

RTI REQUEST DETAILS

Registration No. : CPTRS/R/E/21/00035 Date of Receipt : 23/11/2021
 Type of Receipt : Online Receipt Language of Request : English
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 Status(Rural/Urban) : Urban Education Status : Graduate
 Is Requester Below Poverty Line ? : No Citizenship Status : Indian
 Amount Paid : 100 Mode of Payment : Payment Gateway
 Does it concern the life or Liberty of a Person ? : Not(Normal) Request Pertains to :
 Information Sought : I here by humbly request you to issue a copy of chakraborty committee report. Thank you.

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1473 13488/2021
 Regd. No RTI cell/1473/88/2021-S Dt- 24/11/2021

Copy of RTI request is forwarded to DP10, 'A' Section, GAD for furnishing the details sought for by the applicant. Subject to the provisions under RTI Act 2005 to the RTI cell on or before 30/11/2021 P1.

[Signature]
 DP10 (GAD)
[Signature]



AN ISO-9001:2015
ISPS COMPLIANT PORT

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संख्या /No. GAD/RTI Cell/SS/1473/2021-S

दिनांक: 17.12.2021

To

Shri. Sajeev Seabstian
N 4/9, 1st Cross Road
Willingdon Island
Pin – 682009
Ernakulam

Sir,

Sub: Information under the RTI Act, 2005- reg.
Ref: Your RTI application No. CPTRS/R/E/21/00035 dated 23.11.2021

Kindly refer to the above.

As sought vide the application, copy of Chakraborty Committee Report (107 pages) is attached herewith.

The details of the Appellate Authority under the RTI Act for Cochin Port Trust are given below:

Shri. S.K. Sahu
Financial Advisor & Chief Accounts Officer
Cochin Port Trust, Cochin – 9.

Yours faithfully,

(Jijo Thomas)
Central Public Information Officer
General Administration Department

CMF
17/12

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Bin
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S. 07-9

PMS Hane
Member Board

**REPORT
ON**

**CLASSIFICATION & CATEGORISATION
OF**

**CLASS-III AND CLASS-IV POSTS
[PORTS AND DOCK LABOUR BOARDS]**

PHASE - I



**INDIAN PORTS ASSOCIATION
19, INSTITUTIONAL AREA, LODI ROAD,
NEW DELHI-110003**



Manager
A' Secm

C O N T E N T S

CHAPTER NO.	PARTICULARS	PAGE NO.
I	PREAMBLE	1 - 3
II	EVOLUTION OF MAJOR PORTS AND DOCK LABOUR BOARDS	4 - 5
III	A BRIEF RESUME OF PAST ATTEMPTS	6 - 11
IV	BASIC FACTS	12 - 55
V	DEMANDS FROM FEDERATIONS	56 - 57
VI	RECOMMENDATIONS	58 - 96
	LIST OF APPENDICES	



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LIST OF APPENDICES

APPENDIX NO.	PARTICULARS	PAGE NO.
I	NO. OF EMPLOYEES IN EACH CADRE OF PARA MEDICAL	97 - 99
II	TOTAL NOS. OF EMPLOYEES IN EACH CATEGORY OF FIRE SERVICE	100 - 101
III	TOTAL NO. OF SIGNAL STATION STAFF	102 - 103
IV	NO. OF EMPLOYEES IN EDP CENTRE	104
V	LIST OF LOCAL UNIONS WITH WHOM DISCUSSION WERE HELD AT THE PORTS	105 - 107



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CHAPTER-I

PREAMBLE

1.1 A Bipartite Wage Negotiation Committee (BWNC) was constituted to go into the wage structure of Class-III and IV Port and Dock Workers and allied matters with effect from 1-1-1993 vide Government of India, Ministry of Surface Transport's letter No. LB-12011/1/1992-RO dated 22.6.1993. Before the formation of the Committee, the GOI, MOST vide letter No. LB-12011/4/93/RO dated 11.6.1993, advised Chairmen of all Ports and Dy. Chairmen of Dock Labour Boards, that till such time the revised wage structure was agreed to, the proposals on reclassification/upgrading of posts/creation of new posts for promotions and grant of allowances, etc, might not be considered or submitted to the Government. If in case, the Port felt that there was sufficient merit in some demand, the union/employees concerned might be advised to take up that issue through their Federation in the bipartite discussions on wage revision. Numerous requests from Chairmen of Port Trusts, Federations of Port and Dock workers, Unions and individuals were received for consideration by the Bipartite Wage Negotiation Committee.

1.2 In their individual charter of demands and during the deliberations of BWNC meetings, the Federations demanded that all commitments and assurances



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given during previous settlements, including the long pending issue related to classification and categorisation should be settled prior to wage revision. The Federations in their joint charter of demand submitted on 29.1.94 reiterated the above demands. Federations contended that since the implementation of the Jee Jee Bhoj Committee Report w.e.f. 1.10.1951, sea change had occurred in the Port sector following large scale mechanisation, change in nature and packaging of cargo, induction of sophisticated equipment, especially the massive ore/coal handling plants and container cranes, manifold increase in traffic throughput, etc., apart from emergence of six new ports, but no effective follow up action was taken towards re-classification and re-categorisation of Class-III and IV employees.

4.5 As an exercise to bring about uniformity in designations and pay scales after examining the duties and responsibilities of each category in eleven ports and six DLBs would take a considerable time, it was impressed upon the Federations that action would be initiated in this regard after the wage settlement. It was decided that a Committee headed by Shri A. Chakraverty, MD, IPA would carry out the exercise in stages. Clause 29 of the tripartite wage settlement signed on 6.12.94 accordingly stipulated that the classification and categorisation would be taken up and the report submitted for consideration of the BWNC. In case of any dispute, the matter would be referred for arbitration.



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1.4 The Governing Body of IPA in its 81st meeting held on 17.2.95 and 18.2.95 at Mormugao constituted a Committee comprising the following persons to go into the question of classification and categorisation of employees and workers of Ports and Dock Labour Boards:

Shri A. Chakravorty, M.D., IPA
Chairman of the Committee

Shri Kishore G. Apte,
Secretary, BPT

Shri N. Chandrasekaran,
Chairman (Retd.), MPT

Shri D.Ch. Thirupati Raju,
Manager (Operation) (Retd.)
Visakhapatnam Port Trust

Shri Somnath Ghosh,
Dy. LA & IRO,
Calcutta Port Trust.

Shri D.S.T. Chari,
OSD, IPA

1.5 In the meeting held by the Chairman, IPA, with the representatives of the Federations on the 27th May, 1995 to sort out the pending issues covered under the Agreement, it was decided that the Classification and Categorisation Committee would commence the exercise immediately. Further, the Committee would visit all the major ports, as insisted by the federation leaders, and listen to the views of the representatives of their affiliated unions. The representatives of the Federations identified the following categories for inclusion in the first phase.

Skilled categories
Para Medical Staff
Fire Service
Signal/VHF Station Staff
Librarians
P.S. to HODs
Diploma Engineers



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CHAPTER - II

EVOLUTION OF MAJOR PORTS AND DOCK LABOUR BOARDS

2.1 Act 1870 empowered Commissioner for the Port of Calcutta to take charge of the Calcutta Port, which was followed by Bombay Port Act 1873, Madras Port Act 1883. Visakhapatnam Port, since its commissioning in 1933, was administered by the various departments of the Government of India, including Bengal Nagpur Railways until its transfer in 1956 to the Government of India Ministry of Transport. Cochin Port, which was opened to traffic in 1931, was under the direct administration of the Central Government from 1936. So was Kandla, ever since its project stage in 1952. Latter three ports were brought within the ambit of MPT Act in 1964 and the Ports of Calcutta, Bombay and Madras in 1975.

2.2 Paradip Port, construction of which commenced in 1962, was originally under the administrative control of the Government of Orissa. The administration of the Port was constituted on 1-11-1967 under MPT Act. After the liberation and reunion of Goa with India in December 1961, the Administration of the Port was taken over by the Central Government on January 8, 1962. The Port was brought under the purview of MPT Act on the 1 July, 1964. Ports of Tuticorin, New Mangalore and Jawaharlal Nehru were under the control of the Central Government since inception, that is the project stage.



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MPT Act was extended to these ports in 1979, 1980 and 1989 respectively.

2.3 Seven Dock Labour Boards were constituted under the Dock Workers (Regulations of Employment) Act, 1948 on different dates at Bombay, Kandla, Mormugao, Cochin, Madras, Visakhapatnam and Calcutta. At Bombay and Cochin, the Port Trusts have entered into agreements with the trade unions of the respective Ports and Dock Labour Boards under Sec.18 (10) and 12 (30) of the Industrial Dispute Act for merger. At Bombay, the Dock Labour Board has been superseded but the erstwhile set up is functioning as an independent unit under the Bombay Port Trust. At Cochin, the workforce of DLB and the Port have been brought under a common pool, while the existence of the Board and the Schemes continue.

2.4 Three Ports developed during the last century were public body responsible to the respective provincial government and functioned independent of each other. The staff set up at Visakhapatnam Port naturally has the influence of the Indian Railways. Port of Cochin adopted largely the State Government pattern, while that at remaining ports is an amalgam of State and Central Governments set ups. Though the functions and objectives of all the major ports are same, because of historical reasons, cadre structure, designations, pay scales, recruitment regulations, etc. vary widely from Port to Port.



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CHAPTER - III

A BRIEF RESUME OF PAST ATTEMPTS

3.1 The Government of India in the Ministry of Transport and Communication constituted in August, 1948, a Tripartite Committee comprising independent members, representatives of Port authorities and workers, under the Chairmanship of Shri F Jee Jee Bhoj for Classification and Categorisation of the Class III and Class IV posts of Ports of Bombay, Calcutta, Madras, Cochin, Kandla and Visakhapatnam. The recommendations of the Committee, which were taken after deliberation for three years, were unanimous.

3.2 As the three older Ports, viz. Bombay, Calcutta Madras were governed by the respective Port Acts and the remaining three Ports were directly administered by the Central Government, designations and pay scales widely varied. The Committee's exercise involved examination of the duties and responsibilities of over 320 different categories.

3.3 The Committee, however, did not recommend uniform scales of pay for posts bearing the same designation at different Ports. The Committee's observation in this regard was:-



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"In our deliberations we have always had in our mind the desirability of giving equal pay for equal duties and responsibilities in all the Ports and our decisions are based on that principle. If, therefore, a category in a particular Port has been given a different scale compared to a category bearing the same designation in another port, the difference in emoluments will be found due to differences between the two in matters of duties and responsibilities and other relevant factors" (Para-16).

3.4 The Jee Jee Bhoy Committee further observed that the historical background of the Ports being different, their natural and other environments differed and each progressed on its own. Therefore, standardised nomenclature for all posts was difficult to achieve. The Committee was primarily guided by the principal consideration of doing justice to the extent possible and in the process many a category was upgraded.

3.5 The scales of pay fixed by the Jee Jee Bhoy Committee for different posts at six major Ports came into effect from 1.10.1951.

3.6 The Second Pay Commission submitted its Report in December, 1957. It was decided that the pay scales recommended by the Classification and Categorisation



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Committee should be suitably revised so as to correspond to pay scales recommended by the Second Pay Commission. The pay scales so revised, popularly called "SPC scales" came into effect from the 1st July, 1959.

3.7 The wage structure of Port employees was delinked from the pattern of pay scales of Central Government employees with effect from 1-1-1969. The Wage Board which revised the pay scales of Port employees from 1-1-1969 considered the pay scales prescribed by the Classification and Categorisation Committee as a guide and new scales were evolved on the basis of SP equivalents thereof. The recommendations of the wage board was in force from 1-1-69 to 31-12-73.

3.8 The Wage Board further recommended that the new pay scales of employees of Dock Labour Boards and their Administrative Bodies should be the same as proposed for similar categories of Port employees. The Board evolved new pay scales for those categories of employees, in respect of whom, there was no corresponding category of Port employees.

3.9 A Wage Revision Committee was set up in 1974, to examine the wage structure of Port and Dock employees/workers and recommend suitable scales of pay effective from 1-1-1974. The Wage Revision Committee did not agree to the suggestion made by the Federation



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that pay scales should be evolved based on the classification of skills only. The Committee opined that skills alone could not be made the basis of pay scales as there were other factors, which had to be taken into consideration, viz. strain of work, environmental conditions, hazards involved, disagreeableness of work, etc. The Committee, therefore, decided that it would be equitable and reasonable to work out the scales with reference to the Wage Board scales, which were formulated based on the recommendations of the Classification and Categorisation Committee. The Wage Revision Committee brought a major change by reducing the number of scales from 100 to 24. The grouping of scales thus brought about a large measure of standardisation in the classification of posts in Major Port Trusts and Dock Labour Boards. Recommendations of Wage Revision Committee were implemented with effect from 1-1-1974. While issuing orders for implementation of the Wage Revision Committee's recommendations the Government agreed to set up a Committee to consider the cases of anomalies that might arise as a result of implementation of the said Wage Revision.

3.10 The Government accordingly set up a Committee under the Chairmanship of Shri B.B. Mahajan, the then Joint Secretary (Labour), Ministry of Shipping and Transport. The terms of reference of the Committee were:-



A. S. S. Manager
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(i) To consider the cases of anomalies or discrepancies arising out of the implementation of the recommendations of the Wage Revision Committee as modified by the Government Resolution.

(ii) To consider the demand relating to parity between skilled and ministerial scales.

(iii) To consider the demand for upward revision of scales for promotional posts where this happened to be lower than or equal to the scale of feeder posts, etc.

3.11 The Anomaly Committee revised the classification of several categories based on pay scales and conceded in principle the claim for equivalence between Ministerial and Ministerial Supervisory Categories and Skilled and Highly Skilled categories and their Supervisors. Consequently standardisation in the classification of posts and categories was achieved to some extent in the older Ports of Bombay, Calcutta, Madras, Visakhapatnam, Cochin and Kandla. However, at the Major Ports of Paradip, Tuticorin, New Mangalore and JNPT, which came up subsequently, absence of proper cadre structuring, resulted in wide disparities and dissatisfaction.

3.12 Following a mutual agreement between the Ministry and the Federations, the task of reclassification and



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categorisation of posts was entrusted to the IPA. In its meeting held on 3.5.1986 at Bombay, the IPA Governing Body constituted a Committee comprising Shri R.U. Pai, Manager (SOM), Bombay Port Trust, Shri Y. Pardhasarathi, Secretary, Visakhapatnam Port Trust and Shri K. Thiagarajan, Additional Chief Accounts Officer, Madras Port Trust with Shri K.V. Harinath, Executive Director, IPA as Convenor for this purpose. The Committee submitted the Report in 1987. The recommendations of the Committee were not implemented as the federations did not accept the same.



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CHAPTER - IV

BASIC FACTS

4.1 An artisan, as the meaning stands, is a skilled workman. Such category of workforce is attached to Civil, Mechanical and Electrical Departments at all the Ports and under Marine Department at certain Ports, where craft repairs are under the control of the said department. These workmen are broadly classified as Skilled, Highly Skilled and Supervisory. Below the level of Skilled category, the workers have been categorised as Semi-skilled and Un-skilled.

4.2 At Ports of Bombay, Calcutta, Madras, Kandla and Cochin, artisans were put in the 'Scheme of Skilled Scales', in accordance with the recommendations of Jee Jee Bhoj Committee. The three categories of Skilled artisans, viz. Grade III, Grade II and Grade I were extended truncated scales - which together formed the scale of pay of Lower Division Clerks. Subsequently, Paradip Port also followed suit. Visakhapatnam Port is still following the Railway pattern of a single running scale of Rs. 2160-3845. Mormugao Port continues with its pre-liberation pattern of a lower scale covering most of the skilled category, with a limited number of posts at higher level. Ports of New Mangalore and Tuticorin had a single scale, identical to that of "Skilled - Grade II" artisans at the first group of



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Ports mentioned above, i.e. Rs. 2230-3695. JNPT made a total departure from the conventional set up followed by other ports and offer to the artisans the higher scale of pay of Rs. 2420-4430 at the entry level against the running or truncated scale of pay of Rs. 2160-3845 at the other ports.

