



Secretary/FA

for n/a

04/08

Dy C/O
3/8/10

No. A-29018/5/2006-PE-II
Government of India
Ministry of Shipping

New Delhi, the 3rd August, 2010

TO

1. The Chairman of all Major Port Trusts
2. The Chairman, Calcutta Dock Labour Board

Subject:- Revision of Pay and allowances of Class I & Class II officers in the Major Port Trusts and Dock Labour Boards.

Sir,

In partial modification of this Ministry letter of even number dated 26th July, 2010, the recommendations of the Pay Revision Committee in respect of Class I & II officers of Major Port Trusts and Dock Labour Boards, as approved by Minister of Finance, after applying the conditions of affordability in respect of both i.e. pay scales and other allowances are as follows:

(i) The revision of pay scales would be as follows:

S.No	Existing pay scale	Revised pay scale effective from 01.01.2007
1	8600-250-14600 ✓	16400-40500 ✓
2	9100-250-15100	20600-46500
3	10750-300-16750	20600-46500
4	13000-350-18250	24900-50500
5	14500-350-18700	29100-54500
6	16000-400-22300	32900-58000
7	17500-400-22300	36600-62000
8	18500-450-23900	43200-66000
9	20500-500-26500	51300-73000

Accordingly, para 1.1 of the letter dated 26.07.2010 stands modified as above. All other upgradations except those reflected in above table would be decided in due course in consultation with Ministry of Finance. The replacement of non-standard pre-revised pay scale of Rs. 9100-15100 and Rs.19500-25000 to Rs. 10750-16750 and Rs. 20500-26500 (pre-revised) would be subject to suitability of the incumbents to hold the upgraded pay scale.

(ii) The revised pay scale would be adopted subject to the condition that the additional outgo by such revision for a period of 12 months should not result in more than 20%

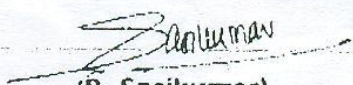
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dip in the profit before tax for the year 2007-08 of a port in respect of executives as well as non-unionized supervisory staff taken together in a port. Hence, the condition of affordability is relevant for both pay scales as well as allowances and perks. Thus, para 1 and para 6 of the letter dated 26.07.10 stands amended to include the above affordability condition. However, the port that cannot afford to pay full package can implement either part PRP or no PRP. These ports may pay the full package, subsequently, provided the dip in the profit (PBT) is fully recouped in the original level.

- (iii) Para 9 of the letter dated 26.07.10 stands deleted and would form a part of para 6 to be read as sub para 6.9 to 6.18. The allowances and perks which would be outside the ceiling of 50% are only those which are reflected in para 10 of DPE's OM No. 2(70)/08-DPE (WC)-GL-XVI/08 dated 26.11.2008.
- (iv) The revised pay scale would be applicable from 01.01.2007. But the allowances and perks would be effective from 26.07.2010 the date of issue of the order by this Ministry.
- (v) The issue of pension as well as Productivity Linked Reward (PLR) Scheme i.e. performance related pay would be subject to further examination by the Ministry of Finance after submission of proposal / information in this regard by the ports
- (vi) The stagnation increment would be admissible provided the officer gets performance rating of "Good". Para 2.3 of the letter dated 26.07.10 stands modified accordingly.

2. This issues with the concurrence of IFW vide Dairy No. 499/TF-I/2010 dated 3rd August, 2010.


(P. Sasikumar)

Under Secretary to the Govt. of India.

Copy to:-

- (i) PS to Minister (Shipping)
- (ii) PS to MoS (Shipping)
- (iii) Secretary (S) / AS&FA / JS (P)
- (iv) All Directors in Ports Wing and Director (Finance)
- (v) Ministry of Finance, Department of Expenditure. [JS (Pers)]


(P. Sasikumar)

Under Secretary to the Govt. of India.

1 Grade	2 Existing effective from 1.1.1997	3 Revised effective from 1.1.2007
E0	6550-200-11350	12,600-32,500
E1	8600-250-14600	16,400-40,500
E2	10750-300-16750	20,600-46,500
E3	13000-350-18250	24,900-50,500
E4	14500-350-18700	29,100-54,500
E5	16000-400-20800	32,900-58,000
E6	17500-400-22300	36,600-62,000
E7*	18500-450-23900	43,200-66,000
E8*	20500-500-26500	51,300-73,000
E9*	23750-600-28550	62,000-80,000
Director(D)	18500-450-23900	43200-66000
CMD(D)	20500-500-25000	51300-73000
Director(C)	20500-500-25000	51300-73000
CMD(C)	22500-600-27300	65000-75000
Director(B)	22500-600-27300	65000-75000
CMD(B)	25750-650-30950	75000-90000
Director(A)	25750-650-30950	75000-90000
CMD(A)	27750-750-31500	80000-1,25,000

