COCHIN PORT TRUST

स्थिति के अनुसार
AS ON 01.04.2019

Willingdon Island, Cochin – 682 009
COCHIN PORT TRUST

SCHEDULE OF EMPLOYEES AS ON 01.04.2019

Extract from Section-23 of the Major Port Trusts Act, 1963

“A Board shall, from time to time, prepare and sanction a schedule of employees of the Board whom it deems necessary and proper to maintain for the purpose of this act and such schedule shall indicate therein the designations and grades of employees and the salaries, fees and allowances which are proposed to be paid to them”.
COCHIN PORT TRUST

Schedule of Employees as on 01.04.2019

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</tr>
</tbody>
</table>
CHAPTER-1

(A) CLASS I & II OFFICERS PAY AND ALLOWANCES.

The pay scales, allowances and other perks of Class I & Class II Port and Dock Officers were revised by the Govt. as communicated, vide MOS's order No. A/29018/5/2006-PE.I dated 26/7/2010 and 03/08/2010.

Fitment Formula:

<table>
<thead>
<tr>
<th>Basic Pay in the revised scale would be fixed as under:</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic Pay as on 31.12.2006 + Allowance at AICPI of 2884(base 1960=100) as on Total 78.2%</td>
<td>+</td>
<td>30% of A+B</td>
<td>+</td>
<td>Aggregate amount #</td>
</tr>
</tbody>
</table>

# The aggregate amount would be rounded off to the next ten rupee and pay fixed in the revised pay scale.

The annual increment shall be at uniform rate of 3% of basic pay rounded off to the next ten rupees. The increment date will be on the anniversary of previous increment.

In the case of bunching where the officers with lower basic pay may get clubbed with those drawing higher basic pay in the existing scales, 1 increment in the revised scale should be granted for every 2 increments drawn in the pre-revised scale.

Those who reach the maximum of their revised scales during the period of this revision will be granted 1 stagnation increment (3% of Basic Pay) for every 2 years of stagnation at the maximum of the revised scale. Stagnation increment would be admissible provided the officer gets performance rating “Good”

The above fitment formula is not applicable to the officers appointed on or after 1.1.2007. Fresh recruits appointed on or after 1.1.2007 as Class I & Class II officers will start at the minimum of the corresponding revised scale. Wherever an officer has been appointed with advance increments in the pre-revised scale of pay, it shall be fixed at the minimum of the revised scale of pay without any advance increment(s). However, if existing emoluments (viz. Basic Pay with advance increments in pre-revised scale plus DA appropriate to that pay in the index level prescribed) are in excess of pay fixed in the revised scale, the difference shall be allowed as personal pay to be absorbed in future increments in pay.

If the feeder and promotional posts fall in the same revised pay scale, the officers so promoted would be allowed one increment in the same pay scale while fixing their pay on promotion.
Date of Next Increment:
After the pay of an officer is fixed in the revised pay scale, the next increment will be due on the anniversary of the last increment drawn by the officer in existing pay scales. Where the pay of two or more officers of the same category in the existing scale of pay and in the inter-se-seniority list, gets fixed at the same stage in the revised pay scale and the date of increment of the senior of the two employees falls due after the date of the increment of the junior officer, the date of increment of the senior officer will be advanced to coincide with the date of increment of the officer junior to him, provided the other conditions for advancing the date of increment are fulfilled.

Officers promoted on or after 1.1.2007 will be permitted to exercise fresh option for fixation of pay on promotion, as per existing provisions.

ALLOWANCES:

1. Dearness Allowance (D.A.):
   All India Consumer Price Index Number for Industrial Workers (General) based on 1960 = 100 (AICPI) series will be used for grant of compensation to the officers for price rise.

   D.A. as on 01/01/2007 will become zero with link point of All India Consumer Price Index (AICPI) 2001=100 which is 126 as on 01/01/2007. The periodicity of adjustment and method of calculation will remain unchanged.

2. House Rent Allowance (HRA):
   An officer who is not allotted accommodation by the Port Trust and Dock Labour Board will be paid HRA at the rate of 20% of basic pay and should be ensured that the HRA such allowed will not be lower than the rates prescribed for class III and class IV employees.

3. Non-Practicing Allowance:
   Non-Practicing Allowance to Medical Officers will be granted @ of 25% of revised basic pay, subject to the condition that pay plus Non Practicing Allowance should not exceed Rs.68400.

4. Work on weekly days of rest or holiday:
   The officers other than Medical Officers and Marine Officers, out of pocket expenses of Rs.500/-per days, be paid if they attend Office on weekly rest days and holidays for not less than 8 hours as a predetermined arrangement. For Medical Officers and Marine officers, the existing system would continue.

5. Personal pay for small family norms:
   With regard to personal pay for small family norms or increments sanctioned for excellence in sports the instructions issued by the Central Government from time to time will be suitably applied.

6. Marine Allowances:
   All work related allowances to Marine Officers may be increased by 50%.
Other Allowances:-

"Other Allowances" as per Cafeteria Approach include:-

1. Compulsory items

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Allowances/Perquisite</th>
<th>% of Basic Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Conveyance Allowance</td>
<td>5% / 2%</td>
</tr>
<tr>
<td></td>
<td>Four Wheeler / Two wheeler</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Sumptuary Allowance</td>
<td>Rs.750/-p.m. only for HoDs level and above.</td>
</tr>
</tbody>
</table>

II. Items applicable to specific category of officers

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Allowance/Perquisite</th>
<th>% of Basic Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Uniform Allowance</td>
<td>3%</td>
</tr>
<tr>
<td>2.</td>
<td>Washing Allowance</td>
<td>3%</td>
</tr>
<tr>
<td>3.</td>
<td>Design Allowance</td>
<td>5%</td>
</tr>
</tbody>
</table>

