



नव मंगलूर पत्तन प्राधिकरण

(आईएसओ 9001:2015, 14001:2015 एवं आईएसपीएस कोड अनुपालनकर्ता पत्तन)

NEW MANGALORE PORT AUTHORITY

(AN ISO 9001-2015 14001-2015 & ISPS COMPLIANT PORT)

महा पत्तन प्राधिकरण अधिनियम, 2021 की धारा 20 का उद्धरण

20. "मंडल प्रत्येक पांच वर्ष के पश्चात्, महा पत्तन प्राधिकरण मंडल के कर्मचारियों की सूची तैयार करेगा और उसमें कर्मचारियों के पदनाम और ग्रेड, और वेतन, शुल्क और भत्ते को दर्शाते हुए, केंद्र सरकार को भुगतान किए जाने का प्रस्ताव प्रस्तुत करेगा।"

Extract of Section 20 of the Major Port Authority Act,2021

20. "The Board shall after every five years prepare and submit to the Central Government a list of the employees of the Board of Major Port Authority indicating therein the designations and grades of employees, and the salaries, fees and allowances which are proposed to be paid to them."

नोट : भत्तों के संबंध में, मात्र सारांश अनुसूची में दिए गए हैं

Note: In respect of allowances, only summaries are provided in the Schedule.



CONTENTS

Chapter – I

A) Classification of Posts	-	03
B) Organization chart	-	04
C) Employees due to retire from NMPA on Superannuation from 2020 to 2022	-	05

Chapter – II

A) Allowances, advances etc. to Class I & II Officers	-	07
B) Allowances, advances etc. to Class III & IV Officials	-	15
C) Type of Quarters and pattern of recovery of House Rent	-	22
D) Bicycle allowance	-	24
E) Fixed Traveling Allowance	-	24
F) Qualification Allowance	-	25
G) Food Allowance	-	25
H) Funeral Expenses	-	25

Chapter – III

Department- wise posts with Sanctioned, Working strength and vacancy of NMPA As on 01.01.2022.	-	26
--	---	----

Chapter – IV

Uniform, Footwear's etc. provided to the Officers/officials in various categories of NMPA	-	47
--	---	----

Chapter – V

Scheme of Skilled Scales	-	74
--------------------------	---	----

A) CLASSIFICATION OF POSTS

CLASS-I:- Post means a post carrying a pay scale of Rs.50000 - 160000 and above in the pay structure effective from 01-01-2017 or as may be revised from time to time

