB-45-1380-50-1630
10.	Accounts Officer (Registered Scheme)	475-475-50-525- 35-770-EB-35- 840-40-1000-50- 1100	950-40-1110-45-1245-EB- 45-50-1630

Vizag DLB - 2.

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
11.	Administrative Manager (Registered Scheme)	425-25-500-30- 680-EB-30- 830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
12.	Labour Officer (Unregistered Scheme)	475-475-50-525- 35-770-EB- 35-840-1000- 50-1100	950-40-1110-45-1245-EB- 45-1380-50-1630
13.	Accounts Officer (Unregistered Scheme)	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080-EB- 40-1400-EB-45-1580

MDLB - 1

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
1.	Deputy Chairman	1200-50-1400- 60-1700-100- 1800	1700-55-1810-70-2300- 100-2400
2.	Executive Engineer	800-40-1000-50- 1200-50/2-1350	1300-50-1650-EB-50- 1900
3.	Secretary	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	1335-45-1380-50-1630
4.	Administrative Officer (R&L)	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245- EB-45-1380-50-1630
5.	Accounts Officer (Board)	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245- EB-45-1380-50-1630
6.	Personnel Officer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245- EB-45-1380-50-1630
7.	Chief 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
8.	Senior Medical Officer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245-EB- 45-1380-50-1630
9.	Medical Officer	425-25-500-30- 680-EB-30-830- 35-1040	950-40-1110-45-1245- EB-45-1380-50-1630
10.	Accounts Officer (R and L)	425-25-500-30- 680-EB-30-830- 35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580

MDLB - 2

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
11.	Labour Officer (R and L)	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
12.	Labour Welfare Officer	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
13.	Stores Officer	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
14.	Dock Labour Officer	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-1400-EB-45-1580
15.	Assistant Engineer	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-40-14000-EB-45-1580

Cochin DLB - 1

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
1.	Deputy Chairman	1200-50-1400- 60-1700-100- 1800	1700-55-1810-70-2300- 100-2400
2.	Secretary and Personnel Officer	840-40-1000-50- 1100	1335-45-1330-50-1630
3.	Administrative Superintendent	(a) 530-30-680- EB-30-830-35- 1040 (upto 24.2.1977)	1005-35-1040-40-1160- EB-40-1400-EB-45- 1580 (upto 24.2.1977)
		(b) 475-475-525- 35-770-EB-35- 840-40-1000-50- 1100 (From 25.2.1977)	950-40-1110-45-1245- EB-45-1380-50-1630 (From 25.2.1977)
4.	Labour Officer	(a) 530-30-680-EB- 30-830-35-1040 (upto 24.2.1977)	1005-35-1040-40-1160- EB-40-1400-EB-45- 1580 (upto 24.2.1977)
		(b) 475-475-525- 35-770-EB-35- 840-40-1000- 50-1100 (From 25.2.1977)	950-40-1100-45-1245- EB-45-1380-50- 1630 (From 25.2.1977)
5.	Accounts Officer	(a) 530-30-680-EB- 30-830-35-1040 (upto 24.2.1977)	1005-35-1040-40-1160- EB-40-1400-EB-45- 1580 (upto 24.2.1977)
		(b) 475-475-525-35- 770-EB-35-840- 40-1000-50-1100 (From 25.2.1977)	950-40-1100-45-1245- EB-45-1380-50-1630 (From 25.2.1977)

Cochin DLB - 2.

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
6.	Assistant Secretary	(a) 530-30-680-EB-30-830-35-1040 (upto 24.2.1977)	1005-35-1040-40-1160-EB-40-1400-EB-45-1580 (upto 24.2.1977)
		(b) 475-475-525-35-770-EB-35-840-40-1000-50-1100 (From 25.2.1977)	950-40-1100-45-1245-EB-45-1380-50-1630 (From 25.2.1977)
7.	Welfare Officer	(a) 530-30-680-EB-30-830-35-1040 (upto 24.2.1977)	1005-35-1040-40-1160-EB-40-1400-EB-45-1580 (upto 24.2.1977)
		(b) 475-475-525-35-770-EB-35-840-40-1000-50-1100 (From 25.2.1977)	950-40-1110-45-1245-EB-1380-50-1630 (From 25.2.1977)
8.	Senior Medical Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1380-50-1630 plus charge allowance Rs.100 per month
9.	Medical Officer	425-25-500-30-680-EB-30-830-35-1040	950-40-1110-45-1245-EB-45-1380-50-1630
10.	Assistant Engineer	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-1400-EB-45-1580
11.	Assistant Administrative Superintendent	425-25-500-30-680-EB-30-830-35-1040	900-35-1040-40-1080-EB-1400-EB-45-1580

Mormugao DLB

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
1.	Deputy Chairman	1200-50-1400-60- 1700-100-1800	1700-55-1810-70-2300- 100-2400
2.	Secretary	475-475-525-35- 770-EB-840- 40-1000-50-1100	950-40-1110-45-1245- EB-45-1380-50-1630
3.	Welfare Officer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245-EB- 45-1380-50-1630
4.	Manager	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245-EB- 45-1380-50-1630
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.	Accounts Officer a	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245- EB-45-1380-50-1630
7.	Medical Officer Incharge	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245-EB- 1350-50-1630 plus charge allowance Rs. 100 per month
8.	Assistant Medical Officer	425-25-500-30-630- EB-30-830-35- 1040	950-40-1110-45-1245-EB- 50-1630

Sl. No.	Designation of Post	B DLB	
		Existing Scale Rs.	Proposed Scale Rs.
1.	Deputy Chairman	1400-60-1700-100-1800	1900-75-2200-100-2500
2.	Secretary	800-40-1000-50-1200-50/2-1350	1700-55-1920-60-2100
3.	Medical Officer	750-40-950-50-1400	1250-50-1650-EB-50-1950
4.	Assistant Medical Officer	425-25-500-30-680-EB-30-830-35-1040	950-40-1110-45-1245-EB-45-1380-50-1630
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.	Welfare Officer	475-475-525-35-770-EB-35-840-40-1000-50-1100	950-40-1110-45-1245-EB-45-1380-50-1630

Kand. DLB

Sl. No.	Designation of Post	Existing Scale Rs.	Proposed Scale Rs.
1.	Deputy Chairman (Part-time)	Post held on a part-time basis by an office of Kandla Port Trust on a fee of Rs.300 per month.	Special pay equal to 20% of incumbent's pay in Kandla Port Trust subject to a minimum of Rs.300 per month and a maximum of Rs.400 per month
2.	Secretary-cum-Personnel Officer	475-475-525-35- 770-EB-35-840- 40-1000-50-1100	950-40-1110-45-1245- EB-45-1380-50- 1630
3.	Assistant Secretary Dock Labour Board	425-25-500-30-680- EB-30-830-35-1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580
4.	Assistant Secretary Administrative Body (Registered Scheme)	425-25-500-30-680- EB-30-830-35- 1040	900-35-1040-40-1080- EB-40-1400-EB-45- 1580

CHAPTER - XV

Financial impact of recommendations

15.1 In the absence of complete information, it is difficult to make a precise estimate of the cost of implementing my recommendations. On the basis of such data as is available, I have attempted to work out a rough estimate of the recurring cost due to the revision of the scales of pay as well as of the amount of arrears if the revised pay scales are adopted with effect from 1st January 1974. In making this estimate I have also taken into account the consequential increase in the cost of retirement benefits. The recurring annual increase and the amount of arrears payable upto 31st May 1978 in respect of each Port Trust and Dock Labour Board are estimated to be as follows:-

<u>Port Trusts</u>	<u>Increase per annum (Rs. in lakhs)</u>	<u>Arrears from 1.1.1974 to 31.5.1978 (Rs. in lakhs)</u>
Bombay	8.9	40
Calcutta	17.6	86
Madras	4.4	21
Cochin	4.5	20
Visakhapatnam	6.6	26
Mormugao	3.5	16
Kandla	6.4	17
Paradip	4.2	17
	<u>56.1</u>	<u>243</u>
<u>Dock Labour Boards</u>		
Bombay	0.3	1.6
Calcutta	1.7	8.4
Madras	0.5	2.1
Cochin	0.4	1.6
Visakhapatnam	0.7	2.9
Mormugao	0.4	1.5
Kandla	0.1	0.4
	<u>4.1</u>	<u>18.5</u>

The cost has been worked out on the same basis as adopted by the Wage Revision Committee for working out the financial implications of its recommendations. Briefly, the method of computation of recurring increase consists of arriving at the average increase in pay at Bombay, Calcutta and Madras on the basis of refixation of pay in the revised scale and adjusting it suitably to take into account the element of house rent allowance and city compensatory allowance merged in the scale in respect of ports where these are at present paid at lower rates or not paid at all. In working out the amount of arrears, the improvement made in the various scales, the increase allowed for the back period to protect the dearness allowance already drawn at higher rates and the dearness allowance proposed to be paid at Rs.1.30 per point, gain on account of merger of house rent allowance and city compensatory allowance in respect of ports where these allowances are paid at lower rates or not at all and the ceiling of Rs.250 per month for arrears payment have been duly taken into account.

15.2 In the case of marine services, besides improvement in the pay scales, improvements have also been proposed by a system of allowances and benefits related to their special requirements. In the absence of all the particulars, it is difficult to work out the additional cost in respect of these improvements. On a

rough basis, the additional cost on this account is estimated to be 15 ~~Lakhs~~^{Rs.} per annum.

15.3 For want of the required information, it has not been possible to quantify the additional cost in respect of conveyance allowance, overtime allowance, compensation for work on weekly days of rest and holidays, daily allowance, etc. These benefits are of a contingent nature and admissible in special circumstances only.

15.4 My recommendations relating to house rent allowance requires production of rent receipts. Judged by the number of employees at present drawing house rent allowance, ^{on production of rent receipt} the additional expenditure on this account is not likely to be significant.

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SUMMARY OF MAIN CONCLUSIONS AND RECOMMENDATIONS

REVISED PAY STRUCTURE - CHAPTER V

I. PAY SCALES

1. 20 per cent of the posts of medical officers in the junior time-scale of Rs. 950 - 1630 should be converted into selection grade posts on the time scale of Rs. 1000 - 1900. These 20 per cent posts should be inclusive of other posts on that time scale.

(Para 5.7.2)

2. There is need for providing some linkage between performance and pay. Efficiency bars have, therefore, been provided at the appropriate stages in the entry scales and the scale next above.

(Para 5.8)

3. The pay scales of Class I and Class II officers should be structured on similar lines as is done in the case of Class III and Class IV employees. However, it is not considered desirable to merge the elements of dearness allowance, city compensatory allowance and house rent allowance into the pay scales fully. A part of these allowances is included in the fixed dearness allowance.

(Para 5.11)

4. As in the case of Class III and Class IV employees of major ports, the revised pay structure of Class I and Class II officers should be related to the 1st January, 1974 and the All-India Consumer Price Index Number for Industrial Workers 250 with 1960 base which corresponds to index number 303 ^{with} / 1949 base.

(Paras 5.9 and 5.10)

5. As on the 1st January 1974, the officers were actually in receipt of dearness allowance related to index number 268 of the 1949 series and not to index number 303 of that series. They are, therefore, entitled to protection of the loss of dearness allowance amounting to Rs. 70 per month on 35 points. This has been provided in the formulation of pay scales.