4.3 Installation of massive mechanised bulk cargo handling systems, advent of containerisation, procurement of modern equipment, etc. commenced fifteen years after the Jee Jee Bhoj Committee was set up. Operation and maintenance of those highly capital intensive and sophisticated plants/equipment call for deployment of qualified personnel at different levels. A sizeable segment of posts at the Ports of Calcutta, Visakhapatnam, Madras, Cochin and Bombay and all posts at remaining ports in the mechanical, electrical and civil engineering disciplines were created during the post Jee Jee Bhoj period, and are yet to be classified.

4.4 There are two types of trade apprentices, from whom initial recruitment is made at the Ports, viz. (i) those holding NAC/ITI certificates and (ii) those join as Trade Apprentices in the Ports under NAC scheme and obtain certificate on successful completion of the training. Ports, however, do not guarantee absorption of trade apprentices trained by them.



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4.5 Un-skilled workers carry out physical work like carrying materials, etc. No basic technical qualification has been laid down for recruitment as unskilled worker. Because of employment scarcity, at most of the Ports, persons holding trade apprentice certificates, join as unskilled workers. At Madras Port, recruitment at this cadre is exclusively from certificate holders and designated as Asst. Technician. These high sounding designation created problem, which culminated in granting a qualification allowance to them effective from 14.8.1984, the present rate being Rs.33.06 per month. Payment of this allowance ceases once the incumbent is promoted to skilled artisan cadre. At Madras Port, there are nearly 850 Asst. Technicians. Unions' demanded for upgradation of these Asst. Technicians to the cadre of Semi-skilled, in view of their holding NAC/ITI certificate.

4.6 Semi-skilled workers assist the skilled workers in the execution of respective trade. Posts of semi-skilled workers are generally filled by candidates having ITI/Trade Apprentice Certificate and by promotion from unskilled category. The semi skilled artisans are in the scale of pay of Rs.2045-50-2245-60-3085. Only at Visakhapatnam Port Trust, semi-skilled workmen are designated as Artisan Grade III.



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4.7 Above the semi-skilled, are the skilled categories. The skilled categories are on three grades. The scale of pay of each grade is given below.

Grade III - 2160-70-2720-75-3620

Grade II - 2230-70-2720-75-3695

Grade I - 2370-70-2720-75-3845

Scale of pay of Clerk Lower Division is 2160-70-2720-75-3845.

4.8 Vacancies in skilled categories are filled through direct recruitment from those with ITI/Trade Appréntice Certificate and by promotion from semi-skilled category. Excepting at Visakhapatnam, Tuticorin, New Mangalore and Jawaharlal Nehru ports, at all other ports, promotion from one category to the other is subject to passing trade test and completing qualifying service. It is also provided that nobody with approved service, who has passed the trade test, shall be held up either in the scale of Rs.2160-3620 or Rs.2230-3695 for want of vacancy. It should, however, be ensured that such promotions/transfers within the cluster of three scales should be within the totality of skilled posts. The main intention of the Jee Jee Bhoj Committee was that every skilled artisan, for whom one or the other shorter skilled scale has been fixed should be ultimately able to reach the maximum of Grade-I scale, irrespective of occurrence of vacancy in the higher grade, subject to fulfilling the prescribed conditions.



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4.9 At Visakhapatnam, the skilled artisans have not been classified and are in the running scale of pay of Rs.2160-3845 and designated as Grade-II. The system of having a single scale without trade tests at any time during the progress in that scale was based on the system which prevailed in the Railways. At ports of Tuticorin and New Mangalore, the skilled artisans were in the scale of Rs.2230-3695, which is equivalent to Grade-II of older ports. Similarly, the lowest scale of Rs.2160-3620 (Grade III) has been given to the skilled category at Mormugao Port Trust. At Tuticorin and New Mangalore, the skilled artisans who had completed 15 years of service have been given personal promotion as a one time measure from the scale of pay of Rs.2230-3695 to 2370-3045 after the wage agreements effective from 1-1-88 and 1-1-93. At Goa also, those who had completed 15 years of service in Grade-III were given personal promotion to Rs.2230-3695 (Skilled Grade-II).

4.10 Next higher level of skilled category is the highly skilled. Incumbents are generally in two categories of scales of pay, viz. Rs.2250-85-2930-100-4330 and 2420-85-2930-100-4430 respectively. Jee Jee Bhoj Committee left it to the Port Administration to examine the requirements and create highly skilled Supervisors' posts wherever warranted.



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4.11 The total number of workers in different scales of pay under skilled and highly skilled are detailed below:-

Sl. No.	Port	Scale of Pay from 1-1-1993				
		Rs.2160-3620	2230-3695	2370-3845	2250-4330	2420-4430
1.	Calcutta	754	230	518	265	54
2.	Paradip	86	42	65	139	46
3.	Visakhapatnam	All are in the unified scale of Rs.2160-3845			395	71
4.	Madras	345	419	312	362	117
5.	Tuticorin	-	102	67	97	6
6.	Cochin	407	157	180	173	187
7.	New Mangalore		111	44	2	14
8.	Mormugao	210	4	1	197	45
9.	Bombay	552	423	248	602	226
10.	Kandla	69	19	1	20	42
11.	JNPT	-	-	-	-	N/A (Entry level for artisans)

A. TOTAL SKILLED (Excepting JNPT and partly Vizag) 2423 1507 1436
5366

B. TOTAL HIGHLY SKILLED 2252 808
3060

4.12 As has been mentioned earlier, shifting from one level to another within the cluster of skilled artisans or their promotion to the cadre of highly skilled categories vary from Port to Port. Practices obtaining at different ports are as follows:-



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(i) At Bombay, Madras and Kandla employees in the scale of pay of Rs. 2160-3620, on completion of 8 years of service are promoted to the scale of Rs. 2230-3695, subject to passing the trade test. Thereafter, on completion of six years of service in that scale, employees are promoted to the next higher scale of Rs. 2370-3845; subject to passing the trade test. At Bombay Port, promotion from the III segment of skilled category i.e. from skilled Grade-I to highly skilled is after completion of 4 years of service in the III segment and subject to passing of trade test. At Madras Port, promotion from skilled Gr. I to highly skilled are made after completion of 5 years service as skilled grade-I and passing of trade test without occurrence of vacancies. While at Kandla Port, promotion from skilled Grade-I to highly skilled depends on occurrence of vacancies.

(ii) At Calcutta, amongst the skilled categories, gradations are followed but the designations are same, viz. Fitter, Electrician, Carpenter, Mason, etc. Highly skilled Gr. II and Gr. I are designated as Leading Hand and Jr. Supervisor respectively. Appointments within the cluster of skilled categories are made only on reaching the maximum of the

After 8 yrs promotion

*In Bombay
4 yrs time bound
to HSK from level*

*At Madras
5 yrs
without occurrence
of vacancies*



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respective scales of pay subject to passing trade test but without occurrence of vacancies. Such appointments are on transfer basis and not treated as promotion entitling fixation benefits under FR. 22. Appointments from skilled grade to Highly skilled depend on the occurrence of vacancies and passing trade test.

(iii)

At Paradip, intra cluster promotion in the skilled categories and thereafter to Highly skilled categories is on occurrence of vacancy and subject to qualifying in trade test.

(iv)

As Visakhapatnam Port has a single running scale with the incumbent designated as Grade-II, the question of intra cluster promotion of skilled category does not exist. Those at this Port are in the scale of pay of Highly Skilled Grade II of the Ports mentioned in earlier sub-para, are called Grade-I. At Visakhapatnam, there are three more scales - Rs.2420-4430, Rs.2600-4940 and Rs.2750-5690 and the designations of incumbents are Chargehand, Asst. Foreman and Foreman respectively. Promotion to these cadres are subject to availability of vacancies and qualifying in trade test.

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- (v) At Cochin, promotion from one segment of skilled scale to another and to highly skilled is subject to availability of vacancy and passing the trade test. Those in the scale of Rs.2420-4430 are designated as Assistant Foreman.
- (vi) Ports of Tuticorin and New Mangalore, being new, Scheme of Skilled Categories has been approved by Government only recently. All artisans were in the scale of skilled Grade-II. Posts are filled up by direct recruitment or by selection through trade test from amongst semi-skilled categories. At Tuticorin the scale of pay for a Skilled Gr.III is Rs.2150-3605 and not Rs.2160-3620.
- (vii) There being only one scale (Skilled Gr.III), the Scheme of Skilled categories is not operating at Mormugao Port. Promotion from this category to Highly Skilled categories is subject to availability of vacancy and passing trade test.
- (viii) The set-up at JNPT is totally different from the remaining ports. Initial recruitment is from open market from amongst the candidates possessing III certificate, as in the case of all other ports but in the scale of Rs.2420-4430, which is the scale of pay of Highly skilled Gr.I artisans at the remaining ports, that is four scales are skipped. Further promotions are to the scales of Rs.2425-4760 and Rs.2600-4940 respectively.

JNPT

(4)



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PARA MEDICAL STAFF

4.13 All the Port Trusts and Dock Labour Boards at Visakhapatnam and Calcutta, have well equipped hospitals to cater to the needs of their employees both for in-patient and out-patient treatments. Some of the ports also have dispensaries for out-patient treatment. DLB's other than Calcutta and Visakhapatnam, have dispensaries only.

4.14 The Bed strength available in each Port Hospital is given below:

BOMBAY	282
CALCUTTA	220+65
MADRAS	202
VISAKHAPATNAM	164
COCHIN	125
GOA	100
KANDLA (Including Gopalpuri)	79
PARADIP	64
TUTICORIN	52
JNPT	50
MANGALORE	35

4.15 To man the hospitals and dispensaries, besides the medical officers, different categories of para medical staff are employed. The scales, designations and



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the number of such categories of para medical staff considered for reclassification and categorisation are given below:-

A. NURSING

1. SCALE OF PAY: Rs.2250-4430 No. of employees

Nurse/Staff Nurse	Bombay	109
	Calcutta	49
	Haldia	12
	Madras	20
	Visakhapatnam	59
	JNPT	15
	Kandla	19
	Goa	35
	Cochin	34
	Tuticorin	14
	Paradip	15
	Mangalore	3

		384

2. SCALE OF PAY: Rs.2425-4435

Sr. Staff Nurse Kandla 1
(Personal)

3. SCALE OF PAY: Rs.2425-4760

(i) Nurse Sr./Sr. Nurse.

Madras	46
Tuticorin	2
Cochin	16



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Staff
are

of
doctors

109

19

12

20

59

15

19

35

34

14

15

3

-

384

-

1

Personal)

-

46

2

15

Mangalore 3
Visakhapatnam 9

(ii) Nursing Sister

Paradip 3
Madras 10
Cochin 16
Kandla 3

(iii) Theatre Sister/
Ward Sister

Goa 10

(iv) Nursing Sister
Senior

Bombay 46

Total : 164

4. SCALE OF PAY: Rs.2500-4800

Sr. Nursing Sister Kandla 1
(Personal)

5. SCALE OF PAY: Rs.2600-4940

(i) Theatre Supdt. Madras 3
Bombay 15
Visakhapatnam 1
(ii) Staff Nurse and Calcutta 38
Resident Sister Haldia 6

(iii) Matron JNPT 1

Total 64

6. SCALE OF PAY: Rs.2700-5520

(i) Asst. Matron/
Sister-in-charge Calcutta 4
Haldia 1
Paradip 1
(ii) Matron Cochin 1

Total 7



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7. SCALE OF PAY: Rs.2750-5690

(i) Matron	Kandla	1
(ii) Asst. Matron	Bombay	1
(iii) Nursing Supdt.	Cochin	1
	Goa	1
	Total	4

B. PHARMACY

1. SCALE OF PAY: Rs.2230-4050

(i) Pharmacist	JNPT	2
(ii) Pharmacist and Pharmacist Dresser	Calcutta Haldia	35 6
(iii) Pharmacist Gr. II	Paradip Madras	9 7
(iv) Pharmacist Jr.	Tuticorin Cochin Mangalore Kandla	9 5 1 6
	Total	80

2. SCALE OF PAY: Rs. 2250-4430

(i) Pharmacist Jr.	Bombay	17
(ii) Pharmacist Gr.III	Visakhapatnam	15
(iii) Pharmacist	Goa Kandla	5 1
	Total	38

3. SCALE OF PAY: Rs.2425-4435

(i) Pharmacist Gr. I	Madras Cochin Calcutta	21 6 20
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*Manager
'A' Section*

(ii) Sr. Pharmacist/	Paradip	3
Sr. Pharmacist	Tuticorin	2
Dresser Gr-II	Mangalore	3
	Mumbai	11
	Halidia	3
(iii) Pharmacist Gr. III	Visakhapatnam	5
	Total	74

4. SCALE OF PAY: Rs. 2425-4760

(i) Sr. Pharmacist cum	Kandla	2
Store Keeper		
(ii) Store Keeper	JNPT	1
(Pharmacy)		
(iii) Head Pharmacist	Visakhapatnam	1
	Mumbai	5
(iv) Stores Supervisor	Chennai	6
	Total	15

5. SCALE OF PAY: Rs. 2500-4800

(i) Pharmacist Gr. I	Cochin	2
	Calcutta	8
	Total	10

6. SCALE OF PAY: Rs. 2600-4940

(i) Head Pharmacist	Paradip	1
	Cochin	1
(ii) Senior Stores	Chennai	1
Supervisor		
	Total	3

7. SCALE OF PAY: Rs. 2700-5520

Pharmacist	Goa	1
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C. LABORATORY

1. SCALE OF PAY: Rs.2250-4430

(i) Lab Technician	JNPT	1
	Paradip	2
	Mangalore	2
	Visakhapatnam	8
	Cochin	1
(ii) Asst. Lab Technician	Goa	2
(iii) Lab Assistant	Calcutta	5
	Madras	10
	Tuticorin	3
	Haldia	1
(iv) Sr. Lab Assistant	Cochin	4
(v) Jr. Lab Technician Jr.	Bombay	8
	Total	47

2. SCALE OF PAY: Rs.2425-4435

(i) Lab Technician	Cochin	1
(ii) Lab Assistant	Cochin	1
	Total	2

3. SCALE OF PAY: Rs.2425-4760

(i) Supervisor Lab	Cochin	1
(ii) Lab Technician	Kandla	2
(iii) Sr. Lab Technician Sr.	Bombay	8
	Paradip	1
	Goa	1
(iv) Sr. Lab Asst.	Calcutta	3
	Haldia	1
	Visakhapatnam	3
	Madras	3
	Total:	23



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4. SCALE OF PAY: Rs.2600-4940

Chief Lab Technician Goa 1

D. X RAY AND RADIOLOGY

1. Scale of Pay:Rs.2160-3845

X-Ray Technician Calcutta 2
Mormugao 1

2. SCALE OF PAY: Rs.2230-4050

Radiographers Mangalore 1

3. SCALE OF PAY: Rs.2250-4430

X Ray Technician Jr. Bombay 6

4. SCALE OF PAY: Rs.2435-4435

(i) Radiographer Goa 1
Paradip 1
(ii) Radiographer(Sr.) Madras 1
Cochin 2
Vizag 5
Tuticorin 2
Mangalore 1

Total 13

5. SCALE OF PAY: Rs.2425-4760

(i) Radiology Technician JNPT 1
(ii) X-Ray Technician Vizag 4
Kandla 1
Bombay 2
Cochin 1
(iii) Supervisor Radiology
(iv) Radiographers Calcutta 3
(v) Sr. Radiographers Madras 4

Total 16



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A. S. S. S.