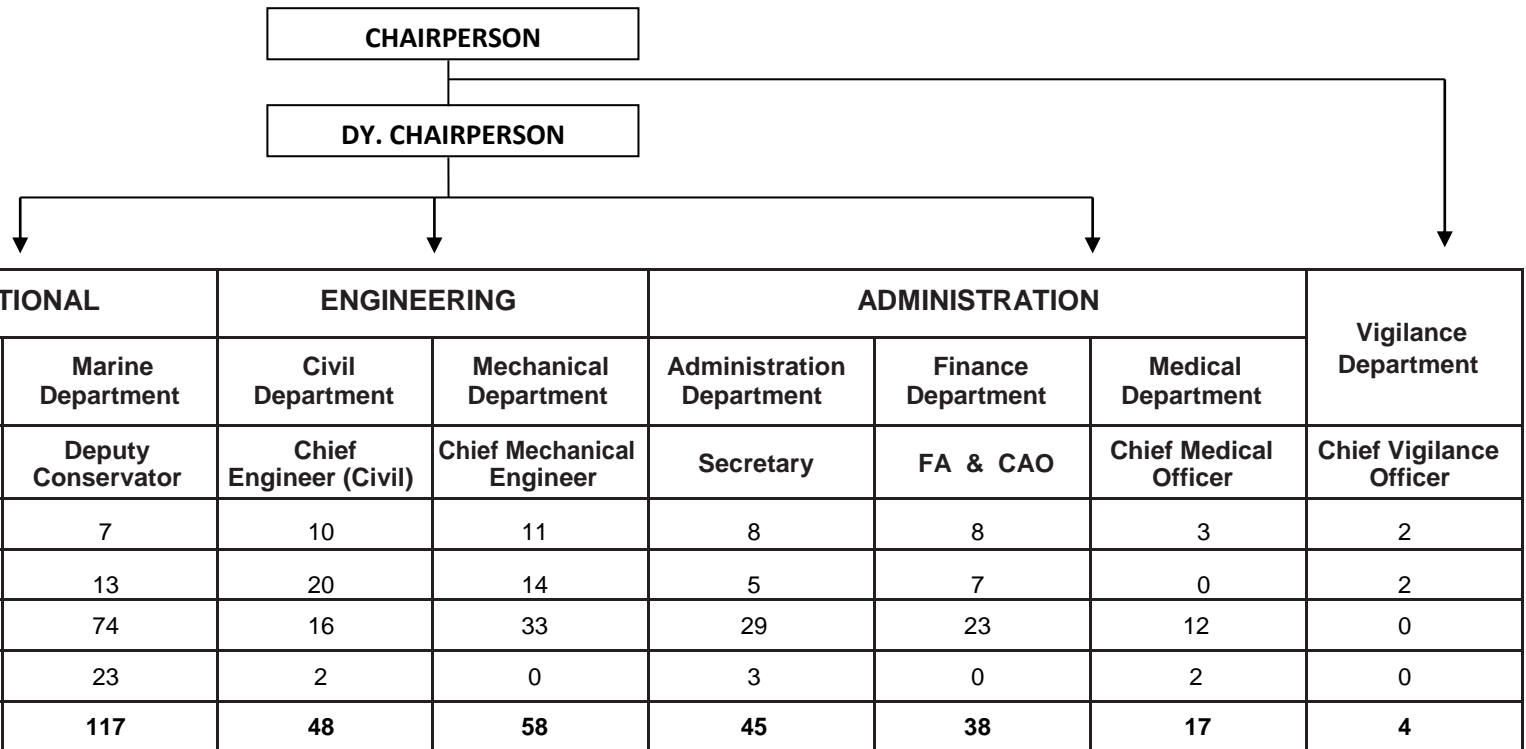
CLASS-II:-Post means a post carrying a pay scale of Rs.40000 - 140000 in the pay structure effective from 01-01-2017 or as may be revised from time to time

CLASS-III:-Post means a post carrying a pay scale of Rs.23100-54600 and above up to the pay scale of Rs.36500-88700 in the pay structure effective from 01-01-2017 or as may be revised from time to time

CLASS- IV:-Post means a post carrying a pay scale which is lower than the pay scale of Rs.23100-54600 in the pay structure effective from 01-01-2017 or as may be revised from time to time

NOTE: Pay revised from 01.04.1980, 01.08.1982, 01.01.1984, 01.01.1987, 01.01.1988, 1.01.1992, 01.01.1993, 01.01.1997, 01.01.1998, 01.01.2007, 01.01.2012 and 01.01.2017.

B) Organization Chart



TOTAL POST

	TOTAL SANCTIONED	TOTAL WORKING
CLASS I	82	58
CLASS II	93	67
CLASS III	380	215
CLASS IV	58	32
TOTAL	613	372

C) EMPLOYEES DUE TO RETIRE ON SUPERANNUATION FROM 01.01.2022 TO 31.12.2024:

CATEGORY	NO. OF POSTS	DATE OF RETIREMENT
Administration Department		
Office Superintendent	1	30.04.2022
Personal Secretary to Dy. Chairman	1	31.10.2022
Assistant Secretary	1	31.10.2022
Private Secretary to Chairman	1	31.05.2023
Staff Car Driver Gr I	1	31.10.2023
Staff Car Driver Gr II(A)	1	29.02.2024
Senior Assistant	1	30.11.2024
Staff Car Driver Gr II	1	31.12.2024
TOTAL	8	
Medical Department		
Office Superintendent	1	30.06.2022
TOTAL	1	
Finance Department		
Assistant Accounts Officer	1	31.01.2022
Senior Accounts Officer	2	31.03.2022, 30.06.2023
Dy. Chief Accounts Officer	1	30.06.2022
Assistant Superintendent	3	31.07.2022, 31.05.2023, 31.07.2024
Software Assistant	1	31.01.2023
Senior Assistant	1	31.07.2023
E D P Assistant Grade II	1	30.04.2024
Clerk	1	31.05.2024
TOTAL	11	
Traffic Department		
Staff Car Driver Gr II (A)	2	31.03.2022, 31.08.2023
Traffic Manager	1	31.07.2022
TOTAL	3	
Civil Department		
Office Superintendent	1	31.08.2023
Assistant Superintendent	1	31.10.2022
Plumber	1	31.01.2022
Painter	2	30.06.2022, 30.06.2024
Pump Attendant -cum- Mechanic	1	30.11.2022
Assistant Secretary	1	30.08.2023
Dy. Chief Engineer (Civil)	1	31.08.2023
Superintending Engineer(Civil)	1	30.04.2024