III. Optional Items

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Allowance/Perquisite</th>
<th>% of Basic Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Vehicle Maintenance Allowance</td>
<td>10%</td>
</tr>
<tr>
<td>2.</td>
<td>Driver Allowance</td>
<td>5%</td>
</tr>
<tr>
<td>3.</td>
<td>Children Education Allowance</td>
<td>3% - 6%(Per child)</td>
</tr>
<tr>
<td>4.</td>
<td>Hostel Allowance</td>
<td>5%</td>
</tr>
<tr>
<td>5.</td>
<td>Professional Membership Fee Allowance</td>
<td>3%</td>
</tr>
<tr>
<td>6.</td>
<td>Newspaper / Magazine Allowance</td>
<td>3%</td>
</tr>
<tr>
<td>7.</td>
<td>Professional Development Allowance</td>
<td>5%</td>
</tr>
<tr>
<td>8.</td>
<td>House up keep Allowance</td>
<td>10%</td>
</tr>
<tr>
<td>9.</td>
<td>Domestic Assistance Allowance</td>
<td>5%</td>
</tr>
<tr>
<td>10.</td>
<td>Entertainment Allowance</td>
<td>10%</td>
</tr>
<tr>
<td>11.</td>
<td>House Furnishing Allowance</td>
<td>5%</td>
</tr>
<tr>
<td>12.</td>
<td>Electricity Allowance</td>
<td>5%</td>
</tr>
<tr>
<td>13.</td>
<td>Internet Allowance</td>
<td>2%</td>
</tr>
<tr>
<td>14.</td>
<td>Mobile/ Telephone Allowance</td>
<td>3%</td>
</tr>
<tr>
<td>15.</td>
<td>Cook Allowance</td>
<td>5%</td>
</tr>
<tr>
<td>16.</td>
<td>Fitness Allowance</td>
<td>5%</td>
</tr>
<tr>
<td>17.</td>
<td>Club membership Allowance</td>
<td>5%</td>
</tr>
<tr>
<td>18.</td>
<td>Gardener Allowance</td>
<td>5%</td>
</tr>
</tbody>
</table>

1. The Allowances opted shall not exceed the ceiling of 46%

2. In respect of Officers, HOD level and above the sumptuary allowance of Rs.750/-p.m. is to be paid separately and the overall ceiling of 46% adjusted accordingly.
Travelling Allowance on tour:

The entitlements to travel for officers of the major Port Trusts will be as indicated below:-

By Air/Rail

<table>
<thead>
<tr>
<th>Pay Range</th>
<th>Travel Entitlements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairman and Dy. Chairman</td>
<td>J Class by Air/ACI Cl. By train</td>
</tr>
<tr>
<td>Officers in receipt of Pay of Rs.25500 and above (Basic Pay+NPA)</td>
<td>Y Cl. By Air/ACI Cl. By train</td>
</tr>
<tr>
<td>Officers in receipt of pay of Rs. 16400 but below Rs. 25500</td>
<td>AC II tier by train</td>
</tr>
</tbody>
</table>

Mileage points earned by air travel should not be used for private purpose.

By Road:- Places connected by rail - Fare limited to train fare by entitled class. Places not connected by rail: Taxi/own car/any bus including AC bus.

Rates for Road Mileage:- The road mileage may be calculated at the following rates:

(i) For journey performed by own car/taxi Rs. 16.00 per km.
(ii) For journey performed by Auto Rickshaw/scooters Rs. 8.00 per km.

Daily Allowances:

<table>
<thead>
<tr>
<th>Pay Range</th>
<th>Daily Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairman &amp; Dy. Chairman</td>
<td>Reimbursement for Hotel accommodation/Guest house upto Rs.5000 per day, reimbursement of AC taxi fare upto 50 kms per diem for travel within the city and reimbursement of food bills not exceeding Rs.500 per day.</td>
</tr>
<tr>
<td>Rs.34750 &amp; above</td>
<td>Reimbursement for Hotel accommodation/Guest house upto Rs.3000 per day, reimbursement of non AC taxi fare upto 50 kms per diem for travel within the city and reimbursement of food bills not exceeding Rs.300 per day.</td>
</tr>
<tr>
<td>Rs.20600 to Rs.34749</td>
<td>Reimbursement for Hotel accommodation/Guest house upto Rs.1500 per day, reimbursement of non AC taxi fare upto Rs.150 per diem for travel within the city and reimbursement of food bills not exceeding Rs.200 per day.</td>
</tr>
<tr>
<td>Rs.16400 to Rs. 20599</td>
<td>Reimbursement for Hotel accommodation/Guest house upto Rs.500 per day, reimbursement of non AC taxi fare upto Rs.100 per diem for travel within the city and reimbursement of food bills not exceeding Rs.150 per day.</td>
</tr>
</tbody>
</table>

The above rates of Daily Allowance will increase by 25% when Dearness Allowance goes up by 50%. However this benefit of increase in DA on tour will not apply to past cases where the journey has already been completed before issue of Ministry’s Order No. A-29015/10/2013-PE-1 Dt: 26.04.2014.

Daily Allowance in monetary terms is no longer admissible and only the actual expenditure incurred within the prescribed limits will be reimbursed as per normal procedure of reimbursement.
Leave Travel Concession

Only Chairman and Dy. Chairman will be allowed to travel by air in economy class in National Carriers on L.T.C. other officers will be entitled to travel by train as per their entitlement to travel on tour. For journey performed by air by National Carriers by non entitled officers the fare may be restricted to the railway fare by the entitled class. The other benefits like eligibility for fresh recruits to travel to their home town along with their families on three occasions in a block of four years and to any place in India on the fourth occasion for the first two blocks of four years and for parents and /or step parents who are wholly dependent on the officer irrespective of whether they are staying with the officer or not may be extended as per Central Govt. order. The definition of dependency will be linked to the minimum family pension prescribed in Ports Sector and dearness relief thereon.

ADVANCES

House building Advance:- Ports may amend their Regulations for House Building Advance for their employees in line with Central Govt. Rules.

Conveyance Advance:- Officers in receipt of pay of Rs. 20600 and above would be eligible for Motor Car Advance. The quantum and ceiling for conveyance Advance will remain unchanged.

Personal Computer Advance: - Advance for purchase of personal computer upto Rs.80000/- on the first occasion and Rs. 75000/- on the second occasion or the actual cost whichever is less may be allowed to the officers.

The revised pay scales would be applicable from 01/01/2007, but the allowances and perks would be effective from 26/7/2010, i.e the date of issue of the orders by the Ministry.
(B) **CLASS III & IV (GROUP C & D) EMPLOYEES PAY & ALLOWANCES**

Consequent upon the expiry of the period of operation of the settlement dated 25.10.2013 on wage revision of Port and Dock Workers of the Major Port Trusts and DLBs of India on 31.12.2016, Memorandum of Settlement dated 30.08.2018 arrived at under section 12(3) of the ID Act, 1947 in the presence of the Chief Labour Commissioner (Central), New Delhi.