(Para 5.12)

II. Date of Effect.

6. The revised pay structure of Class I and Class II officers should also be given effect to from the 1st January 1974 as was done in the case of Class III and Class IV employees on the recommendations of the Wage Revision Committee.

(Para 5.14)

7. City Compensatory Allowance (including Goa Compensatory Allowance) having been merged in pay and dearness allowance in full in the revised pay structure, it will cease to be admissible as a separate element with effect from the date on which the revised pay structure comes into force. The Paradip Compensatory Allowance will also be similarly abolished from that date.

(Para 5.15)

III. Fixation of Pay in Revised Scales:

8. Pay in the revised scale should be fixed in the following manner:-
- i) To the pay (excluding dearness pay and special pay, if any) in the existing scale on the 1st January, 1974, will be added the appropriate amount as mentioned below. If the total there-of (hereinafter referred to as the 'aggregate') is equal to a

stage in the corresponding revised scale, the pay will be fixed at that stage and, if there is no such stage, at the stage next above:

Pay in the existing scale Amount to be added.

Upto Rs. 700	Rs. 500
Rs. 701 to Rs. 1500	Rs. 525
Rs. 1501 to Rs. 2000	Rs. 575
Rs. 2001 and above	Rs. 525

- ii) If the minimum of the revised scale is higher than the aggregate, the pay will be fixed at the minimum of the revised scale;
- iii) Where pay in the revised scale happens to be fixed at the minimum of the scale and the officer has put in, as on the 1st January 1974, three or more years' service in the existing scale, he will be given one increment in the revised scale for every three completed years of service subject to a maximum of three increments;
- iv) If the aggregate happens to be more than the maximum of the revised scale, pay will be fixed at the maximum of the revised scale and the amount above such maximum will be treated as personal pay to be absorbed in future increases in pay and it will count as pay for all purposes;
- v) After fixing pay in the revised scales in the above manner, the next increment will be drawn on the anniversary of the last increment in the existing scale subject, however, to the condition that the \angle month in which the increment falls due;
- vi) If two or more officers in the same cadre and drawing pay at different stages in the same existing scale happen to be fixed at the same stage in the revised scale and the date of next increment of the senior happens to fall after the date of increment of the junior, the date of \angle senior will be advanced to the date of increment of the junior;
- vii) If the total of existing pay, dearness pay, dearness allowance, city compensatory allowance, house rent allowance (when drawn without production of rent receipt) and Paradip Compensatory Allowance drawn by an officer on the date of the Government's orders on this report happens to be more than his pay in the revised scale, fixed dearness allowance and variable dearness allowance on the date, the difference will be paid as personal pay to be absorbed in future increases in pay and allowances;

\angle date of next
increment
will be the
1st of the

\angle increment
of the

- viii) The pay of an officer appointed to any grade or promoted to a higher grade after the 1st January, 1974 will be fixed in accordance with the normal rules relating to fixation of pay;
- i) If an officer has officiated in a post prior to the 1st January 1974, but was not holding that post on that date, pay fixed in the revised scale on his re-appointment to that post should not be less than the pay that would have been fixed had he held the post on that date; and
- x) While pay will be allowed at the appropriate stage in the revised scale as fixed in the manner stated above, payment of arrears (after adjustment of house rent but before adjustment of contribution to Provident Fund) on account of pay, fixed dearness allowance, variable dearness allowance and overtime allowance due upto the date of Government orders on this report will not exceed an amount calculated at Rs. 250 per month in all.

(Para 5.19)

IV Dearness Allowance.

99. With effect from 1st January, 1974, fixed dearness allowance will be payable at the rate of Rs. 230 per month at all levels.

(Paras 5.16 and 5.22)

10. Variable dearness allowance will be admissible for rise or fall in index number above index number 250 of the 1960 series at the rate of Rs. 1.30 per point.

(Paras 5.17 and 5.23)

11. Variable dearness allowance will be reviewed quarterly as follows: -

For review of dearness allowance in respect of quarter commencing

Months for computation of average index number

1st January

August-September-October preceding.

1st April

November-December-January preceding

1st July

February-March-April preceding

1st October

May-June-July preceding

(Para 5.24)

12. Adjustment in variable dearness allowance will be for change of every point in the index number.
(Para 5.25)
13. In computing quarterly average, fractions of 0.5 and above should be rounded off to the next higher integer and fractions below 0.5 should be ignored.
(Para 5.26)
14. No escalation in dearness allowance should be permitted beyond the level obtaining on the date of Government's orders on this report in the case of officers drawing pay and dearness allowance exceeding Rs. 2660.
(Paras 5.28 and 5.30)

V. House Rent Allowance:

15. House rent allowance would be admissible to officers at all the ports on production of rent receipts at the following rates:

<u>Revised pay</u> <u>Rs.</u>	<u>Rate of House Rent allowance</u> <u>per month</u>
Pay upto 1250	8 per cent of pay
1251 to 1500	10 per cent of pay
1501 to 1750	12½ per cent of pay
1751 and above	15 per cent of pay subject to a ceiling of Rs. 400.

Of the total rent paid by an officer, a sum equal to 10 per cent of his pay would be met by himself, the house rent allowance being limited to the balance upto the limits indicated above.

(Paras 5.32 and 5.33)

16. The present system of re-imbusement of house rent on production of rent receipts to officers of Kandla Port Trust stationed at Jamnagar for OOT project work should be discontinued and their claim for house rent allowance regulated according to the general recommendation in paragraphs 5.32 and 5.33.

(Para 5.33)

17. In the case of officers residing in accommodation owned by them, the monthly rental value assessed by the local municipal authorities for the purpose of municipal taxes should be taken as the base for computation of notional monthly rent of the premises and determining the house rent allowance admissible.

(Para 5.34)

VI. Recovery of Rent for Port Quarters.

18. Rent should be recovered from the allottees of port quarters at 10 per cent of the revised pay without limiting it to standard rent as heretofore.

(Para 5.36)

19. Where the scale of accommodation provided by the port administration, whether owned or hired by it, is less than 70 per cent of the scale to which the officer is entitled according to the rules currently in force, the recovery of rent should be limited to the maximum rent that might be payable by an officer eligible for that reduced scale of accommodation. Where the ports have not adopted scale of accommodation, they should do so taking into account the guidelines laid down by the Bureau of Public Enterprises in that behalf.

VII - Rent Free Quarters

20. The concession of rent free quarters should be attached to the posts specified in paragraph 5.42 and the concession will be admissible subject to the condition stated in paragraph 5.43.

(Paras 5.42 and 5.43)

21. The Calcutta Dock Labour Board should review the need for attaching free quarters to certain posts on the basis of the criteria laid down in paragraphs 5.40, 5.41 and 5.43.

(Para 5.44)

VIII - Conveyance Allowance

22. Having regard to the rise in the cost of vehicles and the maintenance, the rates of conveyance allowance (motor car allowance, scooter allowance, etcetera) may be increased by 50 per cent subject to the condition that the maximum allowance does not exceed Rs. 400 per month. The allowance should be admissible on the same terms and conditions as hitherto.

(Para 5.51)

23. The rate of conveyance allowance should be initially determined on the basis of entries in a log book for a period of three calendar months. This assessment should be followed for a period of two years after which it should be reviewed afresh on the basis of entries for a further period of three months. Log Books need not be maintained for the entire period for which the allowance is drawn. The requirement of maintaining a log book should not apply to marine

officers who have been specifically exempted on the recommendations of the Desai Committee.

(Para 5.51)

24. In the case of those who maintain motor car/ motor cycl scooter, etc, conveyance allowance should be admissible at 50 per cent of the rate during periods of absence on leave. The concession should not be admissible to those eligible for the allowance without maintenance of a vehicle.

(Para 5.25)

25. Junior officers on the scale of Rs. 950 - 1630 or lower scales should be discouraged from maintaining motor cars. They should be encouraged to use two-wheeler transport, like motor cycles. Those among them who are receipt of a motor car allowance may be allowed to retain it, ^{as a personal concession} for so long as they hold the posts in which the allowance is considered necessary.

(Para 5.53)

26. Where re-imbusement of conveyance expenses is made on an actual basis, there should normally be no ceiling on the re-imbusement. However, in the interest of better control, the ports should determine a reasonable ceiling in each case having regard to the needs of duty.

(Para 5.55)

27. In Calcutta, quite a few officers have been sanctioned motor car allowance without due regard to the nature of their duties and the distance that they have to travel in the course of their work. The arrangement is not in consonance with the ordinary criteria for the grant of motor car allowance and should be reviewed.

(Para 5.66)

28. The revised rates of conveyance allowance should be effective from the date of Government's orders on the recommendations in this report.

(Para 5.56)

IX - Non-Practising Allowance to Medical Officers

29. Non-practising allowance should be admissible to medical officers at the rate of 40 per cent of pay subject to a maximum of Rs. 600 per month with effect from the 1st January 1974.

(Para 5.58)

30. It would be desirable to prohibit private practice and to allow non-practising allowance. The Visakhapatnam Port Trust and Visakhapatnam Dock Labour Board may review the present arrangements.

(Para 5.59)

X - Design Allowance:

31. Civil engineers employed exclusively on design work in the design office of the Civil Engineering Department should be paid a Design Allowance at the following rates with effect from the 1st January 1974:

Deputy Chief Engineer	}	Rs. 200 per month
Superintending Engineer		
Senior Executive Engineer	}	Rs. 150 per month
Junior Executive Engineer		
Executive Engineer		
Assistant Executive Engineer	}	Rs. 80 per month
Assistant Engineer		

(Para 5.63)

XI - Non-Practising Allowance to Engineers,
Law Officers and Chartered Accountants:

32. Grant of non-practising allowance to engineers, law officers and chartered accountants is not recommended.

(Para 5.64)

XII - Professional Allowance/Re-imbusement of
fees for membership of professional bodies

33. Grant of a professional allowance or re-imbusement of fees for membership of professional bodies in the case of engineers is not recommended.

(Para 5.65)

XIII - Post-Graduate Allowance:

34. Grant of post-graduate allowance and advance increments in the case of members of engineering services cannot be recommended. However, the present practice of granting four advance increments for holding a post-graduate degree and two advance increments for holding a post-graduate diploma in the case of doctors should continue.

(Para 5.66)

XIV - Field Duty Allowance/ Site Allowance/ Occupational Allowance

35. Grant of Field Duty Allowance/Site Allowance/ Occupational Allowance to engineers cannot be recommended.

(Paras 5.67 and 5.68)

XV - Project Allowance:

36. The demand for project allowance cannot be supported generally. It would have to be examined by ports on the merits of each case having regard to the criteria laid down.

(Para 5.70)

XVI - Daily Allowance:

37. The rates of daily allowance-admissible on tour should be revised as recommended with effect from the date of Government's orders on the recommendations contained in this report.

(Para 5.73)

XVII - Uniform Allowance:

38. The rates of uniform allowance of Rs. 50 per month and Rs. 30 per month where admissible should be enhanced to Rs. 100 per month and Rs. 60 per month respectively

(Paras 5.74 and 5.75)

39. Officers controlling a uniformed cadre or coming in contact with uniformed officers such as Deputy Conservator and other administrative heads of marine services should be allowed a uniform allowance at the rate of Rs. 100 per month.

(Para 5.76)

40. Uniform allowance of Rs. 150 per year admissible to medical officers at Madras should be enhanced to Rs. 300 per year.