6. SCALE OF PAY: Rs.2500-4800
Sr. X Ray Technician Kandla 1

7. SCALE OF PAY : Rs. 2600-4940
Sr. Radiographer Haldia 1

E. PHYSIOTHERAPIST

1. SCALE OF PAY: Rs.2425-4760
Madras 4

2. SCALE OF PAY: Rs.2600-4940
Kandla 1
Calcutta 1
Vizag 1
Goa 1*
Total 8

JR. PHYSIOTHERAPIST

3. SCALE OF PAY: Rs.2650-5430
Bombay 1

F. DIETICIAN

Scale of Pay: Rs.2425-4760
Mormugao 2*
Madras 1
Calcutta 2
Vizag 1
Total 6

At Bombay the post is in officers' cadre.

G. SANITATION - WING

1. SCALE OF PAY: Rs.2230-4050
a. Jr. Health Inspector Tuticorin 1
b. Sr. Health Inspector Mangalore 1
c. Sanitary Sub Inspector Calcutta 13
Total 15

* Proposal of Goa for creation of post not yet sanctioned by the Central Govt.



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2. SCALE OF PAY: Rs.2250-4430

- | | | |
|-------------------------|-----------|---|
| a. Sr. Health Inspector | Mangalore | 1 |
| b. Health Educator | Bombay | 4 |

3. SCALE OF PAY Rs.2425-4435

- | | | |
|-----------------------|---------|---|
| a. Sanitary Inspector | Goa | 1 |
| | Paradip | 1 |
| b. Inspector Sanitary | Bombay | 9 |
| Grade II | Vizag | 6 |
| c. Asst. Sanitary | Madras | 4 |
| Inspector | | |

4. SCALE OF PAY: 2425-4760

- | | | |
|--------------------|----------|----|
| Sanitary Inspector | Calcutta | 11 |
|--------------------|----------|----|

5. SCALE OF PAY: Rs.2500-4800

- | | | |
|-----------------------|--------|---|
| a. S & M Grade I | Vizag | 4 |
| b. Sanitary Inspector | Madras | 3 |
| c. Sanitary Inspector | Bombay | 7 |
| Grade I | | |

6. SCALE OF PAY: Rs.2600-4940

- | | | |
|-----------------------|---------------|---|
| a. Sr. Sanitary | Goa | 1 |
| Inspector | | |
| b. Chief Health | Visakhapatnam | 1 |
| Inspector | | |
| c. Medical Social | Bombay | 1 |
| Worker | | |
| d. Worker Inspector | | 1 |
| Sanitary(Civil Engr.) | | |

7. SCALE OF PAY: Rs.2700-5520

- | | | |
|------------------------|--------|---|
| a. Sanitary Supervisor | Bombay | 2 |
|------------------------|--------|---|



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4.16 A consolidated statement showing the distribution of posts, Port-wise and Scale-wise is given in Appendix-I.

4.17 There are other miscellaneous categories of staff also, in the Hospitals. Such categories are broadly indicated.

Calcutta

i)	First Aider	2045-3085	3
ii)	Female Dresser	2160-3845	
iii)	Dental Hygenist	2230-4050	1

Madras

(i)	Woman Health Visitor	2250-4430	1
(ii)	Medico Social Worker	2425-4760	2
(iii)	Mid Wife	2150-3605	5
(iv)	First Aid Supdt.	2420-4430	1
(v)	Leading First Aider	2110-3450	40
(vi)	Dresser, Sr.	2150-3605	15

Class - IV

(i)	First Aider	2045-3085	9
(ii)	Sr. Attender Hospital	2110-3450	29
(iii)	Dresser	2045-3085	13

GOA

(i)	Auxillary Nurse and Midwife	2230-4050	3
(ii)	Dresser in charge	2160-3845	1
(iii)	Anaesthetist Helper	2150-3605	1
(iv)	Hospital Attendant	2010-2830	26

TUTICORIN

(i)	Maternity Assistant	2160-3845	3
(ii)	Hospital Attendant	2010-2830	22



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'A' Section

MANGALORE

(i) Hospital Attendant 2010-2830 5

JNPT

(i) Hospital Attendant 2010-2830 6

KANDLA

(i) Nurse Auxillary 2230-4050 1

(ii) First Aider 2045-3085 4

(iii) Surgical Dresser 2045-3085 6

VISAKHAPATNAM

(i) Sr. Dresser 2160-3620 5

(ii) Dresser 2045-3085 14

(iii) First Aider 2045-3085 16

COCHIN

(i) Mid Wife 2150-3605 4

(ii) Dresser 2045-3085 12

PARADIP

(i) First Aider 2045-3085 8

(ii) Dresser 2045-3085 7

BOMBAY

(i) Hospital Attendant 2010-2830

(ii) Dresser 2010-2830

(iii) Sr. Hospital Attendant 2025-2990

(iv) Laboratory Attendant 2045-3085

(v) Sr. Lab Attendant 2055-2230

(vi) Theatre Assistant 2150-3605

(vii) Sr. Theatre Assistant
Auxilliary Nurse 2160-3845



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'A' Section

NURSES

4.18 The qualification prescribed for initial appointment in the Nurses cadre is more or less the same, i.e. Matriculation or its equivalent with a Diploma in Nursing from the State Government or the State Nursing Council of the respective states. Degree in Nursing is also prescribed in JNPT. The Diploma certificate is awarded by the concerned authorities after the candidates undergo 3 1/2 years course in Nursing and training. Previous experience as Nurse in a first grade or equivalent hospital is also prescribed as a desirable qualification for appointment at certain ports.

4.19 The initial appointment of Nurses in the ports is in the scale of Rs.2250-4430, which is the scale given to the ministerial cadre of UDCs. Their counterparts in the Central Government with the same qualifications are appointed as Nurses at the lowest Ministerial Supervisory level scale of Rs.1400-2300, equivalent of which in port sector is Rs. 2600-4940. Even at the Ports of Tuticorin and Mangalore they were appointed at the lowest ministerial supervisory level scales, before the ports were declared as Major Ports and brought under WRC scale of pay from the 1st April 1979 and 1st April 1980 respectively. The port scale corresponding to the Central Government scale mentioned above is Rs.2600-4940.



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4.20 The total strength of Nurses at all ports in different scales of pay are given below:

		<u>NO. OF ROLLS</u>
1.	Entry scale Rs.2250-4430	384
2.	1st promotion (except at Calcutta) Rs.2425-4760	164
3.	1st level promotion at Calcutta Rs.2600-4940	64

Promotions to higher scales of pay, above Rs.2425-4760 is a rare phenomenon in the ports. In the normal course the Nurses get their first personal promotion only after 15 years of service, as a one time measure, except at Madras, where the promotion from the entry scale to the next scale of Rs.2425-4760 is given automatically after 8 years of service.

PHARMACISTS

4.21 The initial recruitment of Pharmacists is in the scale of Rs.2230-4050, excepting at the ports of Bombay, Visakhapatnam and Goa, where Pharmacists are appointed in the scale of Rs.2250-4430. The qualification prescribed for the initial appointment is Matriculation or equivalent, must have passed Pharmacists Compounders Course from recognised institutions registered with the State Pharmacy Council under the Pharmacy Act. Considering the recruitment qualification and the duties and responsibilities of the



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A. Subram

posts, the IVth Pay Commission recommended the scale of pay of Rs.1350-2200, slightly lower than that of the scale of pay for Nurses, which is equivalent to a ministerial lowest supervisory cadre.

4.22 At ports, the Pharmacists' first promotion is to the scale of Rs.2425-4435, which they get after 15 years of service, as a one time measure and personal to them, excepting at Madras where they get the promotion automatically after rendering eight years of service in the lower scale.

4.23 The total strength of Pharmacists in all ports in different scales of pay are given below:-

1. 2230-4050	80	Initial recruitment level scale
2. 2250-4430	38	
3. 2425-4435	74	
4. 2425-4760	5	
5. 2500-4800	10	
6. 2600-4940	3	
7. 2700-5520	1	

LABORATORY

4.24 Lab Technicians' initial recruitment is in the scale of Rs.2250-4430. The qualifications prescribed for the Lab Technicians are Matriculation or its equivalent with experience as Lab Technician in any clinical Laboratory examining Blood/Urine, etc. Like other categories of staff they also get personal promotion as a one time measure after completing 15 years of service. Out of a total strength of 74 at all



B
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'A' Section

ports, in this category, 47 are in the entry scale only. The promotional post is in the scale of Rs.2425-4760. The entry scale for Lab Technicians in Central Government is Rs.1200-2040, which is equivalent to the port scale of Rs.2250-4430.

The IVth Pay Commission has not made any specific recommendation for higher scale of pay for this category.

X-RAY AND RADIOLOGY

4.25 The qualification prescribed for this post is Matriculation or Inter Science with previous experience as Radiographer or X-Ray Technician or a certificate issued by a recognised Institute. Only at New Mangalore the entry level, is in the scale of Rs.2230-4050 and at Bombay the recruitment is in the scale of Rs.2250-4430 equivalent to the UDC scale. At Madras, Visakhapatnam, Cochin, Goa, Paradip, Tuticorin and Mangalore, they are mainly in the scale of Rs.2425-4435. There are 16 posts at Bombay, Calcutta, Madras, Visakhapatnam, Cochin and Kandla in the scale of Rs.2425-4760. The total number of posts at all ports is 38. The IVth Pay Commission recommended a scale of Rs.1350-2200 at the entry level for Radiographers, Pharmacists and X-Ray Technicians, which is corresponding to the port scale of Rs. 2500-4800. At Calcutta and Mormugao ports, Radio Technician post exists in the scale of Rs.2160-3845, but they don't have the requisite qualifications.



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PHYSIOTHERAPIST

4.26 This post exists at Bombay, Calcutta, Madras, Vizag, Kandla and Goa. The entry level for this post at Bombay is Rs.2650-5430, at Calcutta, Rs.2425-4435 and at other ports Rs.2425-4760. The qualification prescribed for this post is "Diploma in Physiotherapy" from a recognised institution. At Bombay, Physiotherapist Junior, who starts at Rs.2650-5430, has first promotional post in the scale of pay of Rs. 2700-5520 and thereafter have the opportunity to go upto Class-I level in the scale of Rs.4350-7500. In absence of any promotional post, at other ports, the Physiotherapists on completion of 15 years of service get the next higher scale as personal to them as a one time measure.

DIETICIAN

4.27 Posts of Dieticians exist at the ports of Bombay, Calcutta, Madras and Visakhapatnam. At Bombay, the post is in Class-I cadre, while at remaining ports, the posts are at Class-III level.

SANITATION

4.28 Health/Sanitary Inspectors are responsible for sanitation activities within the port estate, including operational and residential areas. Their pay scales vary from port to port.

OTHER MISCELLANEOUS CADRES

4.29 There are other isolated posts like Midwife, Dresser, First Aiders, etc. The existing scales of pay are on the lines of WRC scales of pay of 1974. Whenever personal promotions are given as one time measure on completion of 15 years service, the lower post is kept in abeyance, till the incumbents of personal posts vacate their posts.



Manager
'A' Section

FIRE SERVICE STATIONS:

4.30 At all the ports, excepting at Calcutta Dock System and Paradip, well established Fire Service Stations exist under Marine Department. At Calcutta, the service is controlled by the Traffic Department, while at Haldia it is under the Administration Division. The Calcutta Dock System utilises the services of the State Government Fire Service, which has its own fire stations outside the Docks. However, for routine maintenance of hydrants and fire extinguishers, watch keeping, etc., the Port has employed regular employees. A full fledged fire service operates at Haldia. Port-wise break-up of fire-service staff is at Appendix-II.

4.31 Strength of the Fire Services at Calcutta and Haldia is as given below :-

DESIGNATION	SCALE OF PAY	HALDIA	CALCUTTA
Fireman	2045-3085	78	149
Jr. Leading Fireman	2110-3450	11	3
Fire Engine Driver-cum-Pump Operator	2160-3845	27	-
Leading Fireman	2160-3845	11	13
Fire Supervisor	2250-4430	-	2
Sr. Leading Fireman	2425-4435	11	-
Asstt. Fire Officer	2500-4800	-	2
Fire Supervisor	2600-4940	5	-



Manager
'A' Subm

4.32 At the Port of Paradip, the Fire Service is exclusively manned by CISF Personnel, who are governed by the Central Government scales of pay and service conditions.

4.33 The manning pattern, details of scales of pay and designations adopted at various ports for the fire service under the Marine Department are given below:-

Sl. No.	Ports	Designation	Scale of Pay	No. of Posts
			Rs.	
1)	Madras	<u>Class-IV</u>		
		Fireman Gr.II	2045-3085	172
		Fireman Gr.I	2055-3230	31
		<u>Class-III</u>		
		Pump Operator	2110-3450	11
		-do- (UG)	2150-3605	3
		Fireman Driver	2160-3845	23
		-do- Sr.	2185-3985	19
4860 - 7820		* Leading Fireman	2110-3450	57
		-do- (UG)	2150-3605	4
4640 - 9500		* Sub Officer	2230-4050	18
		Safety Inspector	2500-4800	8
		Asst. Fire Officer	2750-5690	2
		Total		348
2)	Visakhapatnam	<u>Class-IV</u>		
		Fireman Gr.II	2035-3035	39
		-do- Gr.I	2045-3085	50
		<u>Class-III</u>		
4300 - 8120		* Leading Fireman	2160-3620	26
4640 - 9500		Sub Officer	2250-4430	8
		Total		123



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3) Tuticorin

Class-IV

4160 - 7820	Fireman	2045-3085	83
	Leading Fireman	2110-3450	28
	Fireman Driver	2185-3985	18
	-do- Sr.	2230-4050	2
4640 - 9520	Sub Officer	2230-4050	13
	Safety Inspector	2500-4800	1

		Total	145

4) Cochin

Class-IV

	Fireman	2045-3085	80
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Class-III

4160 - 7820	Leading Fireman	2110-3450	26
4300 - 8120	Sub Officer	2160-3845	7
	Safety Inspector	2500-4800	2

		Total	115

5) Mangalore

Class-IV

	Fireman	2045-3085	43
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Class-III

4640 - 9500	Leading Fireman	2110-3450	5
	Sub Officer	2230-4050	1
	Fireman Driver	2185-3985	4
	Asst. Fire Officer	2425-4760	3

		Total	56



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6) Mormugao

Class-IV

Fireman	2045-3085	5
Fireman(P)	2055-3230	25

Class-III

Leading	2110-3450	3
Fireman & Personal Posts	2150-3605	6
Sub Officer	2250-4430	6
Station officer	2500-4800	1
Driver Operator	2160-3845	2
- do - (P)	2185-3985	2

11620-3500

Total 50

7) JNPT

Class-IV

Fireman	2045-3085	46
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Class-III

Sub Officer	2250-4430	7
Station Officer	2425-4435	1

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Total 54

8) Kandla

Class-IV

Fireman	2045-3085	92
Sr. Fireman	2055-3230	13

Class-III

Leading Hand	2110-3450	24
Pump Operator cum Driver	2160-3845	4
Station Officer	2425-4760	1
Safety Inspector	2250-4430	3
Dy. Fire Officer	2250-4430	7
Sr. Pump Operator cum Driver	2185-3985	9
Pump Operator cum Driver	1185-1935	23

Total 176



Manager

'A' Section

9) Bombay

Fire Bucket Lascar	2010-2830	21
Mukadam of Fire Bucket Lascar	2035-3035	3
Fireman	2045-3085	169
Pump Operator	2150-3605	15
Motor Driver	2160-3845	26
Fire Service Sub Section Leader	2160-3845	25
Section Leader	2250-4430	14
Sr. Section Leader	2425-4435	6

	Total	279

FIRE SERVICE
QUALIFICATIONS AND EXPERIENCE

4.34 The Firemen are generally appointed in the scale of pay of Rs.2045-3085, which is incidentally the scale of pay for semi skilled workers. However, at Visakhapatnam, the Firemen Grade II are appointed in the unskilled scale of pay of Rs.2035-3035. Qualifications prescribed for appointment of Fireman are, good physique, vision and skill. Mostly, the ports follow the standards prescribed for the fireman at the State level. The Supervisory staff like Sub Officer, Station Officer, etc. should have undergone training in National Fire Service College, Nagpur.