**Date of effect and period of settlement:**

This settlement will take effect from the 1st January 2017 and remain operative for a period of 5 years from the 1st of January 2017 to 31st December 2021. The revised pay and allowances except those indicated otherwise, agreed to as per this settlement are payable w.e.f. 01.01.2017 :-

**Fitment of pay on the 1st January, 2017 in the revised pay scale**

Basic pay in the revised pay scale would be fixed as under:

<table>
<thead>
<tr>
<th></th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic pay as on 31.12.2016 and Special Pay &amp; Stagnation Increment</td>
<td>DA upto AICPI 277 points i.e. 40% (base year 2001 = 100) on basic pay as on 01.01.2017</td>
<td>10.6% of A+B</td>
<td>Aggregate amount # A+B+C</td>
<td></td>
</tr>
</tbody>
</table>

# The aggregate amount shall be rounded off to the nearest rupee and the figure so arrived at will be located in that level in the Pay Matrix given at Appendix I. In case such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix. The above fitment formula is not applicable to the employees appointed on or after 01.01.2017 and they will start at the minimum of the corresponding revised pay scale.

**Stagnation increment:**

One stagnation increment will be allowed every two years. In addition, an employee stagnating after the expiry of the period of settlement will be granted stagnation increment every year subject to adjustments in the next wage settlement.

**Rate of increment, Date of next increment in the revised pay scale & fixation of pay on promotion:**

Increment in the Pay Matrix- The increment shall be as specified in the vertical Cells of the applicable Level in the Pay Matrix given at Appendix-I. After the pay of an employee is fixed in the revised scale of pay, his next increment will be due on the anniversary of the last increment drawn in the existing pay scale. In the case of those employees whose annual date of increment is 1st January, they will be allowed the normal increment of the revised pay scale from 1st January. Where the pay of two or more employees of the same category in the existing pay and in the inter-se seniority get fixed at the same amount in the revised pay scale and the date of increment of the senior of the two employees falls due after the date of increment of the junior employee, the date of increment of the senior employee will be advanced to coincide with the date of increment of the employee junior to him, provided other conditions for advancing the date of increment are fulfilled.
Employees will be permitted to opt for the revised pay scale with effect from 01.01.2017 or from the date of next increment due before 31.12.2017.

Employees promoted on or after 01.01.2017 will be permitted to exercise fresh option for fixation of pay as per the existing provisions.

If the feeder and promotional posts fall in the same level, pay will be fixed by grant of one increment, corresponding to the amount appearing in the Cell equal to this in that Level.

The fixation of pay in the case of promotion/financial upgradation under MACPS from one level to another in the revised pay structure shall be made in the following manner, namely:

One increment shall be given in the Level from which the employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted/granted financial upgradation under MACPS and if no such Cell is available in the Level to which promoted/granted financial upgradation he shall be placed at the next higher Cell in that Level.

Group C employees who have been granted financial upgradation to Class II/I scales under MACP Scheme will be allowed benefit as per MACP Scheme

In exceptional cases, if any, in the case of promotion from Group C to Class II/I taking place on or after 01.01.2017, he will have an option to get his pay fixed in the Class II/I post with the admissible allowances or to continue in the revised scale of Group C and the drop in pay plus DA, if any, on the date of promotion will be protected by grant of Personal pay, without the allowances admissible to Class II/I employees.

**Family Planning Allowance:**

The Family Planning Allowance shall be discontinued with effect from 01.07.2017.

**Increment granted for excellence in Sports:**

Increment for excellence in sports will be regulated as per the instructions issued by the Central Govt. from time to time.

**Dearness Allowance:**

All India Consumer Price Index Number for Industrial Workers (General) based on 2001=100 (AICPI) series will be used for grant of compensation to the employees for price rise.

- DA instalments would be released 4 times in a year, w.e.f. 1st January, 1st April, 1st July and 1st October.
- DA would be paid for increase in AICPI above quarterly index average of 277 to which the pay scales are related.

The percentage increase in the Quarterly average of the AICPI for the period ending February, May, August and November over the index 277 would be taken up to two decimal points.
The rate of compensation to the employees over the basic pay at index average of 277 will also be in whole numbers with fractions carried forward.

The percentage of neutralization to employees in different pay ranges would be 100%.

If and when Govt. announces its decision in r/o. the revision of industrial dearness allowance scheme, it will be made applicable to the Port and Dock workers also from the date as specified in the Govt. Order:

<table>
<thead>
<tr>
<th>Quarterly averages</th>
<th>Payable From</th>
</tr>
</thead>
<tbody>
<tr>
<td>September, October and November</td>
<td>1st January</td>
</tr>
<tr>
<td>December, January and February</td>
<td>1st April</td>
</tr>
<tr>
<td>March, April and May</td>
<td>1st July</td>
</tr>
<tr>
<td>June, July, August</td>
<td>1st October</td>
</tr>
</tbody>
</table>

The Quarterly average of AICPI for the months of September, October and November, 2016 worked out to 277 and from 01.01.2017 is being merged in the basic pay, D.A instalment would be Nil on 01.01.2017.

The payment of D.A involving fractions of 50 paise and above will be rounded off to the next higher rupee and fractions of less than 50 paise will be ignored.

The pay for the purpose of calculation of DA will be the basic pay drawn in the prescribed scale of pay including stagnation increment but will not include any other type of pay such like special pay, personal pay etc. The DA will continue to a distinct element of remuneration and will not be treated as pay within the ambit of FR9 (21).

House Rent Allowance:

An employee, who is not allotted accommodation by the Port Trust and Dock Labour Board will be paid House Rent Allowance @20% of actual basic pay plus stagnation increment. If the employees are posted to work in higher grade cities where the Trade Promotion Centres/Guest Houses of the respective Port are situated, such employees shall be allowed HRA at higher rate as applicable to that city.

House Rent Recovery:

Recovery of rent for Port and DLB Quarters will be made on living area basis under Government of India's orders as revised from time to time under FR 45 (A). For sub-standard quarters the recovery of rent will be as envisaged under FR 45. As regards recovery of rent for dormitory or bachelor accommodation, the recovery of rent may be made at fixed rates, to be calculated by Ports under FR 45 A (Standard Rent).

Port Allowance:

The Port Allowance shall be discontinued w.e.f. 01.01.2017 and shall stand merged with Transport Reimbursement.
Transport Reimbursement:

The existing rate of Transport Reimbursement will be enhanced from Rs.735/- per month to Rs.1100/- p.m. plus applicable DA to all eligible employees. Existing terms and conditions governing the grant of Transport Reimbursement procedure will continue to apply, also extending the facility to those who occupy port accommodation irrespective of any distance. Transport Reimbursement will be allowed to handicapped employees at double the rate.