(Para 5.77)

41. Matron of the Bombay Port Trust hospital and Matrons of the Calcutta Port Trust hospital and Calcutta Dock Labour Board hospital should be given a consolidated uniform allowance of Rs. 400 per year in lieu of the existing uniform allowance of Rs. 250 per year in Bombay and uniform allowance of Rs. 125 and Dhobi Allowance of Rs. 75 per year in Calcutta.

(Para 5.78)

42. Whereas instead of a cash allowance, uniforms are being supplied to eligible categories at the port's expense, no change is recommended.
(Para 5.79)
43. Grant of a uniform allowance to the officers attached to ore handling plants at Madras, Visakhapatnam, Paradwadi, Haldia and Mormugao at Rs. 60 per month to cover making as well as washing charges would be appropriate. The port authorities should themselves identify the categories and persons to whom the allowance should be admissible.
(Paras 5.80 and 5.81)
44. The allowances at the revised rates should be admissible from the date of Government's orders on the recommendations in this report.
(Para 5.82)

XVIII - Overtime

45. Officers required to work overtime for a well-defined, pre-determined, pre-assessed period as a part of an arrangement or as a regular feature beyond eight hours of effective duty, such as an extended shift of 12 hours, should be given the benefit of overtime.
(Para 5.86)
46. Hourly rate of overtime should be calculated by dividing monthly pay and dearness allowance including fixed dearness allowance by 240.
(Para 5.87)

XIX - Work on Weekly day of rest or holiday:

47. Where an officer, other than a marine officer for whom overtime at specified rate per act in excess of a monthly norm has been proposed, is required to work on weekly day of rest as a part of a pre-determined arrangement for a full day or more than a full day of eight hours, he should be allowed a compensatory day off and in addition should be granted half a day's basic pay and dearness allowance. If it is not possible to grant compensatory off, he should be given $1\frac{1}{2}$ days' basic pay and dearness allowance. However, where administratively or technically feasible, manning strength should be suitably adjusted to permit weekly off day being allowed to officers.

(Para 5.90)

48. The marine officers, who are paid overtime calculated at a specified rate per act over the monthly norm should not be allowed any compensation for work on weekly days of rest.

(Para 5.92)

49. The concession in paragraph 5.90 will also not be admissible to the marine officers of Calcutta who are allowed 26 days extra leave for loss of weekly days of rest.

(Paras 5.92 and 5.93)

50. Work on the three national holidays i.e. 26th January, 15th August and 2nd October, should be compensated in the same manner as work on the weekly days of rest.

(Para 5.95)

51. No monetary compensation should be given for work on festival holidays.

(Para 5.96)

52. The present practice of giving five days additional casual leave for the loss of festival holidays in Calcutta should continue.

(Para 5.97)

53. The recommendations in regard to grant of compensation for work on weekly days of rest and three national holidays will be given effect to from the date of Government's orders on the recommendations in this report.

(Para 5.98)

XX -Special Allowances to Marine Officers

A. Overtime Allowance to Pilots:

54. The various alternative systems of working for Pilots, according to the order of suitability, are indicated \angle in para 5.113 is the most unsuitable to the character and requirements of shipping and port operations.

\angle in para 5.113. The last alternative shown

(Paras 5.113 and 5.114)

55. Choice of an appropriate system is an administrative matter for the Port Trust to consider. Where they adopt the first alternative in para 5.113, Pilots may be paid a fixed overtime of Rs. 200 per month. Where they adopt a fixed, but an extended shift, overtime payment should be at hourly rate:

(Para 5.115)

56. Where in the case of pilots, overtime is paid on the basis of a specified rate for every additional act above the monthly norm, the monthly norm and the rate per act should be as follows:

Port	Monthly norm	Proposed rate per act above the norm Rs.
Bombay	28	60
Calcutta		
Habbour Pilot	18	60
River Pilot	8	125
Madras	15	50
Visakhapatnam	40	50
Cochin	30	60
Kandla	20	80
Mormugao	50	50
Paradip	50	50

(Para 5.116)

57. Where the pilots work on a shift system with overtime payment on the basis of acts, the rate per act shall be the same as the rate proposed for additional act above the norm.

(Para 5.117)

58. The consolidated overtime of Rs. 200 per month admissible to Pilots in Bombay may continue on the existing terms and conditions except that the compensation for additional acts would be admissible for every act above 28 in a month instead of 33.

(Para 5.118.1)

59. Harbour Pilots of the Calcutta Port Service may continue on the consolidated overtime payment of Rs. 200 per month, compensation being admissible in addition to Rs. 60 per act above the norm of 18 acts per month.

(Para 5.118.2)

60. In the case of River Pilots of Calcutta, compensation for additional acts above the norm of 8 per month should be reckoned at the rate of Rs. 125 per act.

(Para 5.118.3)

61. In Madras, overtime to pilots should be reckoned on the basis of the monthly norm and the rate per act, as suggested in paragraph 5.116.

(Para 5.118.4)

Night allowance would be admissible in addition for the acts performed between the hours of 2200 and 0600 but concurrently, the payment at the rate of Rs. 100 per act in respect of acts between 2200 and 0600 hours should be discontinued.

(Para 5.118.4)

62. If the Cochin Port Trust decides to continue the present arrangement, acts performed after the "shift" hours should be paid at the rate of Rs. 60 per act and not at the rate presently in force.

(Para 5.118.5)

63. The Pilots in Mormugao should be paid Rs. 50 for each additional act over and above the norm of 50 acts per month. The present practice of a daily norm is not suitable and should be discontinued.

(Para 5.118.6)

The Pilots should be given a consolidated overtime of Rs. 200 per month if the port adopts the turn system related to a period of not less than 24 hours working.

(Para 5.118.6)

64. Pilots in Kandla should be given a consolidated overtime of Rs. 200 per month and in addition paid Rs. 80 for each additional act over the monthly norm of 20.

(Para 5.118.7)

65. The Pilots in Visakhapatnam should be paid at the rate of Rs. 50 for each additional act of pilotage over the norm of 40 per month. If the port adopts the turn system related to a period of not less than 24 hours, they should also be allowed a consolidated overtime of Rs. 200 per month in addition.

(Para 5.118.8)

66. The Pilots in Paradip should be paid Rs. 50 for each additional act over the monthly norm of 50.

If the port adopts the turn system related to a period of not less than 24 hours, they should also be allowed a consolidated overtime allowance at the rate of Rs. 200 per month in addition.

(Para 5.118.9)

67. The revised rate of overtime in the case of pilots recommended above should take effect from the date of Government's orders on the recommendations made in this report.

(Para 5.118.11)

B. Consolidated Overtime to Berthing Masters:

68. If the Berthing Masters in Bombay are put on a turn system related to a period of not less than 24 hours, they should be given a consolidated overtime of Rs. 200 per month.

(Para 5.121)

69. If the Berthing Masters in Calcutta are put on a turn system related to a period of not less than 24 hours, instead of the present shift system, they should be given a consolidated overtime of Rs. 200 per month.

(Para 5.120)

70. The Berthing Masters in Bombay and Calcutta should in addition be paid overtime of Rs. 40 for each additional act performed above the monthly norm of 40.

(Para 5.123)

7. The allowance at the rates indicated in item Nos. 68, 69 and 70 above should be admissible from the date of Government's orders on this report.

(Para 5.124)

C. Night Allowance:

72. Where the officers work in regular and continuous shifts and are not otherwise eligible for any benefit for working at night i.e in the shape of reduced working hours, or are merely on call duty at night, or are called upon to do night duty occasionally, they should be given night weightage calculated at ten minutes per hour of work done between 2200 hours and 0600 hours.

(Para 5.128)

73. In the case of Pilots and Berthing Masters, compensation for night work should be regulated as follows:-

- (a) the payment will be admissible only in respect of acts performed or extending into the period between 2200 hours and 0600 hours;
- (b) an act for this purpose will have the same meaning as an act for the purpose of overtime payment in excess of the prescribed monthly norm;
- (c) the payment will be admissible irrespective of whether the night act performed is within the monthly norm or outside it;
- (d) the payment for overtime work and the payment for night work are two separate benefits. When a night act is an additional act over the monthly norm, the night weightage in respect of that act will be in addition to the overtime payment admissible for that act;
- (e) the rate of payment for night acts at different ports for the Pilots should be as follows:

Bombay	}	Rs. 30 per act
Calcutta (Harbour Section))		
Kandla		Rs. 50 per act
Madras	}	Rs. 25 per act
Visakhapatnam		
Cochin		
Mormugao		
Paradip		

- (f) ~~the River Pilots of Calcutta should get a consolidated payment of Rs. 200 per month on account of night weightage;~~
- (g) in the case of tankers of 60,000 DWT or above or vessels with a length of 600 feet, or above, the night weightage for acts of pilotage will be admissible at the rate of Rs. 50 per act. This will not apply to River Pilots of Calcutta Port Trust; and
- (h) the rate of payment for night acts performed by Berthing Masters at Bombay and Calcutta will be Rs. 20 per act. If the act relates to a ship with a length of 575 feet or above, the rate of night allowance would be Rs. 30 per act.

(Para 5.128)

74. Night allowance at the rates mentioned in item Nos. 72 and 73 above should be admissible from the date of Government's orders on this report. Past cases should not be reopened.

D. Mess Allowance:

75. Rates of Mess Allowance should be revised as follows from the date of Government's orders on this report;

Calcutta

Harbour Pilots and certain senior officers of Harbour Section of Pilot Service		Rs. 60 per month (To be paid individually)
River Pilots	i)	Rs. 60 per month (To be paid individually)
	ii)	Rs. 120 per month (To be paid to Sandheads Mess)
Officers of the Pilot Vessels, Dredger and Despatch Service, River Survey Service, Marine Engineering Service		Rs. 15 per day (To be paid to vessels' mess for the days officers are messed on board)

Bombay

Pilots and Marine Engineers on the Pilot Vessel	Rs. 125 per month (To be paid to the mess)
Dock Master (Butcher Island)	Rs. 350 per month (To be paid collectively for both the Dock Masters at Butcher Island)
	(Para 5.132)

76. The necessity for a mess allowance to officers on dredgers in Mormugao is not established. However, as they are already in receipt of it, it may continue at the present rate.

(Para 5.133)

F. Tonnage Allowance:

77. Pilots at all the ports should be paid a tonnage allowance at the rate of Rs. 100 per act of pilotage in respect of a ship/tanker of 60,000 DWT or over from the date of Government's orders on this report. When the act is performed between the hours of 2200 and 0600, suitable night allowance should be given in addition according to the recommendation in paragraph 5.128.

(Paras 5.135 and 5.136)

78. The present practice in Cochin of paying tonnage allowance for all tankers irrespective of their size or DWT should be discontinued.

(Para 5.136)

F. Length Allowance:

79. An allowance of Rs. 100 per act should be paid to Pilots at all the ports, where an act relates to a ship with an overall length of 600 feet and above. Where the act is performed between the hours of 2200 and 0600, night allowance of Rs. 50 per act should be paid in addition except in the case of River Pilots of Calcutta, to whom a consolidated night allowance of Rs. 200 per month has been recommended, or where tonnage allowance has been drawn in respect of that ship.

(Para 5.138)

80. Berthing Masters in Bombay and Calcutta, including Haldia, should be paid a fees of Rs. 50 per act for berthing a ship with an overall length of 575 feet or above.