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SIGNAL STATION

4.35 The Signal Stations at the Ports are under the control of the Marine Department and operate mainly VHF and at a few ports Wireless Telegraphy to communicate with ships. The Signal Station is responsible for the upkeep of wireless equipment, direction finder, loud hailers, international code flags, etc., maintaining various log books and registers, recording messages and despatch to the concerned person, etc. At all Ports, except for Calcutta, Singal Stations are shore based. At Calcutta Port, in addition to Shore Stations, Radio Officers are deployed on board Pilot Vessels, Dredgers, Despatch vessels, Survey vessels, Research vessel, etc. which operate over a stretch of 127 nautical miles, including 40 nautical miles within the Bay of Bengal.

4.36 The set up of Singal Station at each Port and the number of persons presently on roll in each scale of pay are indicated below:

(1) MADRAS PORT TRUST

i. Junior Signalman	2160-3845	9
ii. Signalman	2185-3985	5
iii. Signal Boatswain	2250-4430	6
iv. Signal Superintendent	2425-4760	1
	Total	21

(2) TUTICORIN PORT TRUST

i. Senior Signalman	2160-3845	8
ii. Signal Boatswain	2230-4050	1
iii. VHF Operator	2230-4050	8
	Total	17



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'A' Section

(3) PARADIP PORT TRUST

i. Junior Signaller	2160-3695	4
ii. Junior Signaller (Gr. I)	2160-3845	
iii. Sr. Signaller	2160-3845	2
iv. Signal Bosan	2230-4050	1
v. Signal Bosan	2250-4430	
	Total :	7

(4) COCHIN PORT TRUST

i. Asst. Signaller	2185-3985	1
ii. Signalling-cum-VHF Operators	2230-4050	4
iii. Head Light Keeper	2250-4430	9
	Total	14

(5) NEW MANGALORE PORT TRUST

i. Jr. Signaller	2160-3845	5
ii. Signal Bosan	2250-4430	1
iii. VHF Operator	2230-4050	4
	Total	10

(6) KANDLA PORT TRUST

i. Asst. Signaller	2160-3695	3
ii. Signaller	2160-3845	3
iii. Sr. Signaller	2185-3985	1
iv. Signal Bosan	2420-4430	1
	Total	8



Manager
'A' Section

(7) MORMUGAO PORT TRUST

i. Signaller-cum-Radio Telephone Operator	2425-4760	4
ii. Head Signaller-cum-Radio Telephone Operator	2425-4760	1
iii. Radio Technician	2425-4760	1
	Total	6

(8) JNPT

i. Jr. Signalman	2160-3845	4
ii. Sr. Signalman	2185-3985	4
iii. Signal Superintendent	2425-4760	3
iv. Supervisor Signal Station	2600-4940	3
	Total	14

(9) VISAKHAPATNAM PORT TRUST

i. Jr. Signalman	2160-3845	8
ii. Sr. Signalman	2185-3985	11
iii. Signal Bosan Jr.	2250-4330	4
iv. Signal Bosan	2420-4430	1
v. Signal Superintendent	2425-4760	1
	Total	25

(10) BOMBAY PORT TRUST

i. Signalman	2160-3845	8
ii. Tindal of Signalman	2185-3985	6
iii. Chief Signalman	2220-4430	1
iv. Asst. Light Keeper	2425-4435	2
v. Light Keeper	2425-4760	2
	Total	19



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Manager
A. Subram

(11) CALCUTTA

i. Radio Officer	2600-4940	4
ii. Sr. Radio officer	2750-5690	13
	Total	17

4.37 The qualifications generally prescribed for Signaller/Signalman, at the entry level, is SSLC passed with experience as a Signalman in Navy. At Kandia, induction is as Signal Khalasi with promotional opportunities upto Asst. Signaller, Signaller and Signal Bosan. The qualification prescribed for a Signal Khalasi is Middle School pass with Navy experience. At Calcutta, Radio Officers with second class P&T certificate of competency and experience as Radio Officer in merchant navy are recruited in the scales of pay of Rs.2750-5690. To overcome the non-availability of Radio Officers from merchant navy, a few persons with special class P&T Certificate of Competency were inducted in the scale of Rs.2600-4940. This category of Radio Officers has no promotional prospect unless they acquire 2nd class certificate. Those recruited as Sr. Radio Officer can go upto the post of Dy. Chief and Chief Radio Officers in the Class-I junior and senior scales of pay respectively. These officers are required to work on board vessels continuously upto 15 days at a stretch in estuary and open sea. The categories of Radio Officers at Calcutta are, therefore, not comparable with the categories in the Signalling establishments at other Ports. At Paradip, most of the Signal staff possess either Radio Operator Certificate First Class or Signalman First Class Certificate.



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LIBRARIAN

4.38 The post of Librarian exists only at the following Ports. The scale of pay assigned to the post, the qualifications prescribed for the post, and the number of books available are given below:-

Sl. No.	Port	Revised scale of pay from 1-1-1993 (Rs.)	Qualifications	No of books available in the Library
1.	Bombay	2425-4880	Graduation and Diploma in Library	Books 6000 Jornl. 175
2.	JNPT	2750-5690 Gr. I 2425-4880 Gr. II	Graduate and Bachelor of Library Science	Books 3000 and Periodicals
3.	Mangalore	2275-4870	i) Degree of a recognised university ii) Degree or equivalent Diploma in Library Science of a recognised university	Books 5000
4.	Kandla	2275-4870	Degree or Diploma in Library Science	Books 14500 Jornl. 52 Magazine and Newspaper 48
5.	Mormugao	2750-5690	i) Degree from any Indian or foreign university ii) Diploma in Library Science	Books 10500



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'A' Section

6. Tuticorin	2250-4430	i) Matriculation or its equivalent	Books 15000 Back Volume 5000 Periodicals 67
		ii) Certificate of Library Science from recognised university	
		<u>Desirable</u> Degree in Library Science	

7. Madras			
Officer present scale	2150-3650	i) Degree	Books 5000
Proposed scale	4000-7150	ii) Degree in Library Science	

4.39 At Calcutta, the Librarian post which was in the scale of Rs.2700-5520, was abolished following the voluntary retirement of the incumbent. Presently, the work is managed by a daily paid person. Librarian post does not exist at Paradip, Cochin and Visakhapatnam.

4.40 Degree in Library Science or a Degree with Diploma/Degree in Library Science is the prescribed qualification at all the Ports, where the post of Librarian exists, except for at Tuticorin, where it is only a desirable qualification. The present incumbent at Tuticorin is a Post Graduate with a Degree in Library Science.

4.41 There is no promotional opportunity for the Librarian.



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PERSONAL ASSISTANTS TO HEADS OF DEPARTMENTS

4.42 At the following Ports, Personal Assistant to the Heads of Departments are in Class II Scale of Pay. This is a promotional posts for Stenographers.

S1.No.	Port	No. of Posts
1.	Madras	10
2.	Visakhapatnam	10
3.	Paradip	9
4.	Tuticorin	7
5.	Mangalore	8
6.	Haldia	2
7.	Calcutta	6
8.	Kandla	2
	Total	54

4.43 At the Ports of Cochin, Mormugao, Bombay, JNPT, the Personal Assistant's posts are in Class III cadre. At Kandla, two HODs, and, at Calcutta, six HODs have been provided with P.As in Class II scale of pay. Remaining HODs at these Ports have P.As in Class III cadre. They are designated as Senior Stenographers, Stenographers Grade I, Stenographers Special Grade, etc.



Manager
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4.44 The Channel of Promotion available for Stenographers to go up to the level of Class II is not uniform. Presently, the Stenographers are in the following scales of pay:-

Entry level	Rs.2250-4430
Sr. Stenographer	Rs.2500-4800
Stenographer Grade I	Rs.2600-4940
Stenographer Special Grade P.A. to HOD at Bombay	Rs.2700-5520

4.45 The qualifications prescribed for the post of Stenographers are more or less the same at the Ports, viz. Degree/Matriculation with a speed of 120 words in Shorthand and a speed of not less than 40 words per minute in Typewriting.

4.46 Pointing out that the promotional opportunities presently available to the Stenographers being far from satisfactory, the Federations demanded upgrading the posts of Personal Assistants to Class-II cadre, at the ports where it is presently not so. Apart from bringing about uniformity amongst the ports, the Federations contended that the PAs to HODs are required to handle confidential matters including maintenance of related files, annual confidential reports, etc., which called for corresponding status.



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EDP CENTRE

4.47 EDP Centres function at all Ports as a separate wing. The administrative control of the set up, however, differs from Port to Port, as below:

Bombay	: Chief Personnel & Industrial Relations Officer
Calcutta	: Chief Hydraulic Engineer
Paradip	: Chief Mechanical Engineer
Visakhapatnam and Mormugao	: Director-Planning & Research
Madras, Tuticorin, Cochin, Kandla and New Mangalore	Financial Adviser & Chief Accounts Officer
JNPT and Kandla	: Administration

4.48 Following the establishment of EDP Centres, Ports activities are being progressively computerised, encompassing both operational and other areas. The set up of this unit at the Class-III level at different Ports is indicated below:

(1) <u>CALCUTTA</u>	<u>SCALE OF PAY</u>	<u>NO. OF POSTS</u>
i. Data Entry Operator	2250-4430	7
ii. Input/Output cum Data Entry Operator	2425-4760	13
iii. Input/output staff	2425-4760	5
iv. Supervisor	2600-4940	9

	Total	34



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(2)	<u>PARADIP</u>	<u>SCALE OF PAY</u>	<u>NO. OF POSTS</u>
	i. Data Entry Operator	2250-4430	2
	ii. EDP Assistant	2425-4760	4
	iii. Programme Assistant	2650-5340	1

	Total :		7

(3)	<u>VISAKHAPATNAM</u>	<u>SCALE OF PAY</u>	<u>NO. OF POSTS</u>
	i. Key Punch Operator	2250-4430	12
	ii. Sr. Key Punch Operator	2425-4760	8
	iii. Input Output Assistant	2425-4760	5
	iv. Punch Supervisor	2600-4940	2
	v. Input Output Supervisor	2600-4940	2
	vi. Computers	2275-4870	5

		Total	34

(4)	<u>MADRAS</u>	<u>SCALE OF PAY</u>	<u>NO. OF POSTS</u>
	i. Key Punch Operator	2250-4430	21
	ii. Input Output Assistant	2425-4760	3
	iii. Sr. Key Punch Operator	2425-4760	5
	iv. Input Output Supervisor	2600-4940	2
	v. Duty Officer Computer	2750-5690	10

		Total	41

(5)	<u>TUTICORIN</u>	<u>SCALE OF PAY</u>	<u>NO. OF POSTS</u>
	i. Data Entry Operator	2250-4430	2
	ii. Input Output Assistant	2425-4760	2
	iii. Sr. Data Entry Terminal Operator	2425-4760	4
	iv. Input Output Supervisor	2600-4940	1

		Total	9



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(6)	<u>COCHIN</u>	<u>SCALE OF PAY</u>	<u>NO. OF POSTS</u>
	i. Operator cum Input Output Assistant	2425-4760	6
(7)	<u>NEW MANGALORE</u>	<u>SCALE OF PAY</u>	<u>NO. OF POSTS</u>
	i. Terminal Assistant	2250-4430	8
	ii. Software Assistant	2750-5690	3
		Total	11
(8)	<u>MORMUGAO</u>	<u>SCALE OF PAY</u>	<u>NO. OF POSTS</u>
	i. Data Entry Operator	2250-4430	11
	ii. Junior Programmer	2650-5430	3
(9)	<u>BOMBAY</u>	<u>SCALE OF PAY</u>	<u>NO. OF POSTS</u>
	i. Computer Clerk cum Jr. Programmer	2160-3845	
	ii. Asst. Supdt. cum Computer Programmer	2600-4940	
(10)	<u>JNPT</u>	<u>SCALE OF PAY</u>	<u>NO. OF POSTS</u>
	i. Computer Operator	2425-4760	6
(11)	<u>KANDLA</u>	<u>SCALE OF PAY</u>	<u>NO. OF POSTS</u>
	i. Data Entry Operator	2250-4430	4
	ii. Operator cum Input Output Assistant	2425-4760	1
	iii. Input Output Supervisor cum Programming Asst.	2600-4940	1
		Total	6



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4.49 As is evident from the above, the entry level scale of pay and designations vary from Port to Port. Data Entry Operators are in the scale of Rs. 2250-4430, equivalent to the scale of pay of Clerk (Upper Division) except for at Cochin and JNPT where the entry level is in the scale of Rs. 2425-4760 equivalent to Sr. Asstt. Unlike at other Ports, there is no other level in Class III cadre at the ports of Cochin and JNPT. No promotional post exists for the Data Entry Operators at New Mangalore and Mormugao Ports.

4.50 It was brought to the notice of the Committee by the Unions at New Mangalore Port Trust that no promotional scope exists at that Port for the Terminal Operators, whereas, at other Ports, the Data Entry Operators have opportunity to become Input/Output Assistant in the scale of pay of Rs.2425-4760 and Supervisor in the scale of Rs.2600-4940. Such a promotional opportunity is found to be absent at Goa Port Trust also. At these Ports, the next higher posts of Software Assistant/Jr. Programmer are not promotional posts for the Data Entry Operators.



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JUNIOR ACCOUNTS OFFICERS

TUTICORIN

4.51 Tuticorin and Mangalore Ports functioned as a department under the Ministry of Surface Transport till declared as Major Ports under the MPT Act with effect from 1.4.1979 and 1.4.1980 respectively. Accordingly, the employees were in the Central Scales of Pay till then.

4.52 With the formation of Port Trusts, the pay scales of the employees were delinked from the Central Government pay pattern to WRC pay pattern. The Ports faced peculiar problems on account of the switch-over. The JAO's post, which was Class II non-gazetted in the scale of Rs.500-900 was equated to the scale of pay of Superintendent at the time of switch-over from Central to WRC scales. Presently, JAOs and Superintendents are in the highest Class III scale of pay of Rs.2750-5690.

4.53 To become a JAO, one has to qualify in an examination in two stages, consisting of nine papers, which is analagous to the Subordinate Accounts Service of the Government of India. This examination is periodically conducted for TPT and NMPT by the Accountant General of Tamil Nadu and Karnataka respectively on the same pattern of SAS. On passing the examination in two parts, a person becomes eligible for promotion as JAO, subject to availability of vacancy. The posts of JAO are also filled up through direct induction of those having passed ICWA Inter Examination.



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4.54 The duties and responsibilities of the JAO's have been recognised as higher than those of the Superintendent, as evident from the fact that two advance increments are sanctioned to Superintendents when they become eligible to work as JAO after having passed the examination held by Accountants General of Tamilnadu and Karnataka.

4.55 Union representatives at Tuticorin Port demanded for the upgradation of posts of Junior Accounts and Cost Accounts Officers to Class-II cadre, as has already been done at Mangalore Port by the Ministry, vide MOST letter No. 11013/55/92-PE-II dated 30-9-92, where the situation was similar to that of Tuticorin Port. In other Ports also, equivalent posts are in Class-II cadre, viz. Madras, Kandla, Calcutta, Goa, Managalore and Paradip. At Cochin Port Trust, designations given to the posts in Class III and Class II scales of pay in the Accounts Department are totally in variance with other Ports.