Children Education Allowance

Under the scheme of Children Education Allowance, reimbursement can be availed by employee upto a maximum of 2 children. Reimbursement as indicated above, will be applicable for expenditure on the education of school going children only i.e. for children from class nursery to 12th including classes 11th and 12th held by junior colleges or schools affiliated to universities or Boards of Examination. The reimbursement of Children Education Allowance shall have no nexus with the performance of the child in his class. In other words, even if a child fails in a particular class, the reimbursement of Children Education Allowance shall not be stopped.

Reimbursement for the following items can be claimed under this Scheme.

Tuition fee, admission fee, term fee, laboratory fee, special fee charged for agriculture, electronics, music or any other subject, fee charged for practical work under the programme of work experience, fee paid for the use of any aid or appliance by the child, library fee, games/sports fee and fees for extra-curricular activities. This also includes reimbursement of purchase of 01 set of text books and note books, 2 sets of uniforms and 1 set of school shoes which can be claimed for a child in a year.

The amount fixed for reimbursement of Children Education Allowance is Rs.2250 per month per child upto a maximum of two children. The allowance shall be double for differently abled children.

The above limit would be automatically raised by 25% every time, DA on the revised pay structure goes up by 50%.

Reimbursement shall be done just once in a year, after completion of the financial year. For reimbursement of Children Education Allowance a certificate from the Head of Institution, where the ward of the employee studies, will be sufficient for all the charges claimed by the institution. Whereas for the expenditure incurred by the employee on other items the supporting vouchers/bills should be attached by the employee in his/her claim. When Govt. Of India liberalizes the Children Education Allowance scheme for their employees, the same would be made available to Port employees from the date of effect of Govt. orders.

In case, both the spouses are Port employees, only one of them can avail reimbursement under Children Education Allowance Scheme.
Washing Allowance:
Washing Allowance and Special Washing Allowance will be enhanced from Rs.155 and Rs.200 per month to Rs.194 and Rs.250 respectively, with automatic increase of 25% when DA goes up by 50%. The claim for Special Washing Allowance in respect of Hospital staff, Sanitary staff and Fire Brigade staff, who are currently in receipt of such allowance, will be discussed and settled locally.

Revision of TA and DA:
The TA & DA rates will be as follows:

(A) Entitlement for travel on tour

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Pay Range</th>
<th>Normal Trains#</th>
<th>Rajadhani express</th>
<th>Shatabdi Express</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Below Rs. 29600/-</td>
<td>Second sleeper</td>
<td>AC Chair Car*</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Rs.29600/- and above but below Rs.53300/-</td>
<td>I Class/IIAC 3 tier sleeper/AC Chair car*</td>
<td>AC Chair Car**</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Rs.53300/- and above</td>
<td>II AC 2 tier sleeper/1st class/AC 3 tier</td>
<td>IIAC 2 tier Sleeper</td>
<td>AC Chair Car</td>
</tr>
</tbody>
</table>

# Normal train means trains other than Rajadhani and Shatabdi express.

(*) Those who are entitled to travel by 1st class/IInd AC 3 tier sleeper/AC Chair car may at their discretion, travel by AC 2 tier sleeper, when any of the trains connecting the origins and destinations concerned by the direct shortest route do not provide these three classes of accommodation.

(**) AC 3 tier sleeper in trains in which AC Chair Car is not provided.

The revised travel entitlements are subject to following:
(i) In cases of places not connected by rail, travel by AC bus for all those entitled to travel by AC II tier by train and Deluxe/ordinary bus for others is allowed.
(ii) Travel by any means of public transport, including Air is allowed for travel between places connected by rail provided the total fare doesn't exceed the train fare by the entitled class.
(iii) All employees are allowed to travel below their entitled class of travel.

(B) Entitlement for journey by sea or river steamer

<table>
<thead>
<tr>
<th>Pay range</th>
<th>Travel Entitlement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees on pay of Rs. 53300/- and above</td>
<td>If there be two classes only on the steamer, the lower class</td>
</tr>
<tr>
<td>Rs.29600/- and above but below Rs.53300/-</td>
<td>If there be three classes, the middle or the 2nd class</td>
</tr>
<tr>
<td>Below Rs.29600/-</td>
<td>The lowest class</td>
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</table>

(C) Mileage allowance for journey by road (SR 46)

<table>
<thead>
<tr>
<th>Pay Range</th>
<th>Travel entitlement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rs.53300/- and above</td>
<td>Actual fare by any type of public bus including Air conditioned bus.</td>
</tr>
</tbody>
</table>
Or
At the rate of Rs.24/km for journeys by Taxi or Rs.12/km for journey by auto rickshaw/own scooter/motorcycle/moped etc.

Below Rs.53300/-
Actual fare by ordinary bus only
Or
At the rate of Rs.12/km for journeys by auto rickshaw/own scooter/motorcycle/moped etc.

(D) Daily allowance on tour

<table>
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<th>Pay range</th>
<th>Daily Allowance</th>
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<tbody>
<tr>
<td>Employees on pay of Rs.29600/- and above</td>
<td>Reimbursement for hotel accommodation of up to Rs.750/- per day, reimbursement of travel charges of up to Rs.150/- per diem for travel within the city and reimbursement of food bills not exceeding Rs.500/- per day.</td>
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<tr>
<td>Employees on pay below Rs.29600/-</td>
<td>Reimbursement for hotel accommodation of up to Rs.450/- per day, reimbursement of travel charges of up to Rs.100/- per diem for travel within the city and reimbursement of food bills not exceeding Rs.325/- per day.</td>
</tr>
</tbody>
</table>

Reimbursement of hotel charges and travelling charges not exceeding the ceiling may be paid without the production of vouchers against the self-certified claims.

There will be no separate reimbursement of food bills. Instead, the lumpsum amount payable will be as per the above table and, depending on the length of absence from headquarters, would be regulated as per Table below. Since the concept of reimbursement has been done away with no vouchers will be required.

Timing restrictions:

<table>
<thead>
<tr>
<th>Length of absence</th>
<th>Amount payable</th>
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<tr>
<td>If absence from Headquarters is &lt; 6 hours.</td>
<td>30% of lumpsum amount.</td>
</tr>
<tr>
<td>If absence from Headquarters is between 6 - 12 hours.</td>
<td>70% of lumpsum amount.</td>
</tr>
<tr>
<td>If absence from headquarters is &gt; 12 hours.</td>
<td>100% of lumpsum amount.</td>
</tr>
</tbody>
</table>

The above rates will further increase by 25% whenever DA increases by 50%.