1.1 The Government has accepted the recommendation of the Pay Revision Committee to do away with the non-standard pay scales of Rs.9100 - 250-15100 and extension of the scale of pay of Rs. 10750-16750 in these category of officers as recommended by the Committee. Consequently, wherever the pay scales of feeder category and promotional posts fall on the same scale, the pay scale of promotional post may be upgraded to the next higher scale. Consequent to this decision, the existing and the revised pay scales of various categories of officers would be as given below. The Cadre restructuring Orders and the Model Recruitment Rules may also be kept in view while implementing these orders.

s.no	Existing pay scale	Revised consequent to removal of non standard pay scale	Revised pay scale effective from 01.01.2007
1	8600-250-14600	8600-250-14600	16400-40,500
2	9100 -250-15100	10750-300-16750	20,600-46,500

3	10750-300-16750	13000-350-18250	24,900-50,500
4	13000-350-18250	14500-350-18700	29,100-54,500
5	14500-350-18700	16000-400-20800	32,900-58,000
6	16000-400-20800	17500-400-22300	36,600-62,000
7	17500-400-22300	18500-450-23900	43,200-66,000
8	18500-450-23900	18500-450-23900	43,200-66,000
9	20500-500-26500	20500-500-26500	51,300-73,000

This upgradation will not be applicable to those categories of officers whose pay scales have been separately upgraded as per orders in Para 1.3 and 1.4 below.

1.2 The following will be the pay scales of Chairmen and Deputy Chairmen of the major Port Trusts:-

Category I ports

Chairman
Dy. Chairman

Rs.80000-125000
Rs.75000-90000

Category II ports

Chairman
Dy. Chairman

Rs.75000-90000
Rs.65000-75000

1.3 Keeping in view the problems faced by major ports in shortage of Pilots and Marine Engineers mainly due to the reason that the remuneration and associated service conditions which are not attractive to the holders of Certificate of Competency of Master Foreign Going and MGT I Class when they come ashore relinquishing sea service temporarily or permanently package it has been decided that Pilots and Marine Engineers may be allowed pay scale of Rs. 16000-20800 and the pay scales of promotional posts may also be upgraded which should not exceed the pay scales for Category I ports as per Cadre Restructuring Report. Accordingly the pay scales of promotional posts would be as follows:

Dock Masters, Master Pilot/Dredging Supdt. (Mumbai Port Trust) and other equivalent marine categories in Kolkata/Haldia- Rs.17500-22300

Harbour Masters, Sr. Dock Master (Mumbai, JNPT) Manager Marine (Haldia) and other existing equivalent marine categories in Kolkata Port- Rs.18500-23900.

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Deputy Conservators/ Director Marine (Kolkata):20500-26500(The present incumbents in Mumbai and Kolkata Ports would retain the scale of pay of Rs.22500-27300 as personal to them)

1.4 Committee recommends that on completion of 5 years of service and satisfactory performance of Berthing Masters of Kolkata Port Trust will be given the scale of pay of Rs.13000-18250. Consequently Assistant Dock Masters of MbPT and KoPT in the scale of Rs.13,000- 18250 will be upgraded to the scale of Rs.14,500-18700 and Senior Assistant Dock Master/Port Department Inspector of MbPT and Deputy Dock Master of KoPT in the scale of Rs.14,500-18,700 will be upgraded to Rs. 16000-20800.

1.5 It has also been decided that the designation of Berthing Masters will be changed as Dock Pilots subject to the condition that they will not claim any other extra benefits

2.0 Fitment Formula

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

A	B	C	D
Basic Pay as on 31-12-2006	Corresponding Dearness Allowance at AICPI of 2884 (base 1960=100) + Total 78.2%	30% of A+B	Aggregate amount # =

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

The Interim Relief paid to the officers would be adjusted while fixing the pay as above

2.1 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.

2.2 In 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.

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- 2.3 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,
- 2.4 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.
- 2.5 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.

3.0 Date of Next Increment

- 3.1 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.

3.2 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.

4.0 **Dearness Allowance (D.A.)**

4.1 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.

4.2 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.

5.0 **House Rent Allowance (HRA)**

5.1 An officer who is not allotted accommodation by the Port Trust and Dock Labour Board

Rates of HRA

Name of Port	Percentage of HRA
Mumbai, Kolkata (excluding Haldia), Jawaharlal Nehru, Chennai	30% of basic pay.
Visakhapatnam, Cochin & New Mangalore, Mormugao	20% of basic pay.
Kandla, Tuticorin, Paradip and Haldia	10% of basic pay.