4.56 Diploma Engineers

A separate Committee was constituted by the IPA Governing Body to go into the demands of Diploma Engineers vis-a-vis Graduate Engineers. The Committee, headed by Dr. Bikram Sarkar, Chairman, Calcutta Port Trust and approved by MOST as an official Committee, submitted its Report in November, 1996. This Committee, therefore, did not go into the issue relating to the Diploma Engineers.



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CHAPTER - V

DEMANDS FROM FEDERATIONS

5.1 The Committee on Classification and Categorisation visited all the Ports during June/July 95 to have a first hand knowledge of their demands in respect of specific categories listed in Chapter-1. The dates of visit to various Ports are given below:-

Madras	19th to 20th June 1995
Tuticorin	21st and 22nd June 1995
Cochin	<u>23rd and 24th June 1995</u>
Calcutta	3rd and 4th July 1995
Haldia	5th July 1995
Paradip	6th to 8th July 1995
Visakhapatnam	9th and 10th July 1995
Kandla	23rd and 24th July 1995
Bombay and JNPT	26th and 27th July 1995
Mangalore	28th and 29th July 1995
Mormugao	30th and 31st July 1995

5.2 The list of Unions affiliated to the five Port and Dock Workers Federations with whom bilateral discussions were held is furnished in the Appendix-V.

5.3 The All India Port and Dock Workers Federations were requested to submit consolidated statement of demands, so that, at the national level, there was no contradiction in the view points of their constituents.



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The Federations, however, expressed their inability to consolidate the demands and submit to the Committee, for reasons best known to them. Consequently, the Committee was left with no other alternative excepting to accept the individual representations from Unions and process them. A tabulated statement of demands could not be brought out since the demands are not identical, voluminous in nature and conflicting in certain cases. The views expressed by the local unions and the management, during the Committee's visit to Ports, written representations received from the Union subsequent to their meetings with the Committee were given due weightage while arriving at conclusions.

5.4 At Tuticorin and Mangalore Ports, certain isolated cases, which are peculiar to those Ports only, were specifically brought out before the Committee for considerations. These are:-

- i) Computer staff in EDP Centre at New Mangalore
- ii) Horticultural Assistant at Tuticorin.
- iii) Junior Accounts Officers at Tuticorin

The Committee covered the above staff in the present exercise, since they are confined to isolated categories and limited in number.



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CHAPTER - VI

RECOMMENDATIONS

6.1 The Committee considered the representations made by the various unions and individuals, proposals of the Port Chairmen forwarded by the Ministry, discussions held with port officials, practices obtaining at Public Sector Enterprises, etc. prior to making the following recommendations.

UNSKILLED

6.2 At Madras Port, nearly 850 posts of Assistant Technician exist in the lowest scale of pay of Rs. 2010-2830, meant for unskilled workers at all ports in class-IV cadre. The Port Trust, however, started since about a decade back, recruiting exclusively those possessing skill in a particular trade, as certified by the National Apprenticeship Board/Industrial Training Institutes, even though for earlier recruits such qualification was not necessary. Unlike other ports, Madras Port pays qualification allowance of Rs. 33.06 to all those Assistant Technicians, who possess NAC/ITI but works as unskilled in the class IV scale of Rs. 2010- 2830. At other ports too, certificate holders are inducted as un-skilled worker but no qualification allowance is paid. Repercussion at other ports has already started and resentment is simmering.



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6.3 All the unions in the port, represented before the Committee on 19-8-95, that the Assistant Technicians, who possess the trade certificate should be categorised as semi skilled workers. The issue relating to upgrading of such a large number of posts from unskilled to semiskilled is not within the scope of the present exercises.

6.4 On a reference made, the Port Management informed the Committee that the matter was referred to an Arbitrator, who in his award submitted to the Ministry of Labour for publication in the Gazette of India, recommended that the Assistant Technicians possessing trade certificate are to be categorised as semi-skilled worker with effect from 31-3-1990. This tantamounts to upgrading them to the next higher level. Implementation at Madras will have repercussion at other ports, where also persons holding NAC/ITI certificate are inducted as un-skilled labour.

6.5 The Madras Port Trust represented that since the issue of classification and categorisation of workers on the basis of job evaluation and removal of anomalies and inequities had been referred to this Committee at the national level, implementation of award should await the Committee's Report, failing which would be decided through arbitration or adjudication. The



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arbitrator held the view that as the Committee was yet to submit its Report and his award had already been communicated following arbitration under Section 10A of the Act, the matter should be taken out of the purview of the Committee exercise.

6.6 The Committee, therefore, refrains from making any comments/recommendation in respect of Assistant Technicians. The Committee is, however, of the view that induction of higher qualified persons at the level of unskilled workers to be discussed. Those joining as un-skilled will move, upto the level of semi-skilled based on vacancies. 20% of the vacancies at the level of skilled Gr.III will be filled from amongst semi-skilled workers, subject to qualifying in the trade test.

SKILLED CATEGORIES

6.7 As mentioned earlier, at JNPT, NAC/ITI certificate holders are directly appointed in the Highly skilled cadre in the scale of pay of Rs. 2420-4430. Unlike at other ports, the category of skilled workmen is non-existent at this port. Since the types of plant, machinery and equipment at the ports are more or less of identical nature, to avoid inter-port bickering and industrial problem, it is imperative that a uniform pattern is followed at all ports. JNPT, should, therefore, follow the general principle of appointing the NAC/ITI certificate holders at the level of skilled Grade-III only.



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6.8 At most of the ports, there is a well established system of categorisation of technical staff into un-skilled, semi-skilled, skilled, highly skilled and supervisory levels as brought out in Chapter-IV. The Committee strongly recommends that this standard pattern should continue and to be extended to the ports where it does not exist, to bring in uniformity at all ports and to eliminate the possibility of interport disparity in future.

6.9 The categorisation of skilled workers at the functional level was possibly contemplated by JEE JEE Bhoj Committee, in order to provide a reasonable degree of career progression for the employees. That is how the three truncated scales, viz of Rs. 2160-3620, 2230-3695 and Rs. 2370-3845 came into existence. The minimum of the scale of Grade II is one increment higher than that of Grade III. Similarly Grade I scale starts with three increments higher than that of Grade III and two increment higher than that of Grade II, at the minimum of the scale. The maximum of Grade II ends up with one increment higher than that of Grade III and that of Grade I, two increments higher than that of Grade II.

6.10 During the Committee's visits to Ports, the Unions represented that the three pay scales now prescribed for Grade III, Grade II and Grade I skilled categories should be replaced by a single scale on the same analogy of Visakhapatnam Port Trust, as there is no variation in



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the duties and responsibilities of Grade III, II and I artisans and they are interchangeable. Similar recommendations were also made by the IVth Pay Commission for the skilled artisans of the Central Government.

6.11 At all the Ports excepting Visakhapatnam Port Trust, promotion from one grade to another is subject to passing Trade Tests conducted periodically. The Committee does not recommend any change in the present system of Trade Tests. However, the Committee recommends that the scales of pay of skilled categories viz. 2160-3620, Rs.2230-3695 and Rs.2370-3845 may be replaced by a running scale of Rs.2160-70-2720-75-3845 as existing at Visakhapatnam. However, the incumbents shall be required to pass the Trade Tests to cross the Basic Pay of Rs. 2720/- and Rs. ²⁷²⁰~~3245~~³¹⁹⁰/. The scale of skilled category will, therefore, be Rs.2160-70-2720-TD-75-3245 TD-75-3845.

6.12 Once the skilled categories pass the trade tests at the levels indicated above, they should be extended the benefits of FR 22C. The Visakhapatnam Port should also fall in line with the other Ports in this regard. Promotion from skilled categories to highly skilled categories, shall also be subject to passing the trade test and on occurrence of vacancy.



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6.13 The Highly Skilled Grade II scale will be in the scale of Rs.2250-4430 instead of Rs.2250-4330. This change will bring the scale of pay of highly skilled Grade II on par with the scale of ministerial scale of pay (Clerk - Upper Division).

6.14 It presupposes that the nature of work performed by skilled workers and those by highly skilled workers is at variance. In reality, the system does not ensure flexibility in various skills and, therefore, it is difficult to define and identify as to which item of work is appropriate to skilled or highly skilled worker. The Committee, therefore, recommends that the system which ports of Mumbai, Chennai, Kandla, etc. have adopted with Government approval, to be extended to other ports. That is promotion after 8 years, 6 years and 5 years of service from Skilled Gr. III to Skilled Gr. I to Highly Skilled Gr. II respectively, subject to passing the Trade Test. Since the Trade Tests would be a decisive factor for determining the degree of skill acquired by a workman, it is necessary that the Trade Tests should be of uniform standard at all ports.

6.15 The scales applicable to the Supervisory staff in the Mechanical/Electrical Engineering Department at some of the ports correspond to those extended to the



Manager
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Supervisory ministerial staff. There are, however, exceptions at certain ports, where Highly Skilled Gr.I, Junior Supervisory posts, etc. have not been equated with the Supervisory staff in ministerial cadre. The Committee considers it necessary to maintain interport parity in the pay scales of highly skilled Grade II and highly skilled Grade I/Supervisory posts to avoid disputes. The Government in recent past sanctioned the scale of Rs. 2420-4430 at the entry level to ITI certificate holders at JNPT with promotional posts in the scales of Rs. 2425-4760 and Rs. 2600-4940 respectively. Scales sanctioned by the Govt. of India for the Visakhapatnam Port include Rs. 2600-4940 and Rs. 2750-5690 for skilled supervisory staff. The Committee, therefore, recommends the scales of Rs.2425-85-2600-100-3080-120-4760 and Rs. 2600-100-2900-120 4940 for the Highly Skilled Gr. I artisans and Supervisor (non-diploma) above the level of H.S. Gr.I, respectively.

5.16 To summarise, the Committee's recommendations on the skilled categories would be as follows:

	Existing Scale Rs.	Recommended Scale Rs.
TPT Only i. Skilled Categories (a) 2160-3620 (b) 2230-3695 (c) 2370-3845	2150-2605	2160-70-2720-TD -75-3245-TD-75-3845
HSK ii. Highly Skilled	2250-4330	2250-4430
C/M iii. Highly skilled Gr.I	2420-4430	2425-85-2480-100-3080-120-4760
AF iv. Supervisors (Non-diploma) (Highly skilled)	2420-4430	2600-100-2900-120-4940

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6.17 The designations under the skilled categories, will be according to their respective skills in the trade, viz. Fitter, Welder, Carpenter, etc. and under highly skilled will be Sr. Fitter, Sr. Welder, Sr. Carpenter, etc. and the designations at the Supervisory level will be Chargeman/Asst. Foreman.

6.18 Promotional avenues for highly skilled Grade-I/ Supervisors invariably end at the level of Rs. 2425-4760, except for at very few ports. This point was brought out as early as in 1979 by the Port and Dock Workers Federations in a meeting with the Government. It is seen from the record note of conclusion arrived at, with the representatives of the All India Port and Dock Workers Federations on the 26th and 27th April, 1979 that the Government had agreed that -

"Ports will be asked to consider whether in any particular department, where the highest scale of Rs. 900-1200 (old scale), is at present not available to Supervisors of skilled categories, there is need and justification for creating a new post or upgrading the existing post to that level and if so, obtain Government's approval to the same".

The corresponding revised scale of pay of Rs. 900-1200 is Rs. 2750-5690 w.e.f. 1-1-1993. The Committee at this stage could only recommend for the implementation of the



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conclusions reached as early as in 1979. The ports should send comprehensive proposals to the Government pointing out the need for the upgrading/creation of the posts upto that level. This is in conformity with the hierarchical pattern and scales of pay adopted in the Public Sector Undertaking.

Horticultural Assistant - Tuticorin Port Trust

6.19 There is a post of Horticultural Assistant at Tuticorin Port since 1-4-1964. The present incumbent of the post was appointed as Work Inspector from 1-2-1965 to 31-3-1970 under work charged establishment and Garden Supervisor from 1-4-70 to 23-11-1982. Thereafter, he is posted as Horticultural Assistant in the scale of pay of Rs.2100-3845. The essential qualification prescribed for the post is :-

- (i) Matriculation or its equivalent.
- (ii) Certificate course in Horticulture.
- (iii) Three years experience in maintenance of years.

Desirable Qualification

Degree in B.Sc. Horticulture.

For Promotees - Garden Supervisor with seven years service in the Port after appointment thereto on regular basis.



Manager

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6.20 The Horticultural Assistant is entrusted with the following types of job vide Chairman TPT's letter no. S-20/1/91/2R/4370 dated 5-11-1994.

- (i) Incharge Horticultural system of the Port.
- (ii) Maintenance of proper account of the different variety of flower beds and ports and avenue trees in Port Estate.
- (iii) Accountal of receipt and usage of manure, red earth, etc.
- (iv) Proper control of Senior Gardeners and Gardeners under him.
- (v) Watch the growth of the dtrees.
- (vi) Ensuring periodical manuring, daily watering, etc. and any other allied, ancilliary and emergent work that may be assigned from time to time.

6.21 The Chairman, Tuticorin Port Trust recommended a scale of Rs. 2420-4430 being the scale of pay for skilled supervisor. All the unions at Tuticorin also represented his case. The official held the posts of Work Inspector ande Garden Supervisor on the skilled scales of SPC scales from 1965 and IIIrd Pay Commission scales of pay from 1-1-1973.



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6.22 Presently the Horticultural Assistant is on the scale of pay of Rs. 2160 - 3845. The Committee after careful consideration recommends the scale of pay of Rs.2250 - 4430, which is equivalent to ministerials UDC scale, and also the scale assigned to Highly skilled Grade II. Skipping regular promotional scales and extending a higher scale will create a precedent for such claims in future. This recommendation is made personal to the present incumbent since he is said to be in charge of the entire horticultural section.

PARA MEDICAL STAFF

NURSING STAFF

6.23 As brought out in Chapter IV, the Nursing Staff in the Ports are in the following scales of pay:

i)	Rs.2250-4430	388
ii)	Rs.2425-4435	1
iii)	Rs.2425-4760	164
iv)	Rs.2500-4800	1
v)	Rs.2600-4940	64
vi)	Rs.2700-5520	7
vii)	Rs.2750-5690	4

There are nearly 17 categories employed on the above scales of pay.

6.24 It was brought out by the federations before the IPA Committee in 1986/1987, that the IV Pay Commission



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extended pay scales for nurses equivalent to the pay scale of Ist level of Ministerial Supervisory cadre.

Based on this, the federations demanded that the entry scale of pay for Nurses, which is at present equivalent to UDC scale, should be brought over to the Ist level ministerial Supervisory scale and other categories of Nurses to suitable higher scales as against the existing scales. The earlier IPA Committee did not express any opinion on the federations' demand. During discussions in the BWNC meetings, the federations reiterated their point and demanded upward revision of pay scales on par with the scale of pay equivalent to the lowest Ministerial Supervisory staff at the Ports. When the Committee visited the Ports, this demand was repeated at all the ports by the Unions.

6.25 The justifications put forward by the Federations/ Unions for higher scales of pay for Nursing staff were:

- i) that the Nurses have to qualify in a three year Diploma after high school followed by practical training for a period of six months to one year, hence to be treated as equivalent to Engineering Diploma holders.
- ii) they work under difficult conditions.
- iii) the IV Pay Commission recommended a scale of pay of Rs.1400-2600 for Staff Nurses, which is equivalent to that of the Junior ministerial level Supervisors viz. Junior Engineer, Head Clerks, etc.



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6.26 A denovo exercise was, therefore, made to find out the factual position in respect of scales of pay extended to the Nursing staff in Central Government since 1-7-1959 by the successive Pay Commissions, which are as follows:

Sl. No.	Category	II Pay Commission 1-7-1959	III Pay Commission 1-1-1973	IV Pay Commission 1-1-1986
1.	Staff Nurse	150-380 210-425	425-640 425-700	1400-2600
2.	Nursing Sister	250-380 250-470 270-440	455-700 470-750 550-750	1640-2900
3.	Supervisory Post of Nursing Staff	270-440 350-575 325-573	550-750 550-900	2000-3200

It may be seen from the above that the lowest scale of pay of Nursing staff in the Central Government was equivalent to Junior Ministerial Supervisory level since 1959. Till revision of pay in 1973 w.e.f. 1-1-1969, the port employees were governed by the Central Government scales of pay, viz. Second Pay Commission Scales.