Ferro Printer	1	31.05.2024
Personal Assistant To HOD	1	30.09.2024
Executive Engineer(Civil)	1	30.11.2024
TOTAL	12	
Mechanical Department		
Lineman HSG I	1	30.04.2022
Assistant Superintendent	2	30.06.2022, 31.05.2024
Welder	1	31.07.2022
Mechanic	1	30.06.2023
Milling Machine operator Skilled Grade III	1	31.12.2022
Fitter (Sea)	1	31.01.2023
Assistant Foreman (Elec)	2	31.07.2023, 31.10.2023
Assistant Engineer (Elec)	2	30.04.2024, 31.07.2024
Senior Assistant	1	30.04.2024
Foreman (Elec)	1	31.05.2024
Personal Assistant To HOD	1	30.08.2024
Daftry	1	30.11.2024
TOTAL	15	
Marine Department		
Engineer Grade II (Crafts)	4	28.02.2022, 31.05.2022, 31.03.2023, 30.11.2024
Serang Grade II	3	31.03.2022, 31.05.2022, 30.09.2023
Serang Grade I	3	31.03.2022, 31.05.2022, 31.07.2024
Driver Grade I(A)	2	30.04.2022, 31.05.2024
Assistant Bosan	4	31.05.2022 (2), 30.06.2022, 31.05.2023
Office Superintendant	2	30.06.2022, 31.07.2022
Assistant Marine Foreman	1	31.07.2022
Senior Assistant	1	30.04.2023
Clerk	1	31.05.2023
Driver Grade II	3	30.06.2023, 30.09.2024(2)
Oilman	1	31.07.2024
Assistant Superintendent	1	31.10.2024
TOTAL	26	
GRAND TOTAL	76	

CHAPTER - II

A) ALLOWANCES, ADVANCES ETC. FOR CLASS I & II OFFICERS

The pay structure of Class I & Class II Officers in the Major Port Authority & Dock Labour Boards was first revised with effect from: 01.08.1982 for a period of 5 years on the basis of the recommendations of O.S.D (Shri D. R. Bansal) vide Ministry's letter No.BW/P.E.O.2/84,dated.01.02.1984. For next revision from 01.08.1987 a committee was constituted to formulate the proposals for pay revision vide Ministry's letter No.A.29018/2/87-P.E.I, Dt. 25.10.1988. The recommendations of this committee have been considered in the Ministry taking into account the demands of Port & Dock Officers Federation and guidelines of Bureau of Public Enterprises. The Govt. has decided to revise the pay scales, allowances, etc. of the Port Officers vide Ministry's letter No.A.29018/2/87-PE.I, Dt. 29.10.1991.Revision of pay scales has been given effect from:01.01.1987 and was valid for a period of 5 years.

Further revision of pay scales has been effected as below:-

Sl. No.	Authority	Pay Revision Effective From	Periodicity
1.	Letter No. A 29018/1/91-PE dtd.19.03.96 of MOST	01.01.1992	5 Years upto 31.12.1996 except where otherwise specifically mentioned
2.	Letter No. A 29018/99/-PE dtd.10.01.2000 of MOST	01.01.1997	10Years upto 31.12.2006 except where otherwise specifically mentioned.
3.	Letter No.A-29018/5/2006- PE I Dtd.26.07.2010 of Ministry of Shipping.	01.01.2007	10 Years upto 31.12.2006 except where otherwise specifically mentioned.
4.	Letter No. A-29018/2/2016- PE-I Dtd. 05.02.2020 of Ministry of Shipping	01.01.2017	

- 1. DEARNESS ALLOWANCE:** All India Consumer Price Index for Industrial Workers (General) based on 1960- series will be used for grant of DA to the Officers.

D.A. would be revised 4times in a year w.e.f. 1stJanuary, 1st April, 1st July & 1st October. D.A. would be paid for the increase in AICPI beyond 277 points (Price index level) for the revision of pay w.e.f.01.01.2017.

The percentage increase in the quarterly average AICPI for the period ending February, May, August & November over the index 1099/1708 points as the case may be would be taken upto 1 decimal point. The rate of DA to the Officers over the basic pay at index average of 1099/1708 as the case may be is also in whole numbers with fraction carried forward.