(It should be ensured that the HRA such allowed will not be lower than the rates prescribed for Class 3 and class 4 employees)

5.2 The CCA shall stand discontinued.

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6.0 OTHER ALLOWANCES

It has been decided that in line with the DPE guidelines dated 26.11.2008, a cafeteria approach whereby a maximum of 50% of the Basic Pay has been prescribed, will be strictly followed by all major Port Trusts subject to the condition that the additional outgo by such a revision for a period of 12 months should not result in more than 20% dip in Profit Before Tax(PBT) for the year 2007-08 for the Port concerned. **Those Ports which are unable to bear this additional expenditure will implement proportionate/part package. The Board of Trustees will ensure that the above stipulation is followed scrupulously and the presence of Government Nominee in the Board is ensured when the matter is placed before the Board. A Certificate signed by both the Chairman and Financial Advisor confirming adherence of these instructions will be sent to the Ministry.** The allowances indicated from Para 5 above onwards will constitute in this package. However, 3% of the Basic Pay out of the 50% mentioned above would be adjusted /retained by the Ports for providing Medical benefits to the officers. The other allowances presently admissible and its revised rates would be as under:- :

6.1 CONVEYANCE ALLOWANCE

The Transport Reimbursement and Reimbursement of Conveyance Expenses will be double the existing rates. Physically handicapped officers will be entitled to double the rates.

6.2 Non Practising Allowance to Medical Officers will be granted at the rate of 25% of revised basic pay subject to the condition that pay plus Non Practising Allowance should not exceed 68400.

6.3 Design Allowance

The Design Allowance payable to Civil Engineers posted in Design Office of the Engineering/Civil Engineering Department will be as under:-

Sl.No.	Designation	Rates per month
1.	Dy.Chief Engineer, Superintending Engineer	Rs.1200
2.	Sr.Executive Engineer/Executive Engineer	Rs.920
3.	Asstt.Executive Engineer/Jr.Executive Engineer/Asstt.Engineer	Rs.480

6.4 Children's Educational Allowance and Reimbursement of Tuition Fees

The Children Education Allowance will be payable upto Rs.1000/ p.m. per child subject to a maximum of two children. The Allowance would be double in the case of children with disabilities. All other conditions as per Central Govt. orders would apply.

6.5 Work on weekly days of rest or holidays

The officers other than Medical Officers and Marine Officers, out of pocket expenses of Rs.500 per day 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

6.6 Uniform Allowance

The Uniform Allowance will be increased by 50% of the existing rates.

6.7 Washing Allowance

The washing allowance payable will be doubled from the existing rates.

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6.8 Vadinar Allowance

The Vadinar Allowance will be raised to Rs.300 p.m.

7.0 Travelling Allowance on tour

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

By Air/Rail

<u>Pay Range</u>	<u>Travel Entitlements</u>
Chairmen and Dy. Chairmen	I Class by Air*/ACI Cl. By train
Officers in receipt of pay of 25500 and above (Basic pay +NPA)	Y Cl. by Air/ACI Cl. By train
Officers in receipt of pay of Rs.16400 but below Rs.25500	AC II tier by train

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.

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/ Rs. 8.00 per km

Scooters

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Daily Allowance

Pay Range	Daily Allowance
Chairmen and Dy. Chairmen	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
Rs. 34750 & above	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.
Rs. 20600 to Rs.34749	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.
Rs.16400 to Rs.20599	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.

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.

8.0 Leave Travel Concession

Only Chairmen and Dy. Chairmen will be allowed to travel by air in economy class in National Carriers on LTC. 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. orders. The definition of dependency will be linked to the minimum family pension prescribed in Ports Sector and dearness relief thereon.

9.0. MARINE ALLOWANCES

9.1 All work related allowances to Marine Officers may be increased by 50%. Further, there are two slab rates for grant of Actonnage Allowance in Chennai Port Trust, one for ships below 60000DWT/600 feet and another for ships of 60000 DWT and above/600 feet and above and the rates for the latter is double. This system should be introduced in other Ports also. In view of acute shortage of Pilots and to attract new Pilots to Port Sector and to retain the existing Pilots, Ports may evolve Schemes for grant of Special Allowance to Pilots with the approval of the Board

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9.2 **Mess Allowance**

Mess Allowance will be increased by 50% from the existing rates

9.3 **Out-station Allowance**

The existing system and rates will continue

9.4 **Allowances applicable to Kolkata Port :**

Away from Base Allowance and **Detention Allowance** payable to marine officers will continue at the present rate. **Allowance for Berthing and unberthing** of Ships at Haldia and Saugar will be increased by 50%. **River Training Allowance** will continue to be 15% of the basic pay subject to maximum of Rs.675. **Mooring/unmooring Allowances** will be increased to Rs.50 per act while **Continuous Dredging Allowance** will be at the rate of Rs.50 per day

9.5 **Sumptuary Allowance:** A Sumptuary Allowance of Rs.750/p.m. will be granted to officers of HOD level and above.