**Over Time Allowance**

If any employee is asked by the Management to work beyond prescribed working hours, Over Time Allowance (OTA) will be paid at prescribed rate as per present practice in Ports. In cases where Court cases are pending, payment of OTA will be regulated subject to final outcome of the Court case.
Holiday Wages

There will be no change in the existing method of calculation of Holiday Wages.

Design Allowance:

Design Allowance payable to Junior Engineers posted for design work will be revised from Rs.500/- to Rs.625/- per month.

Other Allowance:

All the local allowances will be discussed and settled locally.

Conveyance Advance:

Scooter/Moped/Motorcycle - 8 months basic pay subject to a maximum of Rs.70,000/- or 80% of the actual cost of the vehicle, whichever is less.

Interest rate will be charged at the rate notified by the Central Government from time to time. The system of grant of Cycle Advance stands discontinued.

House Building Advance: Existing House Building Advance Regulations will be continued with revised pay structure. The maximum amount of advance shall be 34 months basic pay, subject to a maximum of Rs.25 lakhs or the cost of the house/flat or the amount according to repaying capacity, whichever is the least, for construction/purchase of new house/flat. Interest rate will be charged at the rate notified by the Central Government from time to time.

For expansion of existing house, the amount of HBA will be limited to 34 months basic pay, subject to a maximum of Rs.10 Lakhs only or the cost of the expansion, or the amount according to the repaying capacity, whichever is the least.

Computer Advance:

Employees will be given an advance upto 10 months basic pay or Rs.50,000/- or the actual cost of computer, whichever is least, for the purchase of a personal computer. Interest rate will be charged at the rate notified by the Central Government from time to time.

Festival Advance:

The quantum of Festival Advance will be discussed and settled locally.
Leave Travel Concession:

Travel entitlements for the purpose of LTC will be the same as for official tour, but no daily allowance shall be admissible for travel on LTC.

The facility shall be admissible only in respect of journeys performed in vehicles operated by the Government or any Corporation in the Public Sector run by the Central or State Government or local body.

Bharat Darshan conducted by IRCTC will be allowed for the purpose of LTC subject to the conditions prescribed by the Central Government. Travel by Cruise will also be allowed subject to maximum amount as admissible to him under LTC Rules.

The privileges with regard to class of travel currently being enjoyed by an employee will not be adversely affected by any decision taken as a result of the Settlement.

The parents/step parents who are wholly dependent on the employees shall be included in the definition of family for the purpose of LTC irrespective of whether they are residing with the employee or not. The definition of dependency will be linked to the minimum family pension prescribed and dearness relief thereon.

Night Weightage:

The existing practice of calculating Night Weightage will be continued.

Outstation Allowance:

Employees who go to other Ports on board the port crafts for dry docking/repair would be allowed, in addition to normal pay and allowances, outstation allowance @ 33 1/3 % of basic pay from the date of departure to the date of return to home port. The complement of staff to be deputed shall be decided by the management.

Leave Entitlements:

All conditions in the matter of grant of leave will be governed by the existing Leave Regulations/previous Wage Settlement.

Training and Redeployment

The Management agreed to impart necessary training for re-deployment of employees. However, the modalities in this regard may be discussed and settled locally.

Funeral Expenses

Management is agreeable for grant of funeral expenses of deceased employees. But the quantum may be discussed and settled locally.
Modified Assured Career Progression (MACP):

MACP will continue to be administered at 10 years, 20 years and 30 years of regular service as before. Three financial upgradations shall be granted under MACP scheme on completion of 10 years, 20 years and 30 years of regular service, provided there was no regular promotion during the period of 10, 20 and 30 years and subject to the existing conditions of MACP.

There shall be 3 financial upgradations under the MACP Scheme, counted from direct entry grade on completion of 10, 20 and 30 years services respectively or 10 years of continuous service in the same post, whichever is earlier.

It is agreed to grant the benefit of MACPS to the persons appointed directly to Highly Skilled categories.

For grant of financial upgradation under the MACPS, the prescribed benchmark would be 'Very Good' for all the posts.

Clarifications issued by the Central Government from time to time in respect of MACP will apply.
## MATRIX TABLE

<table>
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<th>Pre-Revised Scale</th>
<th>13500-27400</th>
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<td>Revised Pay Scale</td>
<td>20900-43600</td>
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**Levels**