(Para 5.139.1)

81. The allowance recommended for Berthing Masters in respect of acts for berthing will not be admissible to the Pilots who berth, unberth or shift vessels as a part of their ordinary duties or acts of pilotage.

(Para 5.139.2)

82. The concessions at items Nos. 79, 80 and 81 will apply with effect from the date of the Government's orders on this report.

G. Cold Move Allowance:

83. Pilots at all the ports and Berthing Masters at Bombay and Calcutta should be granted a Cold Move Allowance at the rate of Rs. 25 per cold move act with effect from the date of the Government's orders on this report.

(Para 5.141)

H Grant of Pilotage Allowance/Tonnage Allowance/
Length Allowance/Cold Move Allowance/Night
Allowance/Berthing Allowance to Administrative
Officers in Pilotage and Berthing Services.

84. Administrative Officers of the Pilotage and Berthing Services in all the ports should be paid for acts of pilotage and berthing done by them at the rates admissible to Pilots and Berthing Masters for additional acts performed over and above the monthly norm at the respective ports. They should also be given Tonnage Allowance, Length Allowance, Cold Move Allowance and Night Allowance in respect of the acts of pilotage and berthing performed by them at the same rate and subject to same conditions as are applicable to Pilots and Berthing Masters. This concession should be admissible from the date of Government's orders on this report.

(Paras 5.144 and 5.145)

I- Outstation Allowance when port crafts are sent
for dry docking/repairs to other ports:

85. Outstation Allowance should be calculated at 33-1/3rd per cent of pay as at present and may continue to be admissible on the existing terms and conditions.

J- Away from Base Allowance:

86. The Away from Base Allowance in Calcutta may continue at the existing rates except that the rate of Rs.7 per day should apply to those on a revised pay of less than Rs.1500 and the rate of Rs.10 per day should apply to those on a revised pay of Rs.1500 or more per month.

(Para 5.150)

K- Continuous Dredging Allowance:

87. In the case of officers on the dredgers working round-the-clock in Calcutta, the rate of Continuous Dredging Allowance may be enhanced to Rs. 7 per day if they are in receipt of a revised pay below Rs.1500 per month, and Rs.10 per day if they are in receipt of a revised pay of Rs.1500 or more per month from the date of the Government's orders on this report.

(Para 5.152)

L- Overstay down the river beyond the norm:

88. Officers working on the dredgers in Calcutta should be paid at the rate of a day's pay for each day spent down the river in excess of 10 days at a time in a cycle of 15 days down the river and 3 days in port. The concession should be effective from the date it has been actually implemented by the Calcutta Port Trust in anticipation of the Government's approval.

(Paras 5.153 and 5.154)

M- Detention Allowance:

89. River Pilots in Calcutta should be allowed Detention Allowance at the rate of Rs.50 for 24 hours or part thereof for the first 48 hours and at the rate of Rs.65 for 24 hours or part thereof thereafter. The revised rates will apply with effect from the date of Government's orders on this report.

(Para 5.157)

N- Allowance for berthing and unberthing ships at Haldia and Saugor:

90. The allowance of Rs.50 per act payable to River Pilots in Calcutta as the fees for berthing at the Haldia Oil Jetty and placing and casting off ships alongside the mother tankers at Saugor may continue at the present rate subject to the present terms and conditions.

(Para 5.160)

91. For each act of bringing a ship from the berth to the lock and taking it to the stream and vice versa at Haldia, the River Pilots should be credited with an act of pilotage for the purposes of calculation of overtime.

(Para 5.162)

O- Allowance for being in charge of mother ship when discharging foodgrains into daughter ships at Saugor Roads:

92. The allowance admissible to River Pilots in Calcutta at the rate of 20 per cent of basic pay for 24 hours or part thereof when they are placed in charge of a mother ship discharging foodgrains into daughter ships may continue on the present terms and conditions.

(Para 5-163)

P- Mooring and Unmooring fees:

93. Mooring and Unmooring fees admissible to the Commanders of River dredgers and despatch vessels in Calcutta at the rate of Rs.30 per act may continue at the present rate and on the present terms and conditions.

(Para 5.165)

Q- Short-handed Allowance:

94. Grant of short-handed allowance to marine officers cannot be recommended.

(Para 5.167)

Review of manning strength:

95. In view of the substantial improvements in the emoluments that the recommendations envisage, the ports may undertake a review of the sanctioned strengths of Pilots and other marine services on some scientific basis.

(Para 5.168)

CALCUTTA PORT TRUST - CHAPTER VI

96. The Vigilance and Security Adviser, Security Officer (PSO), Security Officer (Vigilance), Security Officer (Permits) and Assistant Security Officer (Vigilance) in Calcutta should be granted the concession of rent-free unfurnished quarters.
97. The present provision in regard to transport of the Chief Vigilance and Security Adviser is somewhat anomalous and should be reviewed.

(Para 6.18)

98. The Calcutta Port Trust may consider raising the posts of Labour Officer (Industrial Relations) and Labour Officer (Headquarters) to the level of the revised scale of Rs.1500-1900.

(Para 6.22)

99. The Senior Accounts Officer, Cash & Pay Section, should be given a special pay of Rs.100 per month.

(Para 6.34)

100. The officers of the Traffic Department who have occasionally to work in two shifts at a stretch should be given an allowance of Rs.10 for each occasion to meet out of pocket expenses.

(Para 6.50)

101. The Superintendent (Coal Dock) should be given a special pay of Rs.100 per month.

(Para 6.48)

102. The Haldia Allowance, which is in the nature of a project allowance, at the ^{rate} of 15 per cent of pay subject to a maximum of Rs.150 per month admissible to the officers of the Haldia Dock Project should be withdrawn with effect from the 1st January, 1979.

(Para 6.63)

103. The maximum limit of Rs.150 per month in respect of River Training Allowance should be raised to Rs.200 per month, other conditions remaining unchanged.

(Para 6.65)

104. The Administration may consider reviewing the rent in respect of chummary accommodation provided at Haldia and limiting it to its standard rent plus reasonable charges on account of water and electricity.

(Para 6.74)

105. The Diving Allowance should be raised from Rs.200 to Rs.250 per month in the case of the Port Diver and from Rs.150 to Rs.200 per month in the case of Shipwright Diver and Dress Diver,

(Para 6.85)

106. On appointment as Senior Shipwright , the pay of the Shipwright (North Workshop) or Shipwright, as the case may be, should be fixed as on promotion. He should also be given a special pay of Rs.100 per month, in addition,

(Para 6.96)

Similar pattern should apply to the Senior Engineer-in-charge (Electrical), Senior Engineer -in-Charge Senior-in-Charge (Workshop) (Grain Loading), Senior Engineer-in-Charge (Loco) and General Foreman in the Chief Mechanical Engineer's Department and Senior Shipwright and Superintendent, Dry Dock, in the marine Department.

(Para 6.97)

107. The benefit of rent-free accommodation enjoyed by Senior Shipwright , Shipwright (North Workshop), and Shipwright should continue.

(Para 6.99)

108. Administration should maintain and supply boiler suits to the supervisory officers of the Shipyard Division of the Chief Mechanical Engineer's Department or they may be given Rs.30 per month in lieu thereof.

(Para 6.101)

109. If the Harbour Master (River) has to attend to office work at his residence as a regular future, one of the rooms may be earmarked for this purpose and the port may assume responsibility for such miscellaneous expenditure as its lighting, furnishing etc.

(Para 6.125)

110. If the Deputy Harbour (River) attend to office work at his house as a regular feature, one of the rooms may be earmarked and responsibility for miscellaneous expenditure such as lighting, furnishing etc. may be assumed by the Port Trust.

(Para 6.127)

111. The Pilots placed in charge of the duties of Commanders of Pilot Vessels may be given command pay calculated at Rs.250 per month for the duration of such duties when the appointment is of less than 45 days' duration and the pay of the higher post is not allowed.

(Para 6.132)

112. It is not considered necessary to grant a special pay to the seniormost Pilot.

(Para 6.133)

113. The payment of a consolidated overtime of Rs.200 per month to the pilots in the Harbour Section should continue. In addition, they should be paid Rs.60 for each additional turn in excess of the monthly norm of 18. They should also be paid Rs.30 for every turn actually, and not merely notionally, performed between the hours of 2200 and 0600.

114. The rate of overtime in the case of River Pilots should be enhanced from Rs.100 to Rs.125 per act in excess of the monthly norm.

(Para 6.136)

115. The present rate of detention allowance admissible to River Pilots should be increased from Rs.37.50 to Rs.50 for the 24 hours or part thereof for the first 48 hours and Rs.65 for 24 hours or part thereof, thereafter.

(Para 6.139)

116. The River Pilots should be paid a consolidated night allowance of Rs.200 per month.

(Para 6.143)

117. No increase in the present fee rate for berthing/ unberthing a vessel at Haldia Oil Jetty or placing or casting off a vessel alongside the mother tanker is recommended.

(Para 6.145)

118. The pilots should be granted a tonnage allowance at the rate of Rs.100 per act in respect of acts relating to vessels of 60,000 DWT or above. However, if more than one Pilot is provided for the act, no tonnage allowance should be admissible to either or them.

(Para 6.147)

119. No case has been made out to reckon proceedings to Sandheads, Haldia, Diamond Harbour, Budge Budge or Garden Reach to board a ship and then returning due to refusal of Master to enter port or leave the anchorage or any other reason as half an act of pilotage.

(Paras 6.148 &
6.149)

120. No change is necessary in the existing arrangements in Calcutta under which the period from the time a River Pilot boards a ship till he disembarks is treated as pilotage time and pilotage time upto 20 hours is treated as one act and is in excess equivalent to two acts.

(Para 6.149)

121. The demand for treating Station order (50) and Services Not Required (SNR) as a full act of pilotage or for equating the two has not been substantiated.

(Para 6.150)

122. There is no case for treating the River Pilots on a special footing different from others in regard to Away from Base Allowance.

(Para 6.151)

123. If the time of departure is before 1200 hours and the time of arrival after 1200 hours, each such day should be counted as full day for the purpose of calculating "Away from Base Allowance".

(Paras 6.152 and 6.153)

124. The contention of River Pilots that 26 out of the weekly off days should be given on a definite day off basis or compensated in terms of special leave or monetary compensation cannot be accepted.

(Para 6.156)

125. The demand that the Assistant Harbour Master and Superintendent, Petroleum Wharf, Budge Budge should be given the same facilities as the Commander-in-Charge of the office of the River Survey Service cannot be accepted.

(Paras 6.153 and 159)

126. If the watches of the watch-keeping officers on Pilot vessels have to be re-arranged and the officers required to work extended hours due to shortage, overtime should be given on actual basis, calculated at single rate of pay and dearness allowance.

(Para 6.161)

127. If a River Pilot proceeds on leave, or returns from leave, in a month, his monthly norm for that month for the purposes of overtime should be reduced proportionately to the periods spent on duty, provided that such period spent on duty for that month is not less than 18 days.

(Para 6.163)

128. If, in the case of river dredgers and despatch vessels, there are physical shortages of officers in the sanctioned strength and such arrangements necessitate re-arrangement of watches resulting in extended hours for officers manning them, overtime should be paid according to the actual extended hours. Where the nature of operations and the measure of physical shortages do not permit watches being re-arranged according to a definite pattern and the officers have to be

called upon to do overtime intermittently or for varying periods of time because of such shortages, overtime may be paid on actual basis as an alternative after allowing for a free period of half an hour.