The rate of DA payable to Class I& II Officers w.e.f.01.01.2017:-

Quarter starting From	Quarter Average of AICPI	Points beyond 277	Percentage of DA
01-01-2017	277	-	Nil
01-04-2017	274	-	Nil
01-07-2017	277	-	Nil
01-10-2017	283	6	2.17
01-01-2018	287	10	3.61
01-04-2018	287	10	3.61
01-07-2018	288	11	3.97
01-10-2018	298	21	7.22
01-01-2019	302	25	9.03
01-04-2019	305	28	10.11
01-07-2019	312	35	12.64
01-10-2019	318	41	14.80
01-01-2020	325	48	17.33
01-04-2020	329	52	18.77
01-07-2020	328	51	18.41
01-10-2020	335	58	20.94
01-01-2021	343	66	23.83
01-04-2021	342	65	23.47
01-07-2021	346	69	24.91
01-10-2021	353	76	27.44
01-01-2022	359	82	29.6
01-04-2022	360	83	29.96

- 2. HOUSE RENT ALLOWANCE:** An Officer who is not allotted accommodation by the Port Authority& Dock Labor Board will be paid H.R.A. at 16% of basic pay w.e.f.01.01.2017. The rates of HRA has been revised to 18% of basic pay w.e.f. 01.10.2021.

- 3. NON-PRACTICING ALLOWANCE:** From 01.01.2007 the NPA is admissible at 25% of the basic pay subject to the condition that the basic pay + NPA shall not exceed 68,400/- p.m. Non-practicing allowance will count as pay for the purpose of DA, Gratuity, Pension & employers contribution to CPF but will not be taken in to account for the purpose of fixation of pay in the revised Scale on promotion.

Note:- As per OSD of 01.01.2017 Non-practice Allowance is under consideration.

- 4. STAGNATION INCREMENTS (CLASS I & II OFFICERS):** Stagnation Increment will be granted @ 3% of Basic Pay, in case of reaching the end point of the pay scale, admissible up to maximum of 03 stagnation increments, one after every 2 years, provided the Officer gets a performance rating of 'Good' or above.

- 5. PERSONAL COMPUTER ADVANCE:** Advance for purchase of Personal Computer may be granted upto Rs.50000 or the actual cost of Computer, whichever is lower in terms of Department of Expenditure O.M. No. 12(I) /E. II (A) /2016 dated 07.10.2016.

- 6. HOUSE BUILDING ADVANCES:** The house building advance scheme for Central Govt. officers is being followed by the Port Authority. Accordingly the cost ceiling and the quantum of HBA payable to the officers at Port Authority will be enhanced from the date of issue of the Govt. order as follows:

- **Cost Ceiling Conditions:-**

Cost of the house to be built/purchased (excluding the cost of plot) should not exceed 139 times of the basic pay of the employee subject to a maximum of Rs.1.00 crore (one crore) only in individual cases. If the Administrative Ministry is satisfied on the merits of the case, the cost ceiling may be relaxed up to a maximum of 25% by the Head of the Department.

- **Amount of Advance:-**

- i) Only one advance shall be sanctioned to the Govt. servant during his/her entire service.
- ii) The maximum amount of advance shall be:
 - a) 34 months basic pay subject to a maximum of Rs.25.00 lakhs only (Twenty five lakhs), or cost of the house/flat, or the amount according to repaying capacity, whichever is the least for construction/purchase of new house/flat.

- b) For expansion of existing house, the amount of HBA will be limited to 34 months basic pay subject to maximum of Rs. 10.00 lakhs only (Rs. Ten lakhs), or the cost of expansion, or the amount according to repaying capacity, whichever is the least.
- c) The amount of the advance shall be restricted to 80% of true cost of the land and construction of house or cost of expansion of living accommodation in the case of construction in rural areas. This can be relaxed and 100% can be sanctioned if the Head of the Department certifies that the concerned rural area falls within the periphery of town or city.

The Interest on housing building advance for the financial year 2017-18 onwards shall be 8.50%. This shall be reviewed every three years to be notified in consultation with Ministry of Finance.