6.27 Pay scales recommended by the Wage Board and the Wage Revision Committee for the Nurses w.e.f. 1.1.1969 and 1.1.1974 respectively are as follows:



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	Wage Board scales w.e.f. 1.1.1969	WRC scales from 1.1.1974
i)	170-360	
ii)	180-370	
iii)	180-400	
iv)	190-354	
v)	190-360	
vi)	190-366	480-10-530-15-680-EB-20-800
vii)	190-375	
viii)	206-366	
ix)	214-354	
x)	190-380	

In 1974, WRC recommended a scale of pay for Nurses, which was equivalent to the UDC's scales of pay. Since then, the nurses continue to have the scales of pay equivalent to that of Clerk (U.D), as the pay revisions were with reference to pre-revised scales and not with reference to the designations, qualifications, nature of duties, responsibilities, etc. Presently, the scale of pay of Nurses is Rs. 2250-4430.



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6.28 The point for consideration is how the scale of pay for Nurses could be improved as demanded by the federations. The Committee, set up by IPA Governing Body for restructuring the cadre of Diploma and Degree Engineers, has recommended the entry scale of pay of Rs. 2600-4940 for Diploma Engineers. If the demand of the federations/unions is conceded and Nurses are given the scale of Rs. 2000-4940, nearly 542 out of 610 Nurses/Sr. Nurses/Nursing Sisters, etc. will directly move into the higher scale of Rs. 2600-4940 from the existing scale of Rs. 2250-4430. Further, this would have direct impact on the pay scales of other cadres. Job requirement of nurses does not vary from port to port. Only variable is strength, which depends on number of beds. The Committee, after considering all aspects, recommends the scale of pay of Rs. 2425-4760 at the entry level for Nurses, which is lower than that proposed for diploma engineers. Nearly 388 Nurses are likely to be benefitted by the proposed standardisation of entry level pay scale of nurses.

6.29 The first level of promotion for Nurses now proposed will be to the scale of Rs. 2600-4940 and the second to the scale of Rs. 2750-5690 at the Class III cadre. At Calcutta, the existing entry level is Rs. 2250-4430, and the first level of promotion is to the scale of pay of Rs. 2600-4940. As per this Committee's recommendation, the first level of promotion for Nurses

From Class I
4020-4200-4400-4600-4800-5000-5200-5400-5600-5800-6000-6200-6400-6600-6800-7000-7200-7400-7600-7800-8000-8200-8400-8600-8800-9000-9200-9400-9600-9800-10000



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at all ports is brought on par with Calcutta. The grouping of scales, the revised designations and the scale of pay are given below:

	Existing Scale of pay & No. of Employees	Proposed Scales and designations
(i)	Rs. 2250-4430 (388) (Entry level)	Rs. 2425-4760 (388) Staff Nurse
	<u>IIInd Level</u>	
(i)	Rs. 2425-4435 (1) Rs. 2425-4760 (164)	
(ii)	Rs. 2500-4800 (1)	Rs. 2600-4940 (224)
(iii)	Rs. 2600-4940 (58)	Nursing Sister
	<u>IIIrd Level</u>	
(i)	Rs. 2700-5520 (6)	Rs. 2750-5690 (10)
(ii)	Rs. 2750-5690 (4)	Nursing Superintendent

2600-4940

Central Govt Scale

2750-5690

4000-715

the above recommendations, not only the pay scale at the entry level is stepped up, but sufficient opportunities to go to higher scales of pay on par with Ministerial staff are extended to the Nurses. As mentioned earlier, since the Nurses perform identical duties at all ports, irrespective of the size of the Hospital, the recommended scale will bring a uniformity amongst the ports. Further 'promotion to the officers' cadre is recommended for the hospitals with 200 beds and above, where Asstt. Matron may be extended the Class-II scale. Matron's scale of pay is in Class-I entry level at Bombay and Calcutta.

Class II
4000-7150
Class I
4350-7376

4000-7150
4350-7376
4000-7150
4350-7376

the structure of pay scale
Do Name holder
Page 8 of 2
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PHARMACISTS

6.31 The entry level for pharmacists is Rs. 2230-4050 at Calcutta, Madras, Cochin, Kandla, Paradip, Tuticorin, Mangalore and JNPT. The entry scale of pay at Bombay, Visakhapatnam and Goa is Rs. 2250-4430. The Committee recommends the scale of pay of Rs. 2250-4430 at the entry level for all the pharmacists. The scale proposed is one step lower than that of Nurses. Even in Central Government, pharmacists are placed one step lower than that of Nurses.

6.32 The existing total strength of Pharmacists in different scales of pay and their re-grouped scales of pay, consequent on the proposed change, are given below:

Existing scale of pay	No. of employees	Regrouped Scale	No. of employees
(i) 2230-4050	(80)	2250-4430	118
(ii) 2250-4420	(38)	pharmacists	
(iii) 2425-4435	(74)	2425-4760	80
(iv) 2425-4760	(15)	Pharmacist Gr. I	
(v) 2500-4800	(10)	2600-4940	13
(vi) 2600-4940	(3)	Head Pharmacists	
(vii) 2700-5520*	(1)	Rs. 2750-5690 (Supdt. Pharmacy)	

* Personal to the present incumbent at Goa. In future the highest post will be Head Pharmacist at all the ports.

*Pharmacist (Senior)
A/S
Medicine*



*Manager
A' Section*

LABORATORY

6.33 The scales of pay presently extended to Lab Technicians are given below:

	<u>Existing scale of pay</u>	<u>No. of Employees</u>
(i)	Rs. 2250-4430	(47)
(ii)	Rs. 2425-4435	(2)
(iii)	Rs. 2425-4760	(23)
(iv)	Rs. 2600-4940	(1)

The Committee does not propose any change at the entry level. The entry level is equivalent to UDC scale of pay. The grouping of scales of pay, and their future designation will be as follows:

	<u>Existing scale of Pay</u>	<u>Regrouped Scale</u>	<u>No. of Employees</u>	<u>Remarks</u>
(i)	2250-4430	Lab Technician Rs. 2250-4430	47	No change
(ii)	2425-4435]	(2) Sr.Lab Technician 2425-4760	25	No change
(iii)	2425-4760]			
(iv)	2600-4940]	(1) Head Lab Technician 2600-4940	1*	

* Personal to the present incumbent. In future the cadre will end at the level of Sr. Lab Technician as at other ports.



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In the Central Government, the scale of pay for Lab Technicians is Rs. 1200-2020, which is equivalent to scale of pay of Clerk Upper Division (2250-4430) in the port sector.

X-RAY AND RADIOLOGY

6.34 The existing scales of the employees in this unit and the committee's recommendations are given below. Those X Ray Technicians who are presently in the scale of pay of Rs. 2160-3845 at Calcutta, Goa Ports will continue to be in the same scale of pay.

Existing scale	No. of employees	Proposed scale and designation	No. of employees
(i) Rs. 2230-4050]	1	X Ray Technician/ Radiographer 2425-4760	38
(ii) 2250-4430]	6		
(iii) 2425-4435]	13		
(iv) 2425-4760]	16		
(v) 2500-4800*]	1	Head X Ray Technician/ Radiographer Rs. 2600-4940	
(vi) 2600-4940*]	1		

* Personal to the present incumbents.

As there is no promotional avenue for this category of staff, it is recommended that after completion of 15 years service, the qualified radiographers will get the scale of Rs. 2600-4940 as personal to them.



Manager
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SANITATION

6.35 Junior Health Inspector and Sanitary Inspector are generally under the Medical Department. At certain ports, Sanitary Inspector is under other department. The scales of pay presently available to different categories and the Committee's recommendations and grouping in respect of sanitation supervisory staff under medical and other departments are given below:

Existing Scale of pay	No. of employees	Re-grouped Scale	No. of employees
(i) Rs. 2230-4050	15]	Rs. 2250-4430	16
(ii) Rs. 2250-4430	1]	Sanitary Inspector	
(iii) Rs. 2425-4435	12]	Rs. 2425-4760	23
(iv) Rs. 2425-4760	11]	Sr. Sanitary Inspector	
(v) Rs. 2500-4800	7]	Rs. 2600-4940	9
(vi) Rs. 2600-4940	2]	Head Sanitary Inspector	
(vii) Rs. 2700-5520 (Mumbai)	2]	2700-5520 (No change)	2

PHYSIOTHERAPIST

6.36 It was represented by the Port and Dock Workers' Federations and the Physiotherapists that they were degree holders with specialisation in Physiotherapy. There was no promotional avenue for Physiotherapists, being an isolated post, at all ports, excepting Bombay, where a post of Sr. Physiotherapist existed in the class-I cadre.



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6.37 At Chennai Physiotherapists are inducted in the scale of 2425-4760. There are 4 persons at Madras in this scale of pay. One post each of Physiotherapist exists in the scale of Rs.2600-4940 at Visakhapatnam, Kandla, and Calcutta. At Bombay, the entry scale of pay is Rs.2650-5430 with another post in Class-I junior scale. Total strength in Class-III cadre scales of pay is nine only.

6.38 Qualification originally prescribed was diploma (12+3). It is understood that the diploma has since been replaced by B.Sc. degree(12+3) followed by 6 months internship. Keeping in view the change in qualification and promotional prospects, the Committee recommends that the entry level for Physiotherapist should be Rs.2600-4940 at all ports. After completion of 15 years of service incumbents will move to the scale of Rs.2750-5690. To maintain uniformity, Bombay Port should follow the same pattern with future incumbent recruited in the scale of pay of Rs.2600-4940. Those with Diploma(12+3) in Physiotherapy will continue to be in the scale of Rs.2425-4760.

DIETICIAN

6.39 The posts of Dietician exist at the ports of Bombay, Calcutta, Madras and Visakhapatnam. The qualification prescribed for the posts at Madras and



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Mumbai is B.Sc. with Home Science or Nutrition. At Calcutta, the qualification prescribed is Diploma in Hotel Management(Catering)/B.Sc. with diploma in Dietics. At Mumbai the post is in the Class-I scale of pay of Rs. 4350-7500. After the present incumbent had completed fifteen years of service in Class-I junior scale, the scale of Rs. 4800-8425 was extended as personal to her. The scale of pay for Dietician at other ports is Rs. 2425-4760.

6.40 The Committee recommends that, the entry scale of pay should be Rs. 2425-4760 for Chennai, Calcutta and Visakhapatnam. Being isolated cadre without any promotional avenue, the incumbents will be promoted to the scale of Rs. 2750-5690 after completion of 15 years of service.

OTHER CATEGORIES - PORT HOSPITALS

6.41 The Committee does not propose any change in respect of other categories of para medical staff in port hospitals/dispensaries. The recommendations will also apply to the hospitals of Dock Labour Boards and their dispensaries. It is emphasised that whenever personal promotion is effected, scales outside the cadre should not be extended. Promotion should be to the next higher cadre in the hierarchy recommended by the Committee.

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FIRE SERVICE

6.42 At all ports, Firemen are in the scale of pay of Rs. 2045-3085 except for the Port of Visakhapatnam. At Visakhapatnam, Firemen are in two Grades, viz. 39 persons in Grade-II in the scale of pay of Rs. 2035-3035 and 50 in Grade I in the scale of Rs. 2045-3085. The total number of firemen at all ports together in the scales of pay of Rs. 2035-3035 and 2045-3085 aggregates to 39 and 986 respectively. The duties and responsibilities of the firemen are similar at all the ports.

*Skilled
scale to
be given*

6.43 The scale of pay of Rs. 2045-3085 is the scale assigned to the semi-skilled categories of staff. The unions demanded the scale of pay of Rs. 2160-3845 for all the firemen, considering their nature of duties and as most of them are SSLC passed. Initial recruitment level cannot be tampered with giving room for other categories to claim higher scales of pay by virtue of having passed SSLC.

6.44 The Committee recommends the scale of pay of Rs. 2045-3085 to Firemen Grade-II at Visakhapatnam Port, thus bringing a uniformity in designation and scale of pay. Ports may provide promotional opportunities to the firemen to become leading fireman/pump operator/Fireman Driver cum pump operator, provided the firemen acquire the skill and qualification for the posts.



*Manager
A. S. Srinivas*

6.45 31 posts of Firemen Grade-I and 13 posts of senior Fireman at Madras and Kandla respectively are in the scale of pay of Rs. 2055-3230. They will continue to be in the same scale. Their designations in future will be firemen Grade-I.

6.46 Above the Firemen-Gr.I and Sr. Firemen, is the post called Leading Fireman. The incumbents are in the following scales of pay.

(i)	Rs. 2110 - 3450	-	160
(ii)	Rs. 2150 - 3605	-	18
(iii)	Rs. 2160 - 3620	-	26
(iv)	Rs. 2160 - 3845	-	11

The posts of Leading Fireman in the above scale of pay may be upgraded to the lowest clerical scale of pay of Rs. 2160-3845 so that parity with the ministerial staff at the level of LDC could be maintained. At Haldia, Leading Firemen are already in the scale of Rs. 2160-3845.

Pump Operator

6.47 At present the posts are in the following scales of pay:

Chennai	-	Rs. 2110-3450	-	11
Chennai	-	Rs. 2150-3605	-	3
Mumbai	-	- do -	-	15
Kandla	-	Rs. 2160-3845	-	4



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It would be appropriate that the pump operators are also brought to the scale of pay of Rs. 2160-3845 bringing them on par with Fireman Driver, Pump Operator, pump Operator-cum-Driver, Motor Driver and Sub-Section Leader. The Committee, therefore, recommends the scale of pay of Rs. 2160-3845 for all the pump operators, thus bringing parity with the lowest scale of pay of clerical cadre.

Sub Officer

6.48 At present the posts at the level of Sub Officer are the following scales of pay :

Cochin	2160-3845 (Sub-Officer/ Sergeant)	7
Madras, Mangalore & Tuticorin] 2230-4050]]]	34
Visakhapatnam, Mormugao, Bombay & JNPT] 2250-4430]]]]	35
Kanika (Station Officer cum Safety Inspector)	-do-	10

The sub officers are required to possess certificate from National Fire Service College at Nagpur or its equivalent. The sub officer at Visakhapatnam comes from the rank of Syrang, who holds a syrang's certificate and is in charge of the Port Fire Float. In future appointment to the post



Manager

'A' Section

Sub-Officer should be only from amongst those who hold Sub-Officer's certificate or its equivalent.

6.49 The Committee recommends a uniform scale of Rs. 2250-4430 for all the posts of sub officers in the ports subject to possessing certificate from the National Fire Service College. The post of Sub-Officer being the second level in class III cadre, has been equated to the scale of pay of upper division clerk in the ministerial category.

6.50 The Committee does not suggest any other change in the scale of pay or designations of other posts in the Fire Service in the ports.

SIGNAL STATION

6.51 The staff are distributed at all ports, excepting Calcutta, in the following scales of pay:

(i)	Rs. 2160-3695	..	7
(ii)	Rs. 2160-3845	..	47
(iii)	Rs. 2185-3985	..	30
(iv)	Rs. 2230-4050	..	18
(v)	Rs. 2250-4330	..	4
(vi)	Rs. 2250-4430	..	17
(vii)	Rs. 2420-4430	..	2
(viii)	Rs. 2425-4760	..	13

TOTAL 138



Manager
A. P. Kumar

6.52 Not only the scales of pay of the signalling staff are not uniform, their designations also differed. There are 32 posts with thirty two designations. Since the set up at Calcutta differs totally from other ports, as mentioned earlier, it has been dealt with separately after other ports.