(Paras 6.201 and 6.206)

129. Overtime allowance at single rate for two hours daily sanctioned by the Calcutta Port Trust for navigating officers and engineers of river dredgers and despatch vessels, when they are down the river, inclusive of the days of sailing and the days of arrival and paid in anticipation of the approval of the Government may continue till the revised pay structure is implemented and thereafter discontinued.

(Para 6.204)

130. In the case of officers of river dredgers and despatch vessels no case has been made out for departing from the established norm which is fixed on the basis of the recommendations of the various committees in the past.

(Para 6.207)

131. Superintendent, Dredger & Despatch Service, Superintendent, Dredger & Despatch Service (Special Duty) and Deputy Superintendent, Dredger & Despatch Service, should be granted uniform allowance at the rate of Rs. 100 per month.

132. As in the case of officers of the Dredger & Despatch Service, officers of the River Survey Service may also be given overtime for effective duty on actual basis, after allowing a free time of half an hour.
(Para 6.224)
133. Commanders of River Survey Service vessels, not less than 240 feet in length, should be given mooring/unmooring fees on the same basis as Commanders of Despatch Vessels.
(Para 6.232)
134. Apprentice Berthing Masters should be paid a stipend at the rate of Rs. 350 per month during the first year, Rs. 450 per month during the second year, Rs. 750 per month plus allowances in third year, they being brought on to the regular scale in the fourth year. In addition, they should be given a uniform allowance of Rs. 50 per month and a conveyance allowance of Rs. 25 per month.
(Para 6.241)
135. Berthing Masters should be given an allowance at the rate of Rs. 25 per month to meet out-of-pocket expenses when on duty in the first shift from 0500 hours to 1300 hours.
(Para 6.245)
136. Berthing Masters should be given a cold move allowance at the rate of Rs. 25 for every movement of vessels without the main engines working.
(Para 6.247)

137. The Commodore Chief Engineer should be given a special pay of Rs. 100 per month in addition to pay in the scale of Chief Engineer of Class I vessel.
(Paras 6.256 and 6.233)
138. The rate of continuous dredging allowance should be raised to Rs. 7 per day in the case of those whose pay in the revised scale is less than Rs. 1500 and to Rs. 10 per day in the case of those whose pay in the revised scale is Rs. 1500 or more.
(Para 6.277)
139. In the case of marine engineers with single first class MOT Certificate, on acquisition of additional endorsement, their pay should be increased by Rs. 100 per month and they should be placed on the revised scale of Rs. 1550-2240.
(Para 6.286)
140. The Lighting Officers should be given a charge allowance of Rs. 150 per month.
(Para 6.321)
141. The rate of messing-cum-transport admissible to the Lighting Officer should be enhanced from Rs. 200 per month to Rs. 300 per month.
(Para 6.322)
142. The pay scales of the officers of the Calcutta Port Trust should be revised as indicated in the Schedule annexed to Chapter VI.
(Para 6.330)

PARADIP PORT TRUST - CHAPTER VII:

143. The scales of pay of the officers of the Paradip Port Trust should be revised as shown in the Schedule annexed to Chapter VII.

(Para 7.37)

VISAKHAPATNAM PORT TRUST - CHAPTER VIII:

144. There is an anomaly in the recruitment rule for the post of Deputy Chief Mechanical Engineer. The Port Administration may like to review it.

(Para 8.7)

145. Officers of the Ore Handling Plant who are required to work in dusty and disagreeable conditions should be given a uniform allowance of Rs. 60 per month to cover making as well as washing charges. The Port authorities may themselves identify the categories and persons to whom the uniform allowance should be given having regard to their duties and conditions in which they have to work.

(Para 8.13.2)

146. The Port Administration may consider placing the medical department under a separate Head of Department.

(Para 8.23)

147. The existing scale of pay of the various posts of Visakhapatnam Port Trust should be revised as shown in the Schedule annexed to Chapter VIII.

(Para 8.42)

MADRAS PORT TRUST - CHAPTER IX:

148. The special pay of Rs. 100 per month admissible to the Reception Officer should be continued in addition to pay in the revised scale.
(Para 9.11)
149. The present practice of granting advance increments to doctors for possessing post-graduate qualifications should continue.
(Para 9.42)
150. Uniform allowance of Rs. 150 per ~~annum~~ admissible to doctors should be increased to Rs. 300 per annum
(Para 9.43)
151. Tonnage allowance of Rs. 75 per movement of tanker of 60,000 DWT or over should be increased to Rs. 100 per month with effect from the date of Government orders on this report.
(Para 9.84)
152. Acts of pilotage performed over and above the monthly norm of 50 acts may continue to be paid at the rate of Rs. 50 per act.
(Para 9.87)
153. Night allowance of Rs. 25 per act should be given for acts of pilotage performed between the hours of 2200 and 0600.
(Para 9.88)

154. ~~The pilots should be paid cold-work allowance at the~~
rate of Rs. 25 for each act involving movement
without the aid of ship's engine power.

(Para 9.90)

155. The pilots should be paid Rs. 100 for each act of
pilotage of a ship with overall length of 600 feet
and above. If the act is performed between the hours
of 2200 and 0600, the allowance should be reckoned
at the rate of Rs. 150 per act in addition to night
allowance.

(Para 9.91)

156. When the Assistant Marine Engineer has to undertake
a voyage to bring a new tug to the port after taking
its delivery or when he is deputed for salvage work
outside the port limits, he should be given out-
station allowance and other benefits on the same
basis as admissible to dredger engineers when they
are deputed for dry docking and repairs of dredgers.

(Para 9.97)

157. The Engineer and Dredger Master on the dredger
"Armstrong" should be given a special pay of
Rs. 150 per month.

(Para 9.106)

158. When officers are sent with port crafts for dry
docking/repairs at an outstation, outstation
allowance should continue to be admissible on the
same basis as at present.

(9.114)

159. The scales of pay of the various posts in the
Madras Port Trust may be revised as indicated in
the Schedule annexed to Chapter IX.

(Para 9.118)

COCHIN PORT TRUST - CHAPTER X :

160. Private Secretary to the Chairman should be given a special pay of Rs.100 per month for doing the work relating to public relations.
(Para 10.22)
161. The doctors should be given a uniform allowance of Rs. 180 per annum
(Para 10.57)
162. With effect from the date of the Government's orders on this report, the honoraria by way of overtime being paid to Pilots at Cochin should be discontinued and overtime to Pilots should be regulated in accordance with the recommendations in Chapter V.
(Para 10.85)
163. A Pilot should be given Rs.25 for every act of pilotage relating to a ship without its main engine working.
(Para 10.86)
164. When a ship of 60,000 DWT or over is handled at Cochin, Pilots should be paid tonnage allowance at the rate of Rs. 100 (Rs.150 if the act is performed between 2200 and 0600 hours) in respect of such ship.
(Para 10.87)
165. If the appointment to the post of Mechanical Superintendent is made from Assistant Mechanical Superintendent (Marine), the scale of the post should be treated as Rs. 1700 - 60 - 2240 and pay in that scale should be fixed as if on promotion.
(Para 10.100)

166. ~~The Dredging Superintendent and the Assistant Dredging Superintendent~~ should be given a uniform allowance at the same rate i.e. Rs. 100 per month as has been recommended in other similar cases.

(Para 10.104)

167. The present arrangement under which marine engineers posted on dredgers for outer channel dredging are paid Rs. 5 per day should be continued without any change.

(Paras 10.109 &
10.110)

168. The scales of pay of the various posts in the Cochin Port Trust may be revised as indicated in the Schedule annexed to Chapter X.

(Para 10.143)

MORMUGAO PORT TRUST - CHAPTER XI :

169. The Dredger Master may be given a special pay of Rs. 100 per month.

(Para 11.6)

170. It is in the interest of the port to provide incentives to induce administrative officers like the Harbour Master to do acts of pilotage to ease the pressure caused by the shortages of pilots. The recommendation made in paragraphs 5.144 and 5.145 of Chapter V will apply to the Harbour Master of Mormugao Port also.

(Para 11.9)

171. ~~The claim for uniform allowance made by the Marine~~ Surveyor should be regulated in accordance with the general recommendations regarding uniform allowance made in paragraph 5.75 of Chapter V.
(Para 11.24)
172. Rent-free quarter should be allowed to the Fire Officer.
(Para 11.29)
173. In the case of Fire Officer, a jeep is expensive to run and maintain. It will be better if he is allowed a conveyance allowance at the appropriate rate for the maintenance of a two-wheeler scooter or motorcycle.
(Para 11.31)
174. In the case of Fire Officer, the uniform allowance may be raised from Rs. 30 to Rs. 60 per month.
(Para 11.33)
175. The amalgamation of Class II posts on the existing scale of Rs. 425 -- 1040 with the Class I posts on the scale of Rs. 475 - 1100 cannot be supported.
(Para 11.40)
176. It would be anomalous to raise the Senior Accounts Officer to the level of the existing scale of Rs. 800 - 1350.
(Para 11.50)
177. The officers of the Traffic Department posted for shift duty at the mechanical ore handling plant may be given Rs. 10 per occasion to meet the out-of-pocket expenses whenever they have to work beyond their shift hours due to the relievers not reporting for duty.
(Para 11.54)

178. ~~The claim for uniform allowance~~ made by the officers of the Traffic Department ~~posted at the ore handling plant~~ should be regulated in the light of recommendations contained in paragraphs 5.80 and 5.81 of Chapter V
(Para 11.50)

179. An officer working at the ore handling plant and in receipt of a uniform allowance should make his own arrangement for procurement and maintenance of monsoon wear and protective clothing. These items should not be supplied to them by the Port.

(Para 11.57)

180. If the port decides to grant to the officers of the Civil Engineering Department working at the mechanical ore handling plant uniform allowance in the light of the recommendations contained in paragraphs 5.80 and 5.81 of Chapter V, they should not be supplied with monsoon clothing in addition by the port. The officers should themselves arrange to procure and maintain monsoon clothing within the allowance that may be granted to them.

(Para 11.73)

181. When officers of the Mechanical Engineering Department working in shifts at the ore handling plant cannot be relieved at the end of the shift and have to continue to work in the next shift, they may be given Rs.10 per occasion to meet out-of-pocket expenses.

182. The officers of the Mechanical Engineering Department assigned to the ore handling plant should themselves procure and maintain monsoon wear as well as safety equipment in addition to uniforms if the port decides to grant them uniform allowance in the light of recommendations contained in paragraphs 5.80 and 5.81 of Chapter V.

(Para 11.80)

183. The pay scales of officers of the Mormugao Port Trust may be revised as indicated in the Schedule annexed to Chapter XI.

(Para 11.89)

BOMBAY PORT TRUST - CHAPTER XII :

184. The Assistant Secretary (Public Relations) may be given the scale of the Assistant Secretaries with a special pay of Rs. 200 per month. As the present Assistant Secretary (Public Relations) is already substantive in the post on the scale of Rs. 950 - 1400, he should be allowed to retain the scale corresponding to the scale proposed for that post as personal to him and in addition given a special pay of Rs. 200 per month. Future incumbents may be given the scale of Assistant Secretary with a special pay of Rs. 200 per month.

(Para 12.7)

182. The ~~officers of~~ the Mechanical Engineering Department assigned to the ore handling plant should themselves procure and maintain monsoon wear as well as safety equipment in addition to uniforms if the port decides to grant them uniform allowance in the light of recommendations contained in paragraphs 5.80 and 5.81 of Chapter V.