9.6 **Membership Fee:** Membership Fees of not more than two professional bodies may be reimbursed to the officers.

9.7 **Incentives for acquiring Additional Qualifications:** Lumpsum Incentives for acquiring additional qualifications during service may be granted as per Central Govt. orders and subject to the same conditions.

9.8 **Newspaper Reimbursement:** Ports which have not implemented Ministry of Shipping orders on reimbursement of cost of purchase of newspapers shall do so.

9.9 **Personal pay for small family norms**

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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.

10.0 ADVANCES

10.1 HOUSE BUILDING ADVANCE

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

10.2 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 Advances will remain unchanged.

10.3 PERSONAL COMPUTER

Advance for purchase of personal computer upto Rs. 80,000 on the first occasion and Rs.75000 on the second occasion or the actual cost whichever is less may be allowed to the officers.

11.0 SERVICE CONDITIONS

The **Modified Assured Career Progression Scheme** as per Central Govt. orders, i.e. three financial upgradations counted from the direct entry grade on completion of 10,20 and 30 years service respectively may be extended to all officers including Class I officers. All other conditions as per Central Govt. orders would apply

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12.0 LEAVE:

The existing ceiling of 135 days Maternity Leave may be enhanced to 180 days. Leave of the kind due and admissible (including Commuted Leave for a period not exceeding 60 days and Leave Not Due) that can be granted in continuation of Maternity Leave may be increased to 2 years.

Earned Leave and Half Pay Leave may be considered for encashment at the time of retirement subject to overall limit of 300 days. However, no reduction on account of pension and pension equivalent of other retirement benefits may be made from cash equivalent payable for encashment of Half Pay Leave.

The above benefits will be extended prospectively. Hence, a woman officer in whose case the period of Maternity Leave has not expired as on date shall also be entitled to the Maternity Leave of 180 days. All other conditions in the matter of grant of leave will be governed by the existing Leave Regulations.

13.0 Ports should generate their own resources for meeting enhanced liability account of pay revision and no budgetary support would be extended to them by the Government. There should not also be any automatic increase in port charges to meet the additional liability. Along with the pay revision, the responsibility for increasing the productivity and improving the quality of port services would lie the shoulders of the port officers and workers, who will rise to the occasion to the challenge. Accordingly, the resources for meeting the increased obligation salaries and wages must be internally generated by the ports and must come from improved performance in terms of productivity and better services. Officers must ensure streamlining of the process of cargo handling as well as operation, improving maintenance of machines, equipment, floating craft and other Infrastructure is also to be ensured for attaining the above objects. Port and Dock authorities should also take steps to effect economy in Establishment Expenditure by way of abolition of surplus posts and those posts which

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are lying vacant for more than one year as per Govt. guidelines, and by streamlining the working.


14.0 While implementing these orders on pay revision, the doubts / clarifications, if any, may be referred with full details to the Ministry of Shipping.

15.0 The revised pay scales would be permitted from 01.01.2007. But the allowances would be effective from the date of issue of this Order.

16.0 The Orders on Pension will be issued separately.

17.0 This issues with the concurrence of Ministry of Finance (Department of Expenditure) Vide their UO No. 392/EV/2010 dated 14.07.2010

Yours faithfully,



(P.SASIKUMAR)

Under Secretary to the Govt. of India)

APPENDIX-III

EXISTING PAY SCALES AND CORRESPONDING REVISED PAY SCALES W.E.F.01.01.2007

Sl.No	Existing Pay Scales	Revised pay Scales w.e.f. 01.01.2007
1	Rs.3700-60-4180-75-5830	Rs. 7800-15800
2	Rs.3840-80-4320-100-6720	Rs. 8100-18200
3	Rs.3900-90-4260-100-6860	Rs. 8300-18600
4	Rs.4000-100-4800-115-7330	Rs. 8600-19900
5	Rs.4160-115-5195-125-7820	Rs. 9000-21200
6	Rs.4300-120-5250-130-8120	Rs. 9400-22000
7	Rs.4640-140-5700-170-9500	Rs. 10200-25700
8	Rs.5000-150-5450-200-10850	Rs. 11000-29400
9	Rs.5500-200-6100-220-11380	Rs. 12100-30800
10	Rs.6170-230-7320-245-11975	Rs.13600-32400

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 Deputy Chief Labour Commissioner (Central)
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