6.53 As earlier indicated, the basic qualification for Signalman/Jr. Signaller is SSLC pass with previous experience in signalling work in the Navy. However, at the ports of Paradip and Visakhapatnam, Jr. Signalmen do not possess the qualification of SSLC. The Government has approved the scale of pay of Rs. 2160-3845, which is the scale of pay of clerk(L.D.), to the Jr. Signalman at Visakhapatnam. In the light of the above, the Committee recommends the scale of pay of Rs. 2160-3845 to the Jr. Signalman and Assistant Signaller at Paradip and Kandla, who are in the scale of pay of Rs. 2160-3695. The total number of employees to be benefitted will be 4 at Paradip and 3 at Kandla. Since the federations demanded parity in pay scales with Ministerial staff, all the future recruitments should be in the scale of pay of Rs. 2160-3845 from among the candidates having SSLC/XII Pass with relevant qualification/experience in signalling work, the Ports prescribe. The corresponding designation for those in the scale of Rs. 2160-3845 will be "Signalman" at all ports. The total number of employees in this scale of pay will be 54 as against 47 existing present.



Manager
'A' Section

6.54 The Signal staff have no adequate promotional opportunities. The entry level appointees in the scale of pay Rs. 2160-3845, only receive one time promotion to the next higher scale of pay of Rs. 2185-3985 as a personal to them, on completion of 15 years service. There are 30 officials in the personal scale of pay of Rs. 2185-3985. A few more got personal promotions from 1-7-1995 as per MOSFT's letter No. LB-12012/5/94-RO dated 26.6.95. The Committee refrains from making any recommendations to those who are in this scale of pay, personal to them, as it will have wider repercussions in other categories of similar nature. The designation of all the employees in this scales of pay at the Signal Stations may be uniformly adopted as "SENIOR SIGNALMAN".

6.55 At the next higher level, the scales of pay available are Rs. 2230-4050, Rs. 2250-4330 and Rs. 2250-4430 for Signal Boatswain, VHF Operator and Signal Bosan respectively. Posts at all the ports, in the respective scales of pay are 18, 4 and 17 respectively. Duties and responsibilities of the Signal Boatswain/Signal Bosan and VHF operators are practically identical in nature. Since this scale of pay is nearer and identical to the UDC's scale of pay, the Committee recommends the scale of pay of Rs. 2250-4430 to all the incumbents presently in the scale of pay of Rs. 2030-4050, Rs. 2250-4300 and Rs. 2250-4430 and the incumbents at all the ports in future will be uniformly designated as Signal Bosan.



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6.56 There are only two posts, one each at Visakhapatnam and Kandla, in the scale of pay of Rs. 2420-4430, which is the scale of pay assigned to Highly Skilled Category-I. The two posts may be upgraded to the scale of pay of Rs. 2425-4760 with the designation of Signal Superintendent. Other posts in the scale of pay of Rs. 2425-4760 will continue to be in same scale and designated as Signal Superintendent, except for one post of Head Signaller and Radio Operator, which will be upgraded to Rs. 2600-4940. Proposed changes will ensure uniformity with the ministerial cadres.

6.57 At Calcutta, as already explained, the set up is different because of the port limit (Pilot board limit) is extending upto 40 nautical miles inside Bay of Bengal, at a distance of 127 nautical miles from Calcutta. Large dredgers, despatch vessels, survey vessels, research vessels, etc. continuously operate in the estuary and in open sea for 8/10 days at a stretch and the pilot vessels are stationed 40 nautical miles inside open sea for 15 days of voyage. It is, therefore, imperative to have Radio Officers on board these vessels and at shore stations covering 40 nautical miles. There are four and thirteen posts of Radio Officers in the scale of pay of Rs. 2600-4940 and Rs. 2750-5070 respectively in class III cadre. The Union demanded that all the posts of Radio officers to be upgraded



Manager
A. S. Saha

to Class-II scale of pay. Chairman, Calcutta Port also recommended for the upgradation of 25 posts of Radio Officers to Class II level as there was no variance in their job and their duties and responsibilities are same. The Committee therefore recommends the upgradation of existing posts of Radio Officers in the scale of Rs. 2750-5690 to Class II cadre in the scale of pay of Rs. 4000-7150. Promotion/recruitment in future will be in Class-II cadre subject to possessing second class certificate of competency. No change is proposed for those in the scale of pay of Rs.2600-4340.

LIBRARIANS

6.58 The IVth Pay Commission, in its recommendations, vide para 11.60, broadly indicated that there was no uniformity in the pay scales of Librarians, in the Central Government. The initial pay scale started at the lowest level of Rs.975-1540 and ended up at Rs.4500-5700. Their designations also differed with reference to their scales of pay. The posts with identical designations do not also have the same qualifications and scales of pay. The Commission, therefore, suggested that a Committee should undertake the job of reclassifying the posts and fix pay scales after such reclassification.

6.59 As per the directives of the Pay Commission the Government of India constituted a committee to go into the



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entire issue. Based on the recommendations of the committee, the Government of India, Ministry of Finance, issued orders vide OM No. F19/1/IC/86 dt. 24-7-90, (copy enclosed) reclassifying the posts of Librarians, fixing their pay scales and qualifications for direct recruitment and by promotion. The initial starting scale for the Asst. Librarian and information officer was fixed at Rs. 2000-3500. The highest scale of pay extended upto Rs. 7300-7600.

6.60 The revised pay structure and the qualifications prescribed for the Library Staff of the Central Government are as follows :

Designation	Pay Scale (Rs.)	Qualifications & Experience	
		Direct	Promotional
Asst. Library and Information Officer	2000-3500 Class II	M.A./M.Com/ M.Sc + B.Library Science	Promotional Grade for Library Clerk 3/8 years Experience
Library and Information Officer	3000-4500 Class I	M.A./M.Com/ M.Sc + B.Library Science with 7 years experience	Qualification Same 5/8 years experience at Rs.2000-3500 pay scales

The other pay scales are not indicated as the same are not relevant at the port sector.



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Manager
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6.61 The Unions at Tuticorin demanded that the scale of pay of the Librarian, who is a Post Graduate and also holds a Bachelor's Degree in Library Science with 20 years of service, in the scale of pay of Rs. 2250-4430 (Class-III) should be upgraded to Class II post corresponding to the pay scale of Librarian at Chennai Port and Central Government Departments. Individuals and unions have also represented for upgradation of the post in other ports. Being isolated posts, they have no promotional opportunities.

6.62 All the Librarians in the Ports possess the educational qualifications of either a Degree with a graduation in Library Science or Degree with a Diploma in Library Science or a Degree in Library Science. Their designations are same but pay scales differ.

6.63 Since the duties and responsibilities of all the Librarians are qualitatively the same, either at Ports or Central Government departments, the Committee recommends extension of Class II scale of pay to the Librarians at the ports, corresponding to the Government of India order for Library staff in the Central Government and that existing at Madras Port Trust, subject to possessing the qualifications mentioned in para 6.61 above.



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Copy of O.M. No. F.19(I)/IC/86, dated 24th July, 1990,
Government of India, Ministry of Finance, (Department
of Expenditure), (Implementation Cell)

Sub: Report of the Review Committee on Library Staff
under purview of Central Government.

The undersigned is directed to refer to the recommendation of Fourth Central Pay Commission contained in para 11.63 of the Report wherein it was suggested that a Committee may be constituted to undertake review of the pay scales, qualifications and recruitment levels of responsibility of the Library Staff. In pursuance of the above suggestion, a Review Committee was set up by the Department of Culture in September, 1987.

2. After careful consideration of the recommendations made by this Committee and also keeping in view the over all policy, the Government have decided to introduce following pay structure for Library Staff :-

Designation	Pay Scale (Rs.)	Qualification & Experience	
		Direct	Promotional
Asstt. Library & Information Officer	2000-3500	MA/M.Sc./M.Com + B.Lib.Science	Promotional Grade for Library Clerk 3/8 years experience.
Library and Information Officer	3000-4500	MA/M.Sc./M.Com + B.Lib. Science with 7 years experience	Qualification same. 5/8 years experience at Rs.2000-3500 pay scales.
Senior Library and Information Officer	3700-5000	MA/M.Sc./M.Com. + B.Lib.Science with 10 years of experience	Qualification same. 5 years experience at Rs. 3000-4500 pay scale.
Principal Library and Information Officer/Director	4500-5700	MA/M.Sc./M.Com. + M.Lib. Science with 12 years experience	Qualification same. 5/10 years experience at Rs.3000-4500 pay scale.
	5900-6700	MA/M.Sc./M.Com. + M.Lib.Science with 15 years experience	Qualification same. 5 years experience at Rs.4500-5700 pay scale.
	7300-7600	Eminent Librarian/Scholar Ph.D/M.Lib. Science & Research Work, Publications, 20 years experience.	

3. All Ministries/Departments are requested to initiate action on priority basis and results of review reported to Implementation Cell, Department of expenditure.



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'A' Section

PERSONAL ASSISTANTS TO HEADS OF DEPARTMENTS

6.64 All Heads of Departments at the following ports have been provided with Personal Assistant at Class II level :-

<u>PORTS</u>	<u>No. of Posts</u>
(i) Paradip	9
(ii) Chennai	10
(iii) Mangalore	10
(iv) Visakhapatnam	10
(v) Haldia, PA to GM	2

At Tuticorin, there are seven posts of Personal Assistant attached to Chairman, Dy. Chairman and HODs, excluding Chief Mechanical Engineer and Traffic Manager. At Calcutta and Kandla six and two HODs have Personal Assistants at Class II level.

6.65 As earlier stated, Personal Assistant's posts do not exist at Bombay, JNPT, Mormugao and Cochin at Class-II Level. The Stenographers Association, the local affiliated unions and Port and Dock Workers Federations have demanded that Personal Assistants Posts at all ports should be uniformly at Class II level to provide adequate promotional opportunities to the stenographers to go upto class II level.



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6.66 With the complex nature of work in the ports, requiring multifarious services to be rendered, the responsibilities of the HODs are ever on the increase. To cope up with increasing loads and to maintain confidential papers, the HODs should have reliable personal assistants attached to them. Perhaps keeping this in mind, the MOSFT already sanctioned the posts of personal assistants in class II scale of pay at Tuticorin and New Mangalore in the recent past, whereas in the bigger ports of Bombay, Calcutta, the PAs post continue to be in class III scale of pay excepting six posts at Calcutta Port.

6.67 After carefully considering the demand, the Committee is of the view that since HODs in the recently formed ports have been provided with PAs at Class-II level, there is very little justification to deny this demand. The Committee, therefore, recommends that the posts of Stenographers in higher scales of pay may be upgraded to Class II level. The existing posts to be upgraded in the ports are :



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PORTS	EXISTING SCALE	NO. OF POSTS TO BE UPGRADED
1.	2.	3.
(i) Cochin	2500-4800	4000-7150 8 Posts
(ii) JNPT	2700-5540	4000-7150 5 Posts
(iii) Bombay	2700-5520	4000-7150 14 Posts
(iv) Mormugao	2650-5430	4000-7150 9 Posts
(v) Kandla	2650-5430	4000-7150 6 Posts
(vi) Calcutta	2650-5430	4000-7150 8 Posts
(vii) Tuticorin	2500-4800	4000-7150 2 Posts

6.68 The number of posts to be upgraded to class-II scale of pay will be 52. This will ensure uniformity at all ports since the duties and responsibilities of Personal Assistants are identical in nature. The Personal Assistants to the HODs should be selected from the eligible candidates proficient in Stenography and typewriting, having a speed of 120 and 40 words in shorthand and typewriting respectively. Whenever the Dy. Chairman, Dock Labour Boards have not been provided with PA in Class II level, they may also be sanctioned in Class-II cadre.



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EDP Centre

6.69 Generally in the EDP Centre there are three levels in Class III Cadre at the Ports. Entry level posts are Data Entry Operator/Key Punch Operator. Middle level posts are those of Input/output Asst., which are filled up by promotion of Data Entry Operator after inhouse training and acquiring of working experience. For posts above that level requires training in operating system and software packages.

6.70 At New Mangalore and Goa, no intermediate post exists. Next to Data Entry Operator, the posts are those of Jr. Programmer at Goa and Software Assistant at New Mangalore. As a result there is no scope for promotion of Data Entry Operator/Terminal Assistants at these ports. Committee, therefore, recommends upgrading of four posts at New Mangalore and five posts at Goa in the scale of pay of Rs. 2425-4760 and designate them as Sr. Data Entry Operator-cum-Input/Output Assistant.

6.71 The posts of Programmer Assistant/Software Assistant/Junior Programmer exist at Paradip, New Mangalore and Goa. There are four posts in the scale of Rs.2650-5340 and 3 posts in the scale of Rs.2750-5690. The Committee recommends upgradation of the above posts along with similar post, if any, at other ports to Class II scale of pay, subject to the persons possessing suitable qualification. The scale of pay for Software Programmers should not start below Class II cadre to attract and retain qualified persons, who are presently in great demand.

JUNIOR ACCOUNTS OFFICERS TUTICORIN

6.72 As earlier indicated, Tuticorin and Mangalore Ports were Central Government Departments prior to formation of Port Trusts under the MPT Act with effect



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'A' Section

from 1-4-1979 and 1-4-1980 respectively. JAO's Post carried the highest scale of pay in the class III in the Central Govt. Deptt. viz. Rs.500-900, (III Pay Commission scale) with the designation of Class II non gazetted.

6.73 The posts of JAO at Tuticorin and Mangalore are filled up only after the candidates qualify in the examination conducted by the Accountant General of the respective states. It was brought to the notice of the Committee by the Chairman, Tuticorin Port and the unions that the said identical posts at Mangalore Port was upgraded to Class II vide MOSFT order No. 11013/55/92-PE-II dated 30-9-1992. The Committee, therefore, recommends that JAO's posts at Tuticorin Port Trust may also be upgraded from the existing scale of Rs. 2750-5690 to Rs.4000-7150 in line with the New Mangalore Port Trust. This scale of pay will be admissible only to those who have passed the qualifying examination and not for others. The pay scale for Junior Accounts/Audit Officers in Central Government is Rs. 2000-3200 (IVth Pay Commission scale of pay)

6.74 The number of posts to be upgraded from the scale of Rs.2750-5690 to Rs.4000-7150 will be 14, including the Junior Costs Accounts Officer possessing the qualifications of AICWA(Inter).

The present exercise of the Committee may be treated as the first step towards classification and categorisation of Class-III and IV employees of the Ports and Dock Labour Boards to bring in intra and interport uniformity, career progression, removal of various anomalies. In fixation of pay and seniority in the upgraded pay scale, the following guideline shall be followed.



Manager
A. Subram

- i) Upgrading of posts, as recommended above, shall not mean promotion and, therefore, benefit of FR 22(c) shall not apply.
- ii) Pay will be fixed at same stage, if available in the higher post, otherwise at the immediately lower stage protecting the pay difference, which will be absorbed in future increments.
- iii) Incumbents already in the higher scale shall be senior to those upgraded. The latter shall continue to maintain their old inter-se seniority.

Recommendations, if approved, may be implemented along with the revision of pay scales w.e.f. 1-1-1998. The pay of the concerned employee will be notionally fixed in the appropriate scale of pay on 31-12-1997 based on the proposed upgraded posts. In order to rationalise, restructuring of pay scales on scientific basis and reduction in number of scales from existing 29 scales, a large number of which differs little at both the minimum and maximum levels, are a must. Public Sector Enterprises also have since adopted 9/10 standard scales. Following merger of indistinguishable scales, many a scale recommended for upgradation will disappear. Implementation w.e.f. 1-1-1998 will have hardly any financial implication.