(Para 11.80)

183. The pay scales of officers of the Mormugao Port Trust may be revised as indicated in the Schedule annexed to Chapter XI.

(Para 11.89)

BOMBAY PORT TRUST - CHAPTER XII :

184. The Assistant Secretary (Public Relations) may be given the scale of the Assistant Secretaries with a special pay of Rs. 200 per month. As the present Assistant Secretary (Public Relations) is already substantive in the post on the scale of Rs. 950 - 1400, he should be allowed to retain the scale corresponding to the scale proposed for that post as personal to him and in addition given a special pay of Rs. 200 per month. Future incumbents may be given the scale of Assistant Secretary with a special pay of Rs. 200 per month.

(Para 12.7)

185. The Administration may consider revising the pay scale of the Personnel Officer.
(Paras 12.10 & 12.11)
186. The question of placing the two Enquiry Officers in the Legal Department in a common seniority with others and considering them for promotion according to their suitability instead of considering them for appointment as outsiders every time an opportunity arises may be examined.
(Para 12.23)
187. The Port Trust may consider inclusion of the post of Cost Accounts Officer in the general cadre of Accounts Officers to put an end to the present unsatisfactory arrangements.
(Para 12.36)
188. The Port Trust may consider upgrading ^{senior} / post of Deputy Manager, Indira Dock, and the posts of Deputy Manager (Hamallage) and Deputy Manager (Co-ordination) suitably from a future date.
(Para 12.44)
189. The allowance of Rs. 5 per occasion paid to Assistant Managers of the Docks Department who are asked to work in the second/third shift after working in the first shift may be increased to Rs. 10 per occasion.
(Para 12.45)

190. A charge allowance of Rs. 100 per month may be attached to the post of Medical Officer Incharge of TB Clinic.
(Para 12.57)
191. The honorarium of Rs. 500 per month paid to the part-time Specialists may be raised to Rs. 700 per month.
(Para 12.60)
192. The present method of determining the inter-se seniority of marine engineers and non-marine engineers appointed to posts of Junior Executive Engineer (Mechanical) seems inequitable and needs a review.
(Para 12.81)
193. There is an anomaly in the present arrangements relating to the Shipwright & Carpenter Foreman, Junior Shipwright Foreman and Senior Shipwright Foreman. To remove the anomaly without disturbing the relativities with the other officers of the Chief Mechanical Engineer's Department, a common scale viz. Rs. 1300 - 1900 for all the three posts with a special pay of Rs. 80 per month for the Junior Shipwright Foreman and Rs. 125 per month for the Senior Shipwright Foreman has been suggested. Also, when appointed as Junior Shipwright Foreman and Senior Shipwright Foreman, the pay of the officers should be re-fixed in the scale as if appointed on promotion. The special pay should be admissible in addition.
(Para 12.97)

194. The benefit of rent-free quarters which is now admissible to the Senior Shipwright Foreman, Junior Shipwright Foreman and Shipwright & Carpenter Foreman as personal should be treated as attached to their posts. However, there is no justification for the continuance of the system of overtime which is now admissible. The present system of paying overtime in respect of these posts should be treated as personal to the present incumbents.

(Para 12.98)

195. In the case of Pilots, the existing rate of overtime may be enhanced from Rs. 40 per act to Rs. 60 per act for all acts of pilotage above the norm of 28 acts in a month. The consolidated overtime of Rs. 200 per month may continue. The overtime at the rate of Rs. 60 per act above the norm need not be set off against the consolidated overtime.

(Para 12.116)

196. The fixed overtime of Rs. 200 per month admissible to two Master Pilots on the Pilot Vessel, two Master Pilots at the Control Station and two Dock Masters at Butcher Island may be enhanced to Rs. 400 per month. The enhanced rate is inclusive of the compensation for duty during the hours of 2200 and 0600. The night weightage will not be admissible to these officers in addition.

(Para 12.117)

197. The Relieving Master Pilot who draws fixed overtime on a pro rata basis whenever he relieves the officers referred to at item No. 196 may be given the benefit of fixed overtime at the revised rate on a pro rata basis.

(Para 12.117)

198. Engine trials, compass adjustment, warping into the Mazagon Dock may be treated as half an act of pilotage for the purposes of overtime.

(Para 12.122)

199. The claim that when a Pilot is detailed to intercept a vessel en route to another port to deliver ship's papers, charts etc. or to board a ship which does not move should be treated as having performed an act of pilotage is not accepted. However, such duty should not constitute a loss of turn for the Pilot, as is the practice now.

(Para 12.123)

200. When a Pilot has to take leave for a part of the month on grounds of sickness or for other valid reasons or when a senior Pilot is asked to perform the duties of a Master Pilot or a Dock Master in a casual or short-term vacancy, the monthly norm should be reduced in proportion to the period for which the Pilot has been on pilotage duty, provided that such period is not less than 13 working days in a month. Where the Pilot has been given the pay and

~~allowances of the higher post~~, the question of making a proportionate reduction in his work norm does not arise.

(Para 12.125)

201. The general question of night weightage has been discussed and appropriate recommendations have been made. These recommendations will apply to the Pilots also.

(Para 12.127)

202. The allowance for handling large tankers should be enhanced from Rs. 75 to Rs. 100 per movement during the day and to Rs. 150 per movement during the hours between 2200 and 0600. The night allowance of Rs. 30 per act would not be admissible in addition.

(Para 12.130)

203. The members of the Pilotage Service will also be eligible for cold move allowance and length allowance at the rates and on conditions recommended in Chapter V.

(Para 12.133)

204. In the case of Berthing Masters, the turn system is the most appropriate system having regard to the requirements of shipping which depend on tide timings and other factors that fluctuate from day to day. In consideration of the inconvenience and the long spread-over that are involved in the turn system, the Berthing Masters may be given a consolidated overtime of Rs. 200 per month provided that the system is worked round-the-clock, and not merely

~~between the hours of 0600 and 1800 or 0600 and 2100.~~

The Berthing Masters should, in addition, be paid Rs. 40 for each act over and above a norm of 40 acts per month.

(Paras 12.146 &
12.147)

205. If for any reason the port authorities decide to adopt a shift system which does not seem to be a suitable system for Berthing Masters, overtime should be reckoned on an hourly basis having regard to the time spent on actual duty and not merely on standby duty. The overtime should be calculated at single rate of pay and dearness allowance. Night weightage in that case should also be reckoned in terms of hours of duty.

(Para 12.148)

206. The Assistant Dock Masters and the Senior Assistant Dock Master should also be encouraged to do the jobs which are at present ordinarily done by Berthing Masters. They should be remunerated for each such job at the same rate per act as recommended for the Berthing Masters.

(Para 12.149)

207. Berthing Masters should be paid Rs. 30 for each act of berthing, unberthing and shifting of vessels 575 or above in length.

(Para 12.150)

208. The Berthing Masters should be paid Rs. 20 for each act of berthing, unberthing and shifting during the

hours. between 2200 and 0600.

(Para 12.151)

209. The Berthing Masters will be entitled to a cold move allowance at the rate and on the conditions recommended in Chapter V.

(Para 12.152)

210. The present rate of consolidated overtime of Rs.200 per month admissible to the Dredging Superintendent is adequate and does not call for any increase.

(Para 12.156)

211. The overtime work of the Outdoor Foreman is of an occasional nature. No case for a consolidated overtime for him has been made out.

(Para 12.165)

212. The marine engineers in the Port Department flotilla may be given night weightage at the rate of ten minutes per hour for duty performed during the hours between 2200 and 0600.

(Para 12.167)

213. The present practice of giving a special pay to the Engineer-in-Charge of the dredgers "Vikas" and "Chelura" may continue but the special pay may be increased from Rs. 100 to Rs. 150 per month. In the case of those who are getting the special pay at Rs.150 per month on a personal basis, there will be no change.

(Para 12.171)

214. The pay scales of the officers of the Bombay Port Trust should be revised as indicated in the Schedule annexed to Chapter XII.

(Para 12.174)

KANDLA PORT TRUST - CHAPTER XIII:

215. The port administration may assume responsibility in respect of miscellaneous expenditure such as furniture and electricity for the portion of the residence of the Chief Medical Officer that is earmarked for medical attendance at the residence.

(Para 13.23)

216. Night for purposes of grant of night allowance to the pilots should be taken as the period between 2200 hours and 0600 hours. Night allowance should be admissible at the rate recommended in Chapter V from the date of the Government's orders on this report. The past cases need not be re-opened.

(Para 13.64)

217. Fixed overtime of Rs. 200 per month and overtime payment for additional acts over the monthly norm should be regulated as recommended in para 5.118.7 in Chapter V.

(Para 13.66)

218. If a pilot proceeds to Outer Tuna Buoy for an inward job but cannot effect movement due to its cancellation after he reaches Outer Tuna Buoy, he should be deemed to have performed half an act of pilotage for purposes of overtime. Such a notional act should not be taken as loss of turn. Past cases should not be re-opened.

(Para 13.69)

219. The grant of dual charge allowance at Rs. 100 per month to the pilots when asked to work as Commanders of dredgers should continue.

(Para 13.71)

220. The demand that the definition of pilotage act should be enlarged to include the following contingencies should not be accepted:

- i) when a Pilot boards a ship inside the harbour for shifting her to another berth or sailing her out, but the movement is cancelled;
- ii) when a pilot is detained on a ship for 3 to 4 hours; and
- iii) if a Pilot boards a ship two miles away from Outer Tuna Buoy and Pilots her into the harbour.

(Para 13.42)

221. The Deputy Conservator should be given a uniform allowance at the same rate as the pilots.

(Para 13.76)

222. For each act of pilotage a Harbour Master should be paid at the same rate as has been suggested for pilots for acts above the monthly norm.

(Para 13.80)

223. Harbour Masters should be allowed night allowance and tonnage allowance in respect of acts of pilotage performed by them at the same rates and subject to the same conditions as recommended for pilots.

(Para 13.82)

224. The administration should arrange to provide suitable transport to the Flotilla Superintendent whenever he is required to go to head office on office work. If on occasions it is not possible to provide a transport, the actual expenses of travel may be re-imbursed.

(Para 13.87)

225. The allowance and benefits at present admissible to marine officers when sent on short sea voyages should be continued at the present rates and subject to the present conditions except that the rate of ration allowance should be enhanced from Rs. 10 per day to Rs. 15 per day.

(Para 13.96)

226. When a Marine Engineer with a Steam Certificate works on a craft on which a diesel certificate is required and vice versa under a dispensation, he should be given an allowance of Rs. 50 per month if he possesses a first class certificate and Rs. 25 per month if he possesses a second class certificate.

(Para 13.100)

227. The revised scales of the various posts in the Kandla Port Trust should be as indicated in the Schedule annexed to Chapter XIII.

(Para 13.114)

DOCK LABOUR BOARDS - CHAPTER XIV

228. The pay scales of posts in the various Dock Labour Boards should be revised as indicated in the Schedule annexed to Chapter XIV.

(Para 14.8.1)

229. The general recommendations in regard to allowances made in Chapter V will apply to officers of the Dock Labour Boards also.