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*(Authority: Memorandum of Wage Revision Settlement dated 30.08.2018)*
OTHER ALLOWANCES:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of allowance and category of workmen</th>
<th>Revised rate w.e.f.1.1.2015.</th>
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<tbody>
<tr>
<td>1</td>
<td>CYCLE ALLOWANCE</td>
<td></td>
</tr>
<tr>
<td>i</td>
<td>Sanitary inspector</td>
<td>39/-p.m.</td>
</tr>
<tr>
<td>ii</td>
<td>Cycle patrol, watch &amp; ward</td>
<td>39/-p.m.</td>
</tr>
<tr>
<td>ii</td>
<td>Peon attending to tapal duty</td>
<td>39/-p.m.</td>
</tr>
<tr>
<td>2</td>
<td>RISK ALLOWANCE</td>
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</tr>
<tr>
<td>i</td>
<td>Laboratory Assistant</td>
<td>84/-p.m.</td>
</tr>
<tr>
<td>ii</td>
<td>Laboratory Technician</td>
<td>84/-p.m.</td>
</tr>
<tr>
<td>iii</td>
<td>Laboratory Attender</td>
<td>84/-p.m.</td>
</tr>
<tr>
<td>iv</td>
<td>Supervisor (Laboratory)</td>
<td>84/-p.m.</td>
</tr>
<tr>
<td>v</td>
<td>Ward attender, attached to X-Ray section</td>
<td>84/-p.m.</td>
</tr>
<tr>
<td>vi</td>
<td>Nursing staff posted for duty in the isolation Hosp.</td>
<td>84/-p.m.</td>
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<tr>
<td>vii</td>
<td>Radiographer</td>
<td>138/-p.m.</td>
</tr>
<tr>
<td>viii</td>
<td>Supervisor (Radiography)</td>
<td>138/-p.m.</td>
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<tr>
<td>ix</td>
<td>Junior Radiographer</td>
<td>111/-p.m.</td>
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<td>x</td>
<td>Mid Wife cum Health visitor</td>
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<td>MECHANICAL ENG. DEPARTMENT</td>
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<tr>
<td>i</td>
<td>Greaser and maintenance staff attached to Electric Cranes for climbing the cranes for greasing the pulleys and maintenance works</td>
<td>30/- once in a week where the jib's length is 100 ft or below plus Rs.5/- for every 25 ft. above 100 ft.</td>
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<tr>
<td>ii</td>
<td>Fork lift drivers (on board)</td>
<td>20/- for 4 hrs. daily. Rs.39/- for 8 hours daily</td>
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<td>CIVIL ENGINEERING DEPARTMENT</td>
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<tr>
<td>i</td>
<td>Workers who are engaged for work on the overhead water tanks, light masts, clock tower, the lower of the light span of the mattancherry bridge attending to the painting and cleaning, cleaning work of watertank.</td>
<td>14/- per day on which they attend to such duties</td>
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<td>MARINE DEPARTMENT</td>
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<td>i</td>
<td>Boatmen engaged for signalling work on the top of survey boat at the time of survey work</td>
<td>20/- p.m. day per boatmen</td>
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<td>Employees of F.C. Periyar / Nehru Shatabdi, those who are climbing the cranes for greasing the pulley and for maintenance works</td>
<td>30/- once in a week where the jib's length is 100 ft. or below plus Rs.5/- for every 25 ft. above 100 ft.</td>
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<td>Masters and drivers</td>
<td>221/-p.m.</td>
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<td>Other Crew</td>
<td>147/-p.m.</td>
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<td>MEDICAL DEPARTMENT&lt;br&gt; HONORARIUM (PERSONAL)</td>
<td>For attending to the work of ECG Technician and Oxygen Plant operator in addition to their own duties</td>
<td>420/-p.m.</td>
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<td><strong>EXTRA REMUNERATION</strong></td>
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<td>LD Clerks / UD Clerks handling cash in various sections</td>
<td>65/-per day</td>
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<td><strong>QUALIFICATION ALLOWANCE</strong>&lt;br&gt; MARINE DEPARTMENT</td>
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<td>i</td>
<td>Holders of First class masters Certificate and First Class Engine Drivers Certificate</td>
<td>98/-p.m.</td>
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<tr>
<td>ii</td>
<td>Holders of 2nd class masters certificate and 2nd Class Engine Drivers Certificate</td>
<td>80/-p.m.</td>
</tr>
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<td>iii</td>
<td>Serang's certificate holders</td>
<td>71/-p.m.</td>
</tr>
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<td><strong>6</strong></td>
<td><strong>CLEANLINES ALLOWANCE</strong>&lt;br&gt; CIVIL ENGINEERING DEPARTMENT</td>
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</tr>
<tr>
<td>i</td>
<td>Sanitary health worker Gr.II</td>
<td>65/-p.m.</td>
</tr>
<tr>
<td>ii</td>
<td>Sanitary health worker Gr.I</td>
<td>65/-p.m.</td>
</tr>
<tr>
<td>iii</td>
<td>Sr.Sanitary health worker, Sanitary section</td>
<td>65/-p.m.</td>
</tr>
<tr>
<td>iv</td>
<td>Mazdoor, Sanitary section</td>
<td>65/-p.m.</td>
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<td>v</td>
<td>Part time sweeper</td>
<td>48/-p.m.</td>
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<td>MEDICAL DEPARTMENT</td>
<td>Ward Attendant</td>
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<td>Sweeper</td>
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<td>TRAFFIC DEPARTMENT</td>
<td>Maistries</td>
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<td>Lascars</td>
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<td>Topaz &amp; Scavenger</td>
<td>65/-p.m.</td>
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<td><strong>TARRING ALLOWANCE</strong>&lt;br&gt; CIVIL ENGINEERING DEPARTMENT</td>
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<tr>
<td>i</td>
<td>Workmen whenever they are engaged on tarring work</td>
<td>14/-per day</td>
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</table>
8 | **OUTSTATION ALLOWANCE**  
   | Employees who are required to attend outstation duty viz. to carry out work at old workshop, Fortcochin, wharf tanker berth etc. | 14/-per day |

9 | **PERSONAL ALLOWANCE**  
   | MEDICAL DEPARTMENT  
   | Gardeners & sweepers attached to the main hospital deputed to work in the Port's isolation hospital for the actual period they are so deputed | 84/-p.m. |

10 | **SPECIAL PAY**  
   | MARINE DEPARTMENT  
   | Telephone operators | 138/-p.m. |
   | MEDICAL DEPARTMENT  
   | Lab Technician | 210/-p.m. |
   | Sr. Lab Technician (if they are doing the duties of Lab Technician) | 210/-p.m. |
   | Supervisor Lab Technician (if they are doing the duties of Lab technician) | 210/-p.m. |

11 | **CHARGE ALLOWANCE**  
   | MARINE DEPARTMENT  
   | Navigating Masters / Serangs who are in charge of the vessels | 138/-p.m. |

12 | **CHIPPING ALLOWANCE**  
   | MECHANICAL ENGINEERING DEPARTMENT  
   | Workmen whenever they are engaged in chipping work | 17/-per day |

13 | **TOOL ALLOWANCE**  
   | CIVIL ENGINEERING DEPARTMENT  
   | Carpenters | 23/-p.m. |
   | Sawyers | 24/-p.m. |
   | Thoombaman & Masons | 9/-p.m. |
   | MECHANICAL ENGINEERING DEPARTMENT  
   | Sawyers | 24/-p.m. |
   | Carpenters | 23/-p.m. |
   | Thoombaman | 9/-p.m. |
   | Masons (2 nos.) | 9/-p.m. |