7. TA ON TOUR W.E.F. 01-01-2017: The entitlements to travel for officers of the major Port Authority will be as indicated below:

a) By Air/Rail:

Pay Range	Travel Entitlements
Chairman and Dy. Chairman	Business/Club Class by Air* or AC-I class by train
100000-260000 to 120000-280000	Economy Class by Air or AC-I class by train
40000-140000 to 90000-240000	Economy Class by Air or AC-II class by train

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

b) 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.
- Rate for Road Mileage :

The Road Mileage may be calculated at the following rates:-

For journey performed by own car / taxi	Rs. 24.00 per km
For journey performed by Auto Rickshaw/Scooters	Rs. 12.00 per km

The rate per kilometer will further rise by 25% whenever Dearness Allowances increases by 50%.

8. DAILY ALLOWANCE (W.E.F. 01-01-2017):

Pay Scales (Rs.)	Daily Allowance
Chairman and Dy. Chairman	Reimbursement for Hotel accommodation/guest house upto Rs.7,500+GST per day, reimbursement of AC taxi charges as per actual expenditure commensurate with official engagement for travel within the city and reimbursement of food bills not exceeding Rs.1200+GST per day.
90000-240000 100000-260000 120000-280000	Reimbursement for Hotel accommodation/guest house upto Rs.4,500 +GST per day, reimbursement of AC taxi fare upto 50kms. Per diem for travel within the city and reimbursement of food bills not exceeding Rs.1,000 + GST per day.
50000-160000 60000-180000 70000-200000	Reimbursement for Hotel accommodation/guest house upto Rs.2,250 +GST per day, reimbursement of non-AC taxi fare upto Rs.338/-per diem for travel within the city and reimbursement of food bills not exceeding Rs.900 +GST per day.
40000-140000	Reimbursement for Hotel accommodation/guest house upto Rs.750 +GST per day, (except X Class cities where they shall be entitled to a ceiling of Rs.1000/- +GST per day), reimbursement of non-AC taxi fare upto Rs.225/- per diem for travel within the city and reimbursement of food bills not exceeding Rs.800 +GST per day.

Reimbursement of Hotel Charges and Travelling Charges:

- The amount of claim (upto the ceiling) may be paid on production of vouchers.
- The ceiling for reimbursement of hotel charges will further increase by 25% whenever Dearness Allowance increases by 50%.

Reimbursement Food Charges:

- There will be no separate reimbursement of food bills instead, the lump sum amount payable as above and, depending on the length of absence from headquarters, will be regulated as per the table given below. Since the concept of reimbursement has been done away with, no vouchers will be required. The lump sum amount will increase by 25% whenever Dearness Allowance increases by 50%.

Length of absence	Amount payable
If absence from HQ is <6 hours	30% of lump sum amount
If absence from HQ is between 6 hours to 12 hours	70% of lump sum amount
If absence from HQ is >12 hours	100% of lump sum amount

Absence from HQ will be reckoned from midnight to midnight and will be calculated on a per day basis.

9. GRATUITY:

With effect from 01.01.2016, Payment of Gratuity is regulated in accordance with the provisions of Payment of Gratuity Act 1972 as amended from time to time.

Note:- As per OSD of 01.01.2017 Gratuity (Retirement gratuity and Death Gratuity) is under consideration.

10. SPECIAL ALLOWANCE TO MARINE OFFICERS:

- a) **Work Related Allowances:-**The rates of work related allowances namely act age allowance, night weight age allowances, Length allowance, tonnage allowance, and Cold move allowance as existing on 01.01.1997 will be enhanced by 50% from 01.01.1999 and the resultant figure will be rounded upto nearest Rs.5/- or Rs.10/- The 33% increase allowed in these work related allowances vide this Ministry's letter No.A-29018/7/97-P.E.I dated 30th Jun1998 will be applicable for the period from 30th Jun 1998 to 31st Dec 1998 only. And payments thereafter on this account will be adjusted against the 50% increase allowed from 01.01.1999. The enhanced rates will be applicable as per the existing norms.

The revised rates of these allowances for Pilots will also be applicable to Deputy Conservator, Harbor Master and Dock Masters whenever they are required to do Pilot age act.

Night weight age for Pilots etc. for whom compensation is on per act basis, the rate of payment of night weight age & the conditions there of are as follows:

From 01.01.1999 Vide Para 24 of Govt.'s letter No.A-29018/3/99/PE-I dtd.10.01.2000.

Rate of Payment:

- I) In respect of vessels having a length of 600 ft and above @Rs.205/- in addition to the Act Allowance of Rs.410/-.
- II) In respect of vessels less than of 600 ft and above @Rs.105/- in addition to the Act Allowance of Rs.205/-.