(Para 14.8.2)

Financial impact of recommendations - CHAPTER XV

230. The recurring annual increase on account of revision of scales of pay is estimated to be about Rs. 56.1 lakhs for the Port Trusts and Rs. 4 lakhs for the Dock Labour Boards. The arrears on the same account for the period upto 31st May 1978 are estimated to be about Rs. 253 lakhs for the Port Trusts and Rs. 18.5 lakhs for the Dock Labour Boards.

(Para 15.1)

231. Improvements by way of special allowances and benefits proposed for marine services are estimated to be about Rs. 15 lakhs per annum for all Port Trusts taken together.

(Para 15.2)

GOVERNMENT OF INDIA
MINISTRY OF SHIPPING AND TRANSPORT
(TRANSPORT WING)

NO.PEO/71/77

New Delhi, dated the 19th July, 77

To

- (1) Chairmen of All Major Port Trusts.
- (2) Deputy Chairmen of All Dock Labour Boards.

Subject: Appointment of an Officer on Special Duty in the Ministry of Shipping and Transport to enquire into and recommend changes in pay and allowances of Class I and Class II Officers of Port Trusts and Dock Labour Boards.

Sir,

I am directed to say that Shri J.C. Agarwal, IAS has been appointed as Officer on Special Duty, with the rank of Additional Secretary to the Government of India, in this Ministry with effect from 18th July, 1977 to enquire into and make recommendations of Class I and II Officers (Marine and Non-Marine Services) including Deputy Chairmen of the Board of Trustees administering the Ports of Calcutta, Bombay, Madras, Visakhapatnam, Cochin, Kandla, Mormugao and Paradip and Class I and II Officers including Deputy Chairmen of the Dock Labour Boards and of their Administrative Bodies set up at the Ports of Bombay, Calcutta, Madras, Visakhapatnam, Cochin, Mormugao and Kandla.

2. In making his recommendations, the Officer on Special Duty will have regard, among other relevant factors, to the following:-

- (i) The obligation of Port and Dock Undertakings to provide adequate and efficient Port and Dock facilities at a reasonable cost;
- (ii) The capacity of Port Authorities and Dock Labour Boards to pay the salaries and allowances keeping in view the character of the port transport industry and the demands on the resources of the Ports such as those on account of developmental works;
- (iii) The need for uniformity in the rates of emoluments and benefits of employees doing similar jobs at various Major Ports;
- (iv) The total monetary accrual to the employees inclusive of basic pay, allowances, payment of ex-gratia etc.

-:829:-

- (v) Duties and responsibilities of various posts;
 - (vi) The need for adjusting pay differential in such a manner as to provide incentives to employees for shouldering higher responsibilities;
 - (vii) The recommendations of the Wage Revision Committee for Port and Dock Workers in respect of the wage structure of Class III and IV employees and the Government's decisions thereon;
 - (viii) The economic conditions in the country and all other related factors; and
 - (ix) General principles relating to wage policy as formulated by the Ministry of Labour and the Bureau of Public Enterprises.
3. The Officer on Special Duty has been requested to make his recommendations within six months.

Yours faithfully,

Sd/- K.L. GUPTA
DEPUTY SECRETARY TO THE GOVT. OF INDIA

Copy forwarded to:-

1. Shri J.C. Agarwal, OSD,
Ministry of Shipping and Transport, New Delhi.
2. Director General, BPE (Shri G.C. Baveja)
3. Ministry of Labour (Shri T.S. Sankaran, Addl. Secretary)
4. Financial Adviser (Shri A.B. Datar)
5. JS(P) (Shri V.R. Mehta)

Sd/- K.L. GUPTA
DEPUTY SECRETARY TO THE GOVT. OF INDIA

LIST OF REPRESENTATIONS RECEIVED FROM
THE ASSOCIATIONS/OFFICERS OF MAJOR PORTS/
DOCK LABOUR BOARDS.

CALCUTTA PORT TRUST

1. Port Divers (S/Shri A. Aziz, M.S. Pabla, P.R.Dutta and A.K.Sud).
2. Sr. Engineer-in-Charge(Survey) Haldia Dock Project
(Shri N.C. Chakravorty).
3. Doctors' Association, Calcutta Port Trust.
4. Officers of Calcutta Port Trust Railway
(Sr. Engineer-in-Charge, Loco Foreman etc. etc.)
5. Engineer -in-Charge(Mech.Plant Silt Pumping Stations)-
(Shri Kamalesh Chatterjee).
6. Naval Architect (Shri Rajat Roy Choudhuri)
7. Dy. Land Manager (Shri R.L. Sinha).
8. The Association of Port Engineers, Calcutta.
9. Chief Mechanical Engineers' Officer Association;
10. Lighting Officers' Office (S/Shri P.K.Dutta,(L.O.)
A.K. Mukherjee and T.S. Bhandra)
(A.L.O) (A.L.O)
11. Officers of Dry Docks & Boat Registration Establishment.
12. Association of Shipwrights, Calcutta Port Trust.
13. Dy. Director-II (Shri D.K. Dutta).
14. Sr. Engineer-in-Charge (Railway) (Haldia Dock Project)
(Shri S.C. Chatterjee).
15. Jr. Assistant Managers Infra-structure⁺/Civil Facilities
Division, Haldia Dock Complex (S/Shri Kuraram Dutt,
Sidharatha Banerjee & Subrata Dattu).
16. Officers of the Hydraulic Study Department.
17. Sectional Officers of the Calcutta Port Wireless Service.
18. Dredging Research Officer (Capt. A.K. Das)
Hydraulic Study Department.
19. Dredger & Research Service Officers' Association.
20. Administrative Officers of the Dredger & Despatch Service.

21. The Hooghly River Surveyor's Association.
(River Survey Officers).
22. Chief Surveyor (Shri H.K.Majumdar).
23. Dy. River Surveyor (Planning & Research)
Hydraulic Study Deptt. (Shri G.S.Paul).
24. Vigilance & Security Adviser/Security Officer
(Permit) & Asstt. Security Officer (Vigilance)
Officers of the Port Vigilance Security Organisation.
25. Health Officer (Dr. B.N.Das).
26. Safety Officer (Shri Sisivendru Roy) &
Asstt. Safety Officer (Shri Sukumar Ghosh).
27. 2nd Officer, Pilot Vessel "Samudro" (Shri . U.B.Menon).
28. Establishment Officer (Shri Ashoke Kumar Banerjee
29. Calcutta Port Trust Engineer Officers' Association.
30. Sr. Assistant Medical Officers.
31. Engineer Superintendent (Shri M.G.Kale) and
Dy. Engineer Supdt. (Shri MPS Sodhi).
32. Association of Shipwrights, Calcutta.
33. The Calcutta Pilot Service Association.
34. Sr. Executive Engineers (S/Shri T.K.Choudhury,
B.C.Chatterjee, P.K.Roy & D.Sen).
(Group of Officers of the C.M.E.)
35. Calcutta Port Marine Engineers Association.
36. Mechanical & Electrical Engineers (Plant & Equipment)
(Equipment Division), Haldia Dock Complex Calcutta Port
Trust. (Plant Supdt. Sr. Plant Engineer & Asstt.
Plant Engineer).
37. Calcutta Port Accounts Officers Association.
38. Calcutta Port Commissioners' Chief Mechanical
Engineers' Deptt. Supervising Staff Association.
39. Chief Mechanical Engineers' Officers' Association.
40. Permanent Way Inspectors
41. Superintendent, Boat Registration
(Shri S.N.Chatterjee).
42. Jr. Assistant Engineers, Chief Engineers' Deptt.
43. Labour Officers

44. Calcutta Berthing Officers' Association.
45. Manager, Marine (Operation) & Dy. Manager (Marine) Oil Terminal Haldia Dock Complex.
46. Inspector, New Ship Construction (Shri P.L.Mathew).
47. The Traffic Officers' Association.
48. Harbour Master Ports' Office.
49. Officers of the Controller of Stores.
50. Radio Officers, Marine Department.
51. Officers of the Planning & Research Cell.
52. Security Officer (Fire Fighting) (Shri T.K.Bhattacharjee).
53. Doctor's Association.
54. Officers of Chief Engineer's Drawing Office.
55. Asstt. Registrar, Institute of Port Management Calcutta Port Trust (Miss A.Mookerjee).
56. Officers of the Personnel & Industrial Relations Division, Haldia Dock Complex.
57. Sr. Executive Engineer (Marine) (Shri S.K.Das Gupta).
58. Officers of the Administrative Wing, Haldia Dock Complex.
59. Plantation & Gardening Officer, Haldia Dock Project (Shri A.K.Datta).
60. Lt. Commander R.K.Mehta.

CALCUTTA DOCK LABOUR BOARD

1. Medical Officers.
2. Sr. Anaesthetist (Dr. G.C.Dutta).
3. Surgical Specialist (Dr. S.K.Ghosh).
4. Matron (Miss Amiya Sarkar).

5. Sr. Medical Officer (Path)(Dr. Subodh Kr. Das).
6. Medical Specialist (Dr. Aloka Sarkar).
7. Medical Officer (Admn.), (Sunil Kanti Sen).
8. Officers' Forum,
9. Law Officer (Shri Abdul Hakim).
10. Labour Officer (Shri N.K.Ghosh).
11. Sr. General Duty Medical Officer-
cum-Anaesthetist (Dr. S.P.Mandal).
12. Section Officers/Inspectors & Accountants
13. Senior Medical Officers.

BOMBAY PORT TRUST

1. Medical Officer, In-Charge, T.B.Clinic,
P.D.Dispensary (Dr. V.B.Rege).
2. Marine Engineers
3. Medical Officers.
4. Officers of the Estate Department.
5. Asstt. Executive Engineers.
6. Chief Surgeon (Dr. A.B.Bhajekar).
7. Biochemist (Shri L.S.Gokhale).
8. Cost Accounts Officer (Shri K.V.Khare).
9. Asstt. Chief Medical Officer (Dr.(Mrs.) S.M.Ragde).
10. Bombay Port Trust Officers' Association.
11. Dy. Secretary (Shri M.S.Lulla).
12. Legal Adviser (Shri R.K.Shetty).
13. Sr. Shipwright Foreman (Shri K.D.Guzdar).
14. Design Engineers.
15. Supdt. Engineer (Design)-(Shri M.D.Tambekar).
16. Officers of the Executive cadre of the Chief Engineers'
Department.
17. Manager (Services & O.M.)

18. Promotee Officers, Accounts Department
19. Dredging Supdt, Sr. Dredging Master and Dredging Masters.
20. Bombay Port Technical Officers' Guild (Marine Engineers)
21. Officers, Controller of Stores.
22. Chief Mechanical Engineer & Addl. Chief Mechanical Engineer.
23. Dy. Legal Adviser/Asstt. Legal Adviser, Jr. Asstt. Legal Adviser, etc.
24. Chief Medical Officer
25. Health Educator, Family Welfare Centre (Dr. (Mrs.) R.D. Pillai)
26. Officers of the Docks Department.
27. Bombay Port Pilotage Services Association.
28. Chief Labour Officer (Shri P.N. Thakre)
29. Berthing Staff (Indira, Princess & Victoria Docks)
30. Executive Officers of the Chief Mechanical Engineer's Department.
31. Jr. Officers (Welfare Officers & Catering Officer)
32. Hydraulic Engineer (Sh. K.N. Ghadge), Indira Dock.
33. Part-time Specialists, Bombay Port Trust, Hospital.
34. Administrative Officer (Shri R.S. Rangnekar)
35. Asstt. Secretary (Public Relations) (Shri M.G. Mahajan)
36. Labour Officer (Shri D.P. Punalekar)
37. Sectional Officers.
38. Ex-Engineer (Shri Felix D' Souza) Hydraulic Esst., Indira Dock.
39. Administrative Officers, various Deptts.