(A. CHAKRAVORTY)
MANAGING DIRECTOR
INDIAN PORTS ASSOCIATION

APPENDIX - I

STATEMENT SHOWING THE NUMBER OF EMPLOYEES IN EACH CADRE OF PARA-MEDICAL STAFF

Sl. NO.	SCALE OF PAY	BOMBAY	CALCUTTA	MADRAS	VIZAG	COCHIN	KANOLA	GDA	PARADIP	TUTICORIN	MANGALORE	INPT	TOTAL
A. NURSING													
1.	2250-4430	109	49+12(H)	20	59	34	19	39	15	14	3	15	384
2.	2425-4435												1
3.	2425-4760	46		56	9	32	3	10	3	2	3		104
4.	2500-4800						1						1
5.	2600-4940	15	38+6	3	1							1	54
6.	2700-5520		4+1			1			1				7
7.	2750-5690	1				1	1	1					4
TOTAL		171	110	79	69	68	25	50	19	16	6	16	625
B. PHARMACY													
1.	2230-4050		35+6	7		5	6		9	9	1	2	80
2.	2350-4430	17			15		1	5					38
3.	2425-4435	11	20+3	22	4	6			3	2			74
4.	2425-4760	5		6	1		7						15
5.	2500-4800		8			2							10
6.	2600-4940			1		1			1				3
7.	2700-5520							1					1
TOTAL		33	72	37	20	14	9	6	13	11	3	3	221

- 97 -



Manager
'A' Section

SL NO	SCALE OF PAY	BOMBAY	CALCUTTA	MADRAS	VIZAG	COCHIN	KANDLA	GOA	PARADIP	TUTICORIN	MANGALORE	JMPT	TOTAL
C LABORATORY													
1	2250-4430	9	5+1	10	8	4+1	-	2	2	3	2	1	40
2	2425-4435	-	-	-	-	2	-	-	-	-	-	-	2
3	2425-4760	8	3+1	3	3	1	2	1	1	-	-	-	23
4	2500-4940	-	-	-	-	-	-	1	-	-	-	4	1
TOTAL		16	10	13	11	8	2	4	3	3	2	1	73
D. X-RAY & RADIOLOGY													
1	2150-3245	-	2	-	-	-	-	2	-	-	-	-	3
1A	2250-4050	-	-	-	-	-	-	1	-	1	-	-	1
2	2250-4430	5	-	-	-	-	-	-	-	-	-	-	5
3	2425-4435	-	-	1	5	2	-	1	-	2	-	-	13
4	2425-4760	2	3	4	4	1	1	-	-	-	-	1	16
5	2500-4800	-	-	-	-	-	1	-	-	-	-	-	1
6	2500-4940	-	1(H)	-	-	-	-	-	-	-	-	-	1
TOTAL		8	4	5	9	3	2	1	1	2	2	1	41

116



MS
 Manager
 'A' Section

Sl. NO.	SCALE OF PAY	BOHRAH	CALCUTTA	MADRAS	VIZAG	COCHIN	KANDLA	GOA	PARADIP	TUTICORIN	MANGALORE	JNPT	TOTAL
E. PHYSIO-THERAPIST													
1.	2425-4760	-	-	4	-	-	-	-	-	-	-	-	4
2.	2400-4940	-	1	-	1	-	1	1	-	-	-	-	4
3.	2650-5430	1	-	-	-	-	-	-	-	-	-	-	1
TOTAL		1	1	4	1	-	1	1	-	-	-	-	8
F. DISTICIAN													
1.	2425-4760	1	2	1	1	-	-	-	-	-	-	-	5
G. SANITATION													
1.	2230-4050	-	13	-	-	-	-	-	-	1	1	-	15
2.	2250-4430	4	-	-	-	-	-	-	-	-	-	-	4
3.	2425-4435	9	-	4	6	-	-	1	1	-	-	-	21
4.	2425-4760	-	11	-	-	-	-	-	-	-	-	-	11
5.	2500-4800	7	-	3	4	-	-	-	-	-	-	-	14
6.	2600-4940	7	-	-	1	-	-	1	-	-	-	-	9
7.	2700-5520	2	-	-	-	-	-	-	-	-	-	-	2
TOTAL		24	24	7	11	-	-	2	1	1	2	-	72



Manager
'A' Section

FIRE SERVICE - TOTAL NUMBER OF EMPLOYEES IN EACH CATEGORY AND THEIR SCALES OF PAY

Sl. NO	DESIGNATION	SCALE OF PAY	MADRAS	VISAKHA PATNAM	TUTTI-CORIN	COCHIN	MANGA LORE	GOA	KANDLA	BOMBAY	CALCUTTA	HALDIA	JNPT	TOTAL
1	Fireman Gr. II	2035-3035	-	29	-	-	-	-	-	-	-	-	-	29
2	Fireman	2045-3085	170	50	83	80	43	42	90	169	131	78	16	754
3	Fireman Gr. I	2055-3250	41	-	-	-	-	-	13	-	-	-	-	44
4-A	Pump Operator	2110-3450	11	-	-	-	-	-	-	-	-	-	-	11
4-B	Leading Fireman	2110-3450	57	-	28	26	5	9	34	-	-	11	-	140
5-A	Pump Operator	2150-3605	3	-	-	-	-	-	-	15	-	-	-	18
5-B	Leading Fireman	2150-3605	4	-	-	-	-	-	-	-	-	-	-	8
6	Leading Fireman	2160-3620	-	26	-	-	-	-	-	-	-	-	-	26
7-A	Fireman Driver cum Pump Operator	2160-3845	21	-	-	-	-	-	-	-	-	27	-	48
7-B	Sub-Officer	2160-3845	-	-	-	7	-	-	-	-	-	11	-	18
												(Leading Fireman)		
7-C	Pump Operator	2160-3845	-	-	-	-	-	-	4	-	-	-	-	4
7-D	Pump Operator-cum-Driver	2160-3845	-	-	-	-	-	-	23	-	-	-	-	23
7-E	Motor Driver	2160-3845	-	-	-	-	-	-	-	25	-	-	-	25
7-F	Sub-Section Leader	2160-3845	-	-	-	-	-	-	-	25	-	-	-	25
8-A	Fireman Driver Gr.	2185-3985	19	-	-	-	4	-	-	-	-	-	-	23
8-B	Gr. Pump Operator-cum-Driver	2185-3985	-	-	-	-	-	-	4	-	-	-	-	4



Manager
A/Sr

L. O.	DESIGNATION	SCALE OF PAY	MADRAS	VISAKHA PATNAM	TUTTI-CORIN	COCHIN	MANGA LORE	GOA	KANDLA	BOMBAY	CALCUTTA	HALDIA	JHPT	TOTAL
7.	Fireman Driver	2185-4050	-	-	18	-	-	-	-	-	-	-	-	18
0-A.	Sub-Officer	2270-4050	18	-	15	-	1	-	-	-	-	-	-	34
0-B.	Sub-Officer	2250-4430	-	8	-	-	-	6	-	14 (Section Leader)	-	-	7	35
0-C.	Station Officer & Safety Inspector	2250-4430	-	-	-	-	-	-	10	-	-	-	-	16
0-D.	Section Leader	2250-4430	-	-	-	-	-	-	-	6 (Sr. Section Leader)	-	11 (Sr. Leading Fireman)	-	17
1-A.	Asst. Fire Officer	2425-4475	-	-	-	-	-	-	-	-	-	-	-	-
1-B.	Asst. Fire Officer	2425-4760	-	-	-	-	3	-	1 (Dy. P.O.)	-	-	-	1	5
2-A.	Safety Inspector	2500-4800	8	-	1	2	-	-	-	-	-	-	-	11
2-B.	Station Officer	2500-4800	-	-	-	-	-	2	-	-	-	-	-	2
3.	Fire Supervisor	2600-4940	-	-	-	-	-	-	-	-	-	5	-	5
4.	Asst. Fire Officer	2750-5690	2	-	-	-	-	-	-	-	-	-	-	2
Total			34	125	145	115	56	59	176	255	131	142	54	1609

101



Manager
'A' Section

Designation	Madras	Vishakhapatnam	Bombay	Calcutta	Cochin	Kandla	Paradip	Tuticorin	Manga Lork	APPT	Hormu ga	Total
1. (a) Asst. Signaller						2160- 3695 (3)						3
(b) Jr. Signaller							2160- 3695 (4)					4
2. (a) Jr. Signaller	2160- 3645 (6)	2160- 3645 (6)							2160- 3645 (5)	2160- 3645 (4)		20
(b) Sr. Signaller								2160- 3645 (8)				
(c) Jr. Signaller Grade I							2160- 3645					
(d) Sr. Signaller							2160- 3645 (2)					
(e) Signaller						2160- 3645 (3)						
(f) Signaller			2160- 3645 (2)									
3. (a) Signaller	2160- 3685 (2)											
(b) Asst. Signaller					2160- 3685							
(c) Sr. Signaller						2160- 3685 (1)						
(d) Jr. Signaller		2160- 3685 (1)								2160- 3685 (4)		
(e) Tinsal Signaller			2160- 3685 (1)									
4. (a) Signal Scaffolder								2230- 4050				
(b) V.H.F. Operator								2230- 4050	2230- 4050 (4)			
(c) Signal Section								2230- 4050 (1)				
(d) Signalling Group V.H.F. Operator						2230- 4050 (4)						



Manager
'A' Section

SIGNAL STATION - HIERARCHIAL SET UP IN PORTS

Designation	Madras	Visakha Patnam	Bombay	Calcutta	Cochin	Kandla	Paradip	Tut- corin	Manga- lore	NPT	Normu Sora	Total
5. (a) Signal Boatswain	2250- 4430 (6)											
(b) Signal Bosen							2250- 4430		2250- 4430-			17
(c) Head Light Keeper			2250- 4430 (1)									
(d) Chief Signalman												
6. (a) Signal Bosen		2425- 4430 (11)				2425- 4430						2
(b) Signal Bosen Jr		2250- 4330 (4)										4
7. (a) Signal Superintendent	2425- 4750	2425- 4750								2425- 4750 (1)		
(b) Signaller-sub- Radio TC											2425- 4750 (4)	
(c) Head Signaller Radio TC											2425- 4750 (1)	
(d) Radio Technician											2425- 4750 (1)	
(e) Light Keeper			2425- 4750 (1)									1
8. Sr. Signaller Radio TC												
9. Supervisor Signal Station										2900- 4940 (1)		1
10. Radio Officer			2600- 4940 (5)									5
11. Basin Officer II Class Certificate of Proficiency			2750- 5690 (1)									1
Total	2	25	19	25	14	3	1	17	10	14	7	266



Manager
'A' Section

NO. OF EMPLOYEES IN DIFF. CATEGORIES

DATE: 11/11/2014

(Designation)	Scale of Pay	Palayamkottai	Paradise	Vizhinjam	Madras	Total	Private	New Mangalore	Other	Reserve	MP	Special	Total
(A) Data Entry Operator	2250-4430	7	2	-	-	2	-	0 Terminal Assistant	11	N/A	-	4	34
(b) Key Punch Operator	2250-4430	-	-	12	21	-	-	-	-	-	-	-	33
(a) Input Output-cum-Data Entry Operator/Assistant	2425-4760	16	-	5	3	2	69	-	-	N/A	-	1	35
(b) EDP Assistant	2425-4760	-	4	-	-	-	-	-	-	-	-	-	4
(c) Sr. Key Punch Operator	2425-4760	-	-	8	5	-	-	-	-	-	-	-	13
(d) Sr. Data Entry Terminal Operator	2425-4760	-	-	-	-	4	-	-	-	-	-	-	4
(e) Computer Operator	2425-4760	-	-	-	-	-	-	-	-	-	6	-	6
(a) Supervisor	2600-4940	9	-	4	2	1	-	-	-	-	-	1	17
(b) Asst. Supdt.-cum-Computer Programmer	2600-4940	-	-	-	-	-	-	-	-	N/A	-	-	-
(a) Programme Asst.	2650-5430	-	1	-	-	-	-	-	-	-	-	-	1
(b) Jr. Programmer	2650-5430	-	-	-	-	-	-	-	3	-	-	-	3
(a) Computers	2275-4870	-	-	5	-	-	-	-	-	-	-	-	5
(a) Duty Officer, Computer	2750-5690	-	-	-	10	-	-	-	-	-	-	-	10
(b) Software Assistant	2750-5690	-	-	-	-	-	-	3	-	-	-	-	3
Computer Clerk-cum-Jr. Programmer	2160-3845	-	-	-	-	-	-	-	-	N/A	-	-	-
Total		34	7	34	41	9	6	11	14	-	6	6	168



Manager
'A' Section

LIST OF LOCAL UNIONS - AFFILIATED TO THE FEDERATIONS WITH WHOM DISCUSSIONS WERE HELD BY THE COMMITTEE AT THE PORTS

a) MADRAS PORT TRUST

- i. Madras Port Employees Federation
- ii. Madras Port Trust Railwaymen's Union
- iii. Madras Port United Labour Union
- iv. National Port and Dock Workers Federation

b) TUTICORIN PORT TRUST

- i. Tuticorin Port United General Workers Union
- ii. Tuticorin Port Trust Employees Union
- iii. Tuticorin Port Class IV Staff Union
- iv. Tuticorin Port Trust Ex-Servicemen Welfare Association
- v. Tuticorin Port Scheduled Caste and Scheduled Tribe Employees Welfare Association
- vi. Thuthukudi Thuraimuga Marumalarchi Thozhilalar Sangam
- vii. Tuticorin Port Employees' Organisation
- viii. Tuticorin Port Marine and General Staff Union

c) COCHIN PORT TRUST

- i. Cochin Port Workers Association
- ii. Cochin Port Employees' Organisation
- iii. Water Transport Workers Federation of India
- iv. Cochin Port and Dock Employees' Union
- v. Cochin Port Staff Association



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Manager
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d) CALCUTTA PORT TRUST

- i. Indian National and Dock Workers Federation
- ii. Calcutta Port and Shore Mazdoor Union
- iii. Calcutta Port and Shore Maz
- iv. National Union of Water Front Workers
- v. Calcutta Port and Dock Workers Union
- vi. Calcutta Port and Dock Industrial Workers Union
- vii. National Union of Water Front Workers
- viii. Calcutta Port Shramik Union
- ix. National Union of Water Front Workers
- x. Pharmacists of Calcutta Port Hospital

e) PARADIP PORT TRUST

- i. Paradip Port Shramik Sangha
- ii. Paradip Port Workers Union
- iii. Utkal Port and Dock Workers Union
- iv. Paradip Port and Dock Mazdoor Union

f) VISAKHAPATNAM PORT TRUST

- i. Visakhapatnam Dock Labour Board National Employees' Union
- ii. Port and Dock Employees Association
- iii. Port and DLB Medical Diploma Holders Association
- iv. National Port Trust Employees Union
- v. Visakhapatnam Harbour and Port Workers Union
- vi. Visakhapatnam port and Dock Workers Union



Manager

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egration

g) J.N.P.T.

- i. Nhava Sheva Port and General Workers Union
- ii. Nhava Sheva Bundar Kargar Sanghatana

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or

Workers

h) KANDLA PORT TRUST

- i. Kandla Port Trust Sterographers Association
- ii. Kandla Port Trust Karmachari Sangh
- iii. Kandla Port and Dock Employees Union
- iv. Transport and Dock Workers Union, Kandla
- v. Kandla Port Workers Union

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i) BOMBAY PORT TRUST

- i. Bombay Port Trust Flotilla Workers Association
- ii. All India Port and Dock Workers Federation (Workers)
- iii. Bombay Port Employees Union

n

j) NEW MANGALORE

- i. New Mangalore Port Staff Association
- ii. New Mangalore Port and Dock Workers Union
- iii. New Mangalore Port SC/ST Employees Welfare Association

ional

k) MORMUGAO PORT TRUST

- i. Mormugao Port Railway Workers Union
- ii. Goa Port and Dock Employees' Union

ers Union

Union



*Manager
'A' Sehm*