Conditions:

- i) The payment will be admissible only in respect of acts performed or extending into the period between 22.00 hours and 06.00 hours.
- ii) An act for this purpose will have same meaning as an act for the purpose of overtime payment in excess of the prescribed monthly norm.
- iii) The Payment will be admissible irrespective of whether the night act performed is within the monthly norm or outside it.
- iv) The payment for overtime and payment of Night weight age are two separate benefits. (Vide Board Resolution. No.65 dated 26.06.1981 and Para. 01.04.1981 of OSD report as made applicable in MOST letter No.: PW/PEL15/81,dated:31.03.1981)

NOTE: As per OSD 01.01.2017 Marine Allowances (Actonnage allowance, weightage allowance, Length allowance, Tonnage allowance, Cold Move allowance, Mess Allowance) is under consideration.

b) Outstation Allowance:-The officer would be allowed the following emoluments in addition to normal pay and allowances (including conveyance allowance, fixed TA. Wherever admissible) during the period they go to the other Ports on board the port craft or dry docking/repairs.

- i.) Outstation allowance equal to 33% of the revised basic pay from the day of departure to the date of return to hometown.
- ii.) Free accommodation and messing of board the craft and where this is not possible, daily allowance according to normal Port rules, where either lodging or free mess facility is provided, daily allowance at 50% of normal rates.
- iii.) Adhoc ex-gratia payment: Payment of Rs.300 per month for the period of stay at the other Port and

- iv.) A Voyage allowance equal to 3 days pay (excluding allowances) per day for the period of voyage.

These rates will be implemented from 01.01.1999.

Note:- As per OSD of 01.01.2017 Outstation Allowance is under consideration.

11. CAFETERIA ALLOWANCES:-

Class I & II Officers of Major Port Authority may be granted perks and allowances subject to a ceiling of 35% of basic pay under the concept of Cafeteria Approach. List of allowances are enumerated below along with ceiling of percentage of basic pay for each such allowance. The recurring cost incurred in running and maintenance of infrastructure facilities like hospitals colleges. Schools etc. would be outside the ceiling of 35% of Basic pay. The House Rent Allowance, Non Practicing Allowance, Outstation Allowance, Marine Allowances and compensation paid for work on holidays and weekly days of rest, if any would be outside the ceiling of 35% of Basic pay.

The allowances and its percentage that are considered under “Cafeteria Approach” are detailed below:

Sl.No.	Perk/Allowance	Percentage of Basic Pay
1	House up keep Allowance	5
2	Domestic Assistance Allowance	5
3	Electricity Allowance	5
4	Servant Cook Allowance	5
5	Furniture Allowance	5
6	Laundry Allowance	3
7	Conveyance Allowance	5/2
8	Vehicle Maintenance Allowance	5(4W)2(2W)
9	Driver Allowance	5
10	Leave Travel Concession *	5
11	Children Educational Allowance	5
12	Hostel Allowance	5
13	Professional Development Allowance	2
14	Internet Allowance	1

15	Entertainment Allowance	10
16	Telephone Allowance	5
17	Sundry Allowance	5
18	Parental Care Allowance	10
19	Picnic Allowance	3
20	Newspaper/Magazine reimbursement	2
21	Membership Fee	5
22	Mess Allowances	2
23	Winter Wear	2
24	Spectacle Reimbursement	1
25	Office Bags/Briefcase	1
26	Water Charges	1
27	Transport Assistance	5/2.5
28	Cable TV	2
29	Soap/Towels	2
30	Uniform Allowance	2
31	Washing Allowance	2

B) ALLOWANCES, ADVANCES ETC., TO CLASS III & IV EMPLOYEES:

The wage structure of Class III & IV employees has been revised w.e.f.01.01.2017 (payment in the revised pay structure is effective from 01.01.2017) as per the memorandum of settlement dated 30th August 2018 arrived between the Govt. of India and six federations operating in the Major Ports and Dock Labor Boards.

- 1. VARIABLE DEARNESS ALLOWANCE:** Consequent to revision of pay structure effective from 01.01.2017 the Industrial DA up to AICPI 277 as on 01.01.2017 has been absorbed in the revised pay scales. DA for rise and fall in AICPI 277 are regulated by increase/ decrease in AICPI points once in 3 months.