Bombay Dock Labour Board

1. The Bombay Dock Labour Board Officers' Association.

MADRAS PORT TRUST

1. Foreman (Dock Construction)
(Shri A.Sankaran Kutty).
2. Madras Port Trust Junior Engineer's Association.
3. Dock Manager (Shri S.Yeghanarayanan)
4. Officers of the Secretary's Department.
5. Engineer Dredger / Engineer & Dredging Master
(Shri C.A.Sebastian).
6. Administrative Assistant (Shri M.Vedagiri).
7. Madras Port Marine Officers' Association.
8. Dy. Traffic Managers (S/Shri G.Chandrasekaran,
S.K.Kanthimathinathan & G.Subramanyam).
9. Controller/Dy.Controller/Asstt. Controller of Stores
10. Mechanical & Electrical Engineering Officers
(working at Iron Ore handling facilities Bharathi
Dock-II).
11. Medical Officers
12. Marine Engineer (Shri I.C.Mathias).
13. Fire Officer & Asstt. Safety Officer
(Shri M.S.Subramaniam)
14. Mines Manager (Shri B.Krishna Moorthi).
15. Supdg. Engineers, Executive Engineers,
Asstt. Executive Engineers.
16. Resident Medical Officers.
17. Administrative Assistants.
18. Engineer & Dredging Master (Shri M.K.Padmanabhan)
19. Madras Port Trust Officers' Association.
20. Chief Mechanical Engineer (Shri S.Ganesan).
21. Officers of Accounts Department.
22. Chief Engineer (Shri U.R.Balasubramaniam)
& Officers of the Engineering Department.
23. Asstt. Marine Officer (Shri G.Jayaraman).

MADRAS DOCK LABOUR BOARD

1. Madras Dock Labour Board Officers Association.

VISAKHAPATNAM PORT TRUST

1. Visakhapatnam Port Trust Officers' Association (Marine & Non-Marine) and Dock Labour Board.

AND

Individual representations from:-

- (i) All Indian Major Ports Medical Officer's Federation.
 - (ii) Medical Officer (Dr. T.P. Rao),
 - (iii) Medical Officer (Dr. Y. Saraswathi Bai)
 - (iv) Law Officer (Shri Ch.V. Sarma).
 - (v) Asstt. Law Officer (Shri P. Srinivasarao)
 - (vi) Chief Mechanical Engineer (Shri P.L. Rao).
 - (vii) Dy. Chief Mechanical Engineer (Shri G. Viswanath)
Dy. Controller of Stores (Shri Y.S. Rao).
2. Chief Cashier (Shri V.R. Rao).
 3. Officers of the Administration Department.
 4. Officers of Mech. Iron Ore Handling Complex of Visakhapatnam Port Trust.

Visakhapatnam Dock Labour Board.

VISAKHAPATNAM DOCK LABOUR BOARD

1. Medical Officers (Dr. J. Bapa Rao and Dr. Saraswathi Bai).

KANDLA PORT TRUST

1. Chief Mechanical Engineer (Shri S.P. Uttamsingh).
2. Cartographer (Shri Satyanarayana Sogal).
3. Hydrographic Surveyor (Shri S.S. Singhvi)
4. Statistical & Research Officer (Shri R.K. Agarwal).
5. Kandla Port Trust Engineering Services Association.
6. Secretary (Shri B.S. Barot).
7. Assistant Medical Officers.
8. Chief Medical Officer (Dr. S.K. Ganguli).
9. Sr. Labour Officer (Shri A.S. Kelkar).

10. Kandla Port Marine Officers' Guild (Pilots)
11. Flotilla Superintendent (Shri P.G. Gopinath)
12. Dredger Master (Shri C.B. Rao)
13. Harbour Master (Capt. V.K. Palsole)
14. Dy. Conservator (Capt. Ramaseshan)
15. Security Officer (Shri P.M. Parmar)
16. Scientific Officer (Shri K.R. Idnani)
17. Asstt. Engineer Mech. (Shri N.N. Pirari)
18. Kandla Port Marine Officers Guild
(Marine Officers/ Marine Engineers)
19. Second Officer (Shri M.D. Patel)
20. P.A. to Dy. Conservator (Shri R.H. Iyer)
21. Cost Accounts Officer (Shri N. Sundra Rajen)
22. Architect (Shri F.B. Sethna)
23. Dy. Chief Medical Officer (Dr. (Mrs.) N.B. Acharya)
24. Kandla Port Trust Officers Association
25. Executive Engineer (Harbour)-(Shri K.M. Rathod)
26. Traffic Manager (Shri P.M. Gupte)
27. Senior Law and Estate Officer (Shri M.L. Chandak)
28. Horticulturist (Shri G.S. Chundawati)
29. Personnel (Confidential) Assistant to Chairman,
(Sh. I. S. Paul)

Kandla Dock Labour Board

1. Dy. Chairman (Shri B.S. Barot)
2. Asstt. Secy., Administrative Body
(Shri M.K. Bhambhani)
3. Asstt. Secy., (Shri K.P. Shahani)

COCHIN PORT TRUST

1. Asstt. Traffic Manager (Porterage)
(Shri P.L. Xavier)
2. Dredging Master (Mobile Dredger)
(Shri P.C. Xavier)
3. Dy. Chief Engineer (Civil)
(Shri M.K. Manoharan)
4. Offg. Senior Dredging Master
(Shri T.T. John)
5. P.S. to Chairman (Shri P.R.R. Panicker)
6. Cochin Port Trust Master Mariners' Association
7. Chief Officers in Dredgers and Master Tugs
8. IIIrd Engineers (Elec. HSD Matt. ancherry & GHD Boighatty)
9. Marine Engineers working as Engineers-in-Charge
10. Engineer-in-Charge (Shri V.V. Chetty)
11. Asstt. Dredging Superintendent and Dredging Superintendent
12. Marine Engineers Guild
13. Labour Officer (Shri M. Abdul Kadir)
14. Cochin Port Trust Officers' Association
15. Cochin Port Medical Officers' Association.
16. Welfare Officer (Sh. P.K. Babu)
17. Dy. Conservator (Capt. M.K. Mathew)
18. Statistical & Research Officer (Sh. K.J. Chacko)
19. The Executive Engineers' (Civil)
20. Asstt. Executive Engineers' (Asstt. Engineers/Technical Assistants)
21. Superintending Engineer (Sh. A. Nambi Iyer)
22. Deputy Traffic Manager (Sh. P.V. Manappon)
23. Asstt. Controller of Stores (Sh. T.K. Sukumaran)
24. Cochin Port Trust Mechanical Engineers Association.

COCHIN DOCK LABOUR BOARD.

1. Labour Officer (Sh. K.V. Mathai)
2. Asst. Administrative Superintendent (Shri E.K. Raghu)
3. Engineer (Shri C. Unnikrishnan)
4. Welfare Officer (Shri V.K. Varkey)
5. Admn. Superintendent (Shri T.D.C. Kartha)
6. Accounts Officer (Shri S. Ramachandran)
7. Asst. Secretary (Shri T.N.G. Nair)
8. Senior Medical Officer (Dr.C.M. Joseph)
9. Asst. Medical Officer (Dr. (Mrs.) C.Nandini Menon)
10. Asst. Medical Officer (Dr. K. SHYAMA KUMARI)
11. Secy. & Personnel Officer (Sh. M.S. Prabhakara Menon)

PARADIP PORT TRUST

1. Legal Officer (Shri H.K. Mohanty)
2. Paradip Port Trust Officers' Association
3. Traffic Manager (Shri B.D. Nayagandhi)
4. Dy. Chief Accounts Officer (C) (Shri L.M. Pursty)
5. Plant Supdt (Shri M. Akhlaque)
6. Dy. Secy. (Shri K.C. Pallai)
7. Tug Engineer (Shri S. Misra)
8. Mechanical Supdt. (Shri D.P. Mohanty)
9. Marine Officers (Pilots, Marine Engineers, Officers of Marine Survey, Mech. Supdt., Chief Engineer Dredger, Second Engineer, Tug Engineer)
10. Chief Electrical & Mechanical Engineer (Shri B.M. Panda)
- 10A. Executive Engineer (Shri L.N. Panda)
11. Berthing Master-cum-Navigational Aid (Shri S.N.Das)
12. Estate Officer (Shri S. Baliyarsingh)
13. Asstt. Secretary (P.K. Acharayya)
14. P.A. to Chairman (Shri K. Srinivasan Nayak)
15. Senior Hydrographic Surveyor, Hydraulic Division, (Sri P. Sahoo)

MORMUGAO PORT TRUST

1. Deputy Conservator (Capt. R.P.Kelker).
2. Dredger Master (Capt. H.E.Juwale).
3. Shipwright (Shri C.S.K.Kumar).
4. Communication Officer (Shri R.N.Doshi).
5. Fire Officer (Shri B.S.Vaz).
6. Mormugao Port Trust Marine Officers' Association (Harbour Master, Pilots and Superintending Engineer).
7. Marine Surveyor (Shri L.R.Bonnad) and Deputy Marine Surveyor (Shri B.K.Mukerjee).
8. Superintending Engineer, (Marine) (Shri A.R.DE Silva).
9. Graduate Engineering Assistants.
10. Chief Mechanical Engineer (Shri M.Balasubramaniam).
11. Mormugao Port Trust Officers' Association (Non-Marine).
12. All India Major Port Trusts Medical Officers Federation.
13. Chief Medical Officer (Dr. A.K.Das).

MORMUGAO DOCK LABOUR BOARD

1. Secretary, Shri A.Onkarappa.
2. Accounts Officer, Shri R.V.Kharangate.
3. Manager, Shri J.J.Fernandes.
4. Assistant Medical Officer, Dr. J.D.Lawande.
5. Medical Officer-in-Charge, Dr. Jaime Almeida.
6. Assistant Medical Officer, Dr.(Mrs.) Lata Kudchoadkar.

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LIST OF UNDERTAKINGS FROM WHICH INFORMATION WAS CALLED FOR

1. Shipping Corporation of India Ltd., Bombay
2. Cochin Shipyard Ltd., Cochin.
3. Hindustan Shipyard Ltd., Visakhapatnam.
4. Mazagon Dock Ltd., Bombay.
5. Garden Reach Ship Builders and Engineers Ltd., Calcutta.
6. Dredging Corporation of India Ltd., New Delhi.
7. South India Shipping Corporation Ltd., Madras.
8. Bombay Electricity Supply & Transport Undertaking, Bombay.
9. Maharashtra State Electricity Board, Bombay.
10. The Hooghly Docking & Engineering Company Ltd., Howrah.
11. Indian Oil Corporation Ltd., Bombay.
12. Food Corporation of India, New Delhi.
13. Bharat Heavy Electricals Ltd., New Delhi.
14. State Trading Corporation of India Ltd., New Delhi.
15. Hindustan Steel Ltd., Ranchi.
16. Central Inland Water Transport Corporation Ltd., Calcutta.
17. Damodar Valley Corporation, Calcutta.
18. International Air Port Authority, New Delhi.
19. Indian Oil Corporation Refinery, Haldia.

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