14 | **EMPLOYEES DRAWING CONVEYANCE ALLOWANCE (Regulated as per SR 25)**  
   | CIVIL ENGINEERING DEPARTMENT  
<p>| Jr. Engineer (North End) | 221/-p.m. |
| Jr. Engineer Gr.I (Maintenance division) | 309/-p.m. |
| - do - | 264/-p.m. |
| Jr. Engineer (Water supply) | 318/-p.m. |
| Sr. Sanitary Inspector | 398/-p.m. |
| Jr. Engineer Gr.I (Water supply) | 398/-p.m. |</p>
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<thead>
<tr>
<th>MEDICAL DEPARTMENT</th>
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<tr>
<td>i Supervisor First Aid</td>
<td>264/-p.m.</td>
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<td>ii Mid wife cum health visitor</td>
<td>293/-p.m.</td>
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<th>GENERAL ADMINISTRATION DEPARTMENT</th>
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<td>i Land Inspector</td>
<td>221/-p.m.</td>
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<tr>
<td>ii Security Sergeant</td>
<td>264/-p.m.</td>
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<tr>
<td>iii Asst. Welfare Officer (Sports)</td>
<td>318/-p.m.</td>
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<th>15 EQUATION ALLOWANCE</th>
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<td>TRAFFIC DEPARTMENT</td>
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<td>i Shore Labours</td>
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<th>Other Allowances paid to employees of Dock Labour Division</th>
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<tr>
<td>1 CYCLE MAINTENANCE ALLOWANCE</td>
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<td>Labour Inspector who are using cycle for official purpose</td>
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<td>2 BOOKING ALLOWANCE</td>
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<td>Booking staff</td>
<td>294/-p.m. for 1st &amp; 2nd shift 441/-p.m. for 3rd shift</td>
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<td>3 CASH HANDLING ALLOWANCE</td>
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<td>Asst. Section Officer, who is handling cash</td>
<td>677/-p.m.</td>
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<td>Paying shroff</td>
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<td>4 UNCLEAN ALLOWANCE</td>
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<td>Sweepers &amp; Cleaners</td>
<td>51/-p.m.</td>
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<td>5 SHIPS CRANE ALLOWANCE</td>
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<td>Winch Driver (for operating ships crane)</td>
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<td>6 SIGNALLING ALLOWANCE</td>
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<td>Signallers</td>
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<td>7 STREAM ALLOWANCE (for working on board vessels berthed in stream)</td>
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<tr>
<td>Mazdoors / winch drivers / Riggers</td>
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<td>Tindal</td>
<td>17/-per shift</td>
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<td>Tally / table TTS</td>
<td>14/-per shift</td>
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SPECIAL WASHING ALLOWANCE:

Special Washing Allowance (Fire & hospital staff)
(i) w.e.f. 1.1.2012 to 31.5.2016 @ Rs.200/-p.m.
(ii) w.e.f. 1.6.2016 @ Rs.250/- p.m.

Special Washing Allowance (Sanitary Staff) @ Rs.200/-p.m. w.e.f 1.6.2016.
The percentage of V.D.A with effect from 01.01.1992

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<th>Quarter</th>
<th>VDA %</th>
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CHAPTER- II

CLASS-WISE DISTRIBUTION OF POSTS IN DIFFERENT DEPARTMENTS IN RESPECT OF CLASS-I, CLASS-II, CLASS-III & CLASS-IV AS ON 01.04.2019

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<th>DEPARTMENT</th>
<th>CLASS-I (GROUP A)</th>
<th>CLASS-II (GROUP B)</th>
<th>CLASS-III (GROUP C)</th>
<th>CLASS-IV (GROUP D)</th>
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## A) GENERAL ADMINISTRATION DEPARTMENT

### DISTRIBUTION OF POSTS WITH STRENGTH

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<td>Sr. P.S to Chairman</td>
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* Number of posts distributed in General Administration Department.
### B) VIGILANCE DEPARTMENT

#### DISTRIBUTION OF POSTS WITH STRENGTH

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<tr>
<td>I</td>
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*Number of posts distributed to Vigilance Dept. but accounted in the strength of General Administration Department.
## C) FINANCE DEPARTMENT

### DISTRIBUTION OF POSTS WITH STRENGTH

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### EDP DIVISION

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### CLASS-III

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*Total Posts 49

*Number of posts distributed to Finance Dept. but accounted in the strength of General Administration Department.

#Number of posts distributed in Finance Department.
### D) TRAFFIC DEPARTMENT

#### DISTRIBUTION OF POSTS WITH STRENGTH

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Traffic
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<td>III</td>
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**CLASS-IV**

1. Signaller (D.L.D) 21800-50200 35 1 Post operated in Medical Dept.
2. Mazdoor (D.L.D) 21800-50200 68
3. Attender (D.L.D) 22300-51000 1
4. Sweeper (D.L.D) 20900-43600 1

105

#Number of posts distributed to Traffic Dept. but accounted in the strength of Finance Department.

*Number of posts distributed to Traffic Dept. but accounted in the strength of General Administration Department.
## E) MEDICAL DEPARTMENT
### DISTRIBUTION OF POSTS WITH STRENGTH

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<th>Number of Permanent Posts</th>
<th>Remarks</th>
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<td>I</td>
<td>II</td>
<td>III</td>
<td>IV</td>
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<td>4</td>
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<td>8</td>
<td>Supervisor (1st Aid)</td>
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<td>Supervisor (Lab)</td>
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<td>General Supervisor (1st Aid)</td>
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<td>Head Cook (Medical)</td>
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<td>First Aid Leader</td>
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<td>Nursing Orderly</td>
<td>21800-50200</td>
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<td>6</td>
<td>Reception Assistant</td>
<td>20900-43600</td>
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<td>1 Post operated in Cochin Fisheries Harbour</td>
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*Number of posts distributed to Medical Dept. but accounted in the strength of General Administration Department.

#Number of posts distributed to Medical Dept. but accounted in the strength of Finance Department.
### F) MARINE DEPARTMENT

#### DISTRIBUTION OF POSTS WITH STRENGTH

<table>
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<tr>
<th>Sl. No.</th>
<th>Category</th>
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<th>Number of Permanent Posts</th>
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<td>Dy. Conservator</td>
<td>43200-66000</td>
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<tr>
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<td>Dy. Marine Foreman</td>
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<td>Asst. Marine Foreman</td>
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#### OFFICE ESTABLISHMENT

**CLASS-II**

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<td>Dy. Chief Accountant (Sr.)-II</td>
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**CLASS-III**

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<tbody>
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<td>1</td>
<td>Manager</td>
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<td>Accountant</td>
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<td>U.D. Clerk</td>
<td>27400-70500</td>
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<td>5</td>
<td>L.D. Clerk</td>
<td>25200-59600</td>
<td>-</td>
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<td>6</td>
<td>Stenographer Gr.II</td>
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<td>Staff Car Driver Gr.II</td>
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<td>Sr. Office Attendant</td>
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#### FIRE SERVICE

**CLASS-I**

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<tbody>
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<td>1</td>
<td>Chief Fire Cum-Asst. Safety Pollution Control Officer</td>
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**CLASS-III**

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<td>Fire Officer</td>
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<td>2</td>
<td>Safety Inspector</td>
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<tr>
<td>3</td>
<td>Driver Gr.I (Fire)</td>
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<tr>
<td>4</td>
<td>Sub Officer</td>
<td>27400-70500</td>
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<tr>
<td>5</td>
<td>Driver Gr.II (Fire)</td>
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<tr>
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<td>Sergeant (Fire)</td>
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<td>Leading Fireman</td>
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**CLASS-IV**

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#### HYDROGRAPHIC SURVEY

**CLASS-I**

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<td>Surveyor/Hydro-graphic Surveyor</td>
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**CLASS-II**