The rate of DA payable to Class III & IV employees due to revision of their pay with effect from 01.01.2017:

Quarter Starting From	Quarter Average of AICPI	Points beyond 277	Percentage of DA
01-01-2017	277	-	Nil
01-04-2017	274	-	Nil
01-07-2017	277	-	Nil
01-10-2017	283	6	2.17

01-01-2018	287	10	3.61
01-04-2018	287	10	3.61
01-07-2018	288	11	3.97
01-10-2018	297	21	7.22
01-01-2019	302	25	9.03
01-04-2019	305	28	10.11
01-07-2019	312	35	12.64
01-10-2019	318	41	14.80
01-01-2020	325	48	17.33
01-04-2020	329	52	18.77
01-07-2020	328	51	18.41
01-10-2020	335	58	20.94
01-01-2021	343	66	23.83
01-04-2021	342	65	23.47
01-07-2021	346	69	24.91
01-10-2021	353	76	27.44
01-01-2022	359	82	29.6
01-04-2022	360	83	29.96

2. HOUSE RENT ALLOWANCE: An employee who is not allotted accommodation by the Port Authority and by RCHW will be paid House Rent Allowance at the rate of 20% of actual basic pay + stagnation increment without production of rent receipt.

If employees are posted to work in higher grade cities where the Trade Promotion centers/Guest houses of the respective port situate such employees shall be allowed the HRA at higher rate as applicable to that city.

3. TRANSPORT REIMBURSEMENT: The existing rate of Transport Reimbursement will be enhanced from Rs.735/- 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.

4. STAGNATION INCREMENT: Pay scales have been restructured in such a way that there will not normally be any stagnation. However, if there is stagnation, 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.

5. OVERTIME & HOLIDAY WAGES:

- a) **Overtime for Class III & IV Employees:** OTA w.e.f.01-01-2014 OTA shall be paid to all Class-III and Class-IV employees in accordance with the O.M. No.27/12/2013-14/PLA-I dated 21-02-2014 of Administration Department.
- b) **Rest and Holiday:** Half a day's wages with a day's off shall be paid. In case where it is not feasible to grant the off the compensation would be 1½ days wages (vide Board Res. No.256, dated 16.03.1981).

6. NIGHT WEIGHTAGE ALLOWANCE:

With effect from 01.04.1980 all employees in Class III & IV who are brought on for work beyond 10.00 P.M & 06.00 A.M are eligible for the night weightage at the rate of 10 minutes per hour.

a) Terms and Conditions:

- i) Weightage will be admissible only for the period between 10.00 P.M & 06.00 A.M irrespective of whether the hours of work within the period fall in the second & third shift. The weightage shall be ten minutes for every hour worked during that period.
- ii) Where there is already a built-in-weightage in the shape of reduced working hours no other weightage will be allowed.
- iii) It shall be open to the Port Administration as an alternative to weightage to reduce the hours of work wherever possible in the case of shifts that fall between or extend into the period 10 P.M & 6 A.M.
- iv) The period of recess including variable recess shall not count for weightage.
- v) If in the case of an employee any other special allowance is given for night work, he shall be given an option to retain that allowance or to receive the benefit of weightage under these orders.
- vi) The marine crew on standby duty will be eligible for weightage but marine crew who live on Board a vessel will not be eligible for this benefit when they are not employed on watch keeping duty & are merely on call duty.

vii) Extra payment for an employee for Weightage for night duty shall fall due when the total of the actual hours work+ weightage exceeds the normal day shift hours(that is 8 Hours).

viii) The rate shall be single hourly rate dividing the monthly rate of pay+ fixed Dearness Allowance & VDA by 240.

ix) For the purpose of giving weightage duty for less than half an hour will be ignored & that for half an hour or more but less than hour will be reckoned as full hour.

7. SPECIAL PAY/ALLOWANCE:

Payment of cashier allowance at Rs. 450/- p.m. admissible for the Cashier's w.e.f. 01-05-2015 (order No.22/11/2015/PLA.1 dtd. 27-7-2015).

8. DAILY ALLOWANCE:

T.A and D.A rates w.e.f.01-01-2017 will be as follows:

a) Entitlement for travel on tour-Class III and IV Employees

Sl. No.	Pay Range	Normal Trains	Rajdhani Express	Shatabdi Express
i	Below Rs.29,600/-	Second Sleeper	AC Chair Car*	—
ii	Rs.29,600/- and above but below Rs.53,300/-	First Class/II AC, 3 Tier Sleeper/AC Chair Car*	AC Chair Car**	—
iii	Rs.53,300/- and above	II AC, 2 Tier Sleeper/ I Class/AC 3 Tier.	II AC 2 Tier Sleeper	AC Chair Car

Note:- Normal train means trains other than Rajdhani and Shatabdi Express.