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<td>2</td>
<td>Sr. Marine Engineer/Chief Engineer</td>
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<td>Chief Engineer (Marine)</td>
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<td>4</td>
<td>Marine Engineer</td>
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<td>Dredger Commander</td>
<td>29100-54500 (For Master FG holders)</td>
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<td>Dyp. Marine Engineer</td>
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<td>Dredging Master (Mobile Dredger)</td>
<td>20600-46500 (For 1st class Inland Masters)</td>
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<td>Ilnd Mate</td>
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<td>III</td>
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**CLASS-IV**

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**HARBOUR MASTER’S DIVISION**

**CLASS-I**

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<td>Pilot</td>
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**CLASS-III**

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<td>1st Class Driver</td>
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<td>Electrician H.S.K-I (Marine)</td>
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**DOCK MASTER’S DIVISION**

**CLASS-I**

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<tr>
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<td>Dock Master</td>
<td>36600-62000</td>
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**Total Posts** 317

*Number of posts distributed to Marine Dept. but accounted in the strength of General Administration Department.

#Number of posts distributed to Marine Dept. but accounted in the strength of Finance Department.
## G) CIVIL ENGINEERING DEPARTMENT

### DISTRIBUTION OF POSTS WITH STRENGTH

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<th>Category</th>
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<td>5</td>
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### OFFICE ESTABLISHMENT

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<td><strong>CLASS-III</strong></td>
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<td>U.D. Clerk</td>
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<td>Stenographer Gr.I</td>
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### EXECUTIVE ENGINEER (CM-I) DIVISION

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<td><strong>CLASS-II</strong></td>
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**CLASS-IV**

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<td>Number of Permanent Posts</td>
<td>Remarks</td>
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<td></td>
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<td>III</td>
<td>IV</td>
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<th>Sl. No.</th>
<th>Category</th>
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<th>Remarks</th>
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<tr>
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<td>CLASS-I</td>
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<td>1</td>
<td>Executive Engineer (C)</td>
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Civil
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<td>II</td>
<td>III</td>
<td>IV</td>
<td>V</td>
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<td>Carpenter H.S.K (C)</td>
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**DY.CHIEF ENGINEER’S OFFICE**

**CLASS-I**

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<th>Remarks</th>
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<tbody>
<tr>
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<td>20600-46500</td>
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**CLASS-II**

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<td>16400-40500</td>
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**Total Posts**

174

*Number of posts distributed to Civil Engg. Dept. but accounted in the strength of General Administration Department.

#Number of posts distributed to Civil Engg. Dept. but accounted in the strength of Finance Department.
### G) (a) COCHIN FISHERIES HARBOUR

**DISTRIBUTION OF POSTS WITH STRENGTH**

<table>
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<tr>
<th>Sl. No.</th>
<th>Category</th>
<th>Scale of Pay (Rs.)</th>
<th>Number of Permanent Posts</th>
<th>Remarks</th>
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<tr>
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<td>III</td>
<td>IV</td>
<td>V</td>
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</tbody>
</table>

#### ADMINISTRATION & FINANCE

**CLASS-I**

1. Dy. Traffic Manager 24900-50500 1 post operated from Traffic Dept. to officiate as Administrator (CFH).

**CLASS-II**

1. Asst. Engineer (C) 16400-40500 1 post operated from Civil Engineering Dept.

**CLASS-III**

2. Cashier 36500-88700 1#

**CLASS-IV**

1. Reception Assistant 20900-43600 1 post operated from Medical Dept.

#### HARBOUR OPERATION

**CLASS-II**

1. Wharf Superintendent 16400-40500 1 post operated from Traffic Dept.

**CLASS-III**

1. Dy. Wharf Superintendent 36500-88700 1 post operated from Traffic Dept.
2. Asst. Wharf Superintendent 32500-83800 1 post operated from Traffic Dept.
3. Shed Foreman 29600-81100 11 posts operated from Traffic Dept.

**CLASS-IV**

1. Maistry (E&O) 22300-51000 3 posts operated from Traffic Dept.

*Number of posts distributed to CFH but accounted in the strength of General Administration Department.

#Number of posts distributed to CFH but accounted in the strength of Finance Department.
### MECHANICAL ENGINEERING DEPARTMENT

#### DISTRIBUTION OF POSTS WITH STRENGTH

<table>
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<tr>
<th>Sl. No.</th>
<th>Category</th>
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<th>Number of Permanent Posts</th>
<th>Remarks</th>
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#### CLASS-II

| 1       | Asst. Engineer (M) | 16400-40500 | 6 | 1 Post operated in Vigilance & 1 Post operated in Estate Division, GAD & 1 Post operated in Finance Dept. |

#### CLASS-III

| 1       | Jr. Engineer (M) Gr.I | 36500-88700 | 3 | 3 Posts operated in Marine Dept. |
| 2       | Jr. Engineer (M) | 32500-83800 | 4 | 1 Post operated in Marine Dept. |

#### OFFICE ESTABLISHMENT

**CLASS-II**

| 1       | Deputy Chief Accountant (Sr.)-II | 16400-40500 | - | 3# |

**CLASS-III**

| 1       | Manager | 36500-88700 | - | 4* |
| 2       | Sr. Accountant | 32500-83800 | - | 5* |
| 3       | Accountant | 29600-81100 | - | 3* |
| 4       | U.D. Clerk | 27400-70500 | - | 2* |
| 5       | L.D. Clerk | 25200-59600 | - | 1* |
| 6       | Stenographer (SG) | 36500-88700 | - | 1* |
| 7       | Sr. Office Attendant | 24200-58600 | - | 5* |
| 8       | Staff Car Driver Gr.I | 29600-81100 | - | 3* |
| 9       | Staff Car Driver Gr.II | 27400-70500 | - | 1* |

#### ELECTRICAL DIVISION

**CLASS-I**

<p>| 1       | Dy. Chief Mechanical Engineer (Ele./E&amp;C) | 32900-58000 | 1 | |
| 2       | Superintending Engineer (Ele./E&amp;C) | 24900-50500 | 1 | |
| 3       | Executive Engineer (Ele./E&amp;C) | 20600-46500 | 3 | |
| 4       | Asst. Executive Engineer (Ele./E&amp;C) | 20600-46500 | 4 | 9 |</p>
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**CLASS-IV**

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*Number of posts distributed to Mech. Engg. Dept. but accounted in the strength of General Administration Department.

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CHAPTER- III

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## ANNEXURE - II

### PAY SCALES OF CLASS III & IV (GROUP C & D) EMPLOYEES

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