* Those who are entitled to travel by First 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 the following:

- i) In case of places not connected by rail, travel by AC bus for all those entitled to travel by AC-II tier by train and by Deluxe/ordinary bus for others is allowed.
- (ii) In case of road travel between places connected by rail, travel by any means of public transport, including Air is allowed 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 by river steamer

Pay Range	Travel Entitlements
Employees on pay of Rs.53,300/- and above	If there be two classes only on the steamer, the lower class.
Employees on pay of Rs.29,600/- and above but less than Rs.53,300/-	If there be two classes only on the steamer, the lower class. If there be three classes, the middle or the 2nd class. If there be four classes, the 3rd class.
Employees on pay below Rs.29,600/-	The lowest class.

c) Daily allowance on tour

Pay Range	Travel Entitlements
Employees on pay of Rs.29,600/- and above	Reimbursement for hotel accommodation of upto Rs.750/- per day, reimbursement of travel charges of upto Rs.150/- per diem for travel within the city and reimbursement of food bills not exceeding Rs.500/- per day.
Employees on pay below Rs.29,600/-	Reimbursement for hotel accommodation of upto Rs.450/- per day, reimbursement of travel charges of upto Rs.100/- per diem for travel within the city and reimbursement of food bills not exceeding Rs.325/- per day.

d) Mileage allowance for journey by road (SR46)

Pay Range	Travel Entitlements
Employees on pay of Rs.53,300/- and above	Actual fare by any type of public bus including Air conditioned bus or At the rate of Rs.24/-km for journeys by Taxi or Rs.12/-km for journeys by auto rickshaw/own scooter/motorcycle/ moped etc.
Employees on pay below Rs.53,300/-	Actual fare by ordinary bus only or at the rate of Rs.12/- km for journeys by auto rickshaw/own scooter/motorcycle/moped etc.

9. CHILDREN'S EDUCATION ALLOWANCE AND REIMBURSEMENT OF TUITION FEES W.E.F. 01.01.2017:

Under the Scheme of Children Education Allowance reimbursement can be availed by an Employee up to 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 classes nursery to twelfth, including classes eleventh and twelfth 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 for purchase of 1 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.

- i. The amount fixed for reimbursement of Children Education Allowance is Rs.2,250/- per month per child upto a maximum of two children. The allowance shall be double for differently abled children.
- ii. In case, both the spouses are port employees, only one of them can avail reimbursement under Children Education Allowance Scheme.

- iii. The above limits would be automatically raised by 25% every time the Dearness Allowance goes up by 50%.

When Government 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 Government orders.

10. WASHING REIMBURSEMENT W.E.F.01.01.2017:

Washing Reimbursement and special washing reimbursement will be enhanced from Rs.155/- and Rs.200/- per month to Rs.194/- and Rs.250/- respectively, with automatic increase of 25% when D.A. goes up by 50%.

11. CONVEYANCE ADVANCE W.E.F.01.01.2017:

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

12. HOUSE BUILDING ADVANCE W.E.F. 01.01.2017(as per Central Govt. Rules which is notified time to time)

- a. Existing House building advance Regulations will be continued with the 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.
- b. For expansion of existing house the amount of HBA will be limited to 34 months basic pay, subject to maximum of Rs.10 lakhs only or the cost of the expansion, or the amount according to the repaying capacity, whichever is the least.

13. FESTIVAL ADVANCE:

The Port Authority Board has approved the enhancement of Festival Advance from Rs.10,000/-to one month basic pay w.e.f.26-08-2014 vide resolution No.80/2014-15 dated 22-08-2014.

14. PURCHASE OF COMPUTER (W.E.F:01.01.2017)

Employees will be given an advance up to 10 months basic pay or Rs.50,000/- or the actual cost of computer, whichever is the 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.

15. LEAVE TRAVEL CONCESSION:(W.E.F:01.01.2017)

- a. 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.
- b. The parents and or 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 there on.
- c. 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.
- d. 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.
- e. 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.

16. OUTSTATION ALLOWANCE (W.E.F:01.01.2017)

Employees who go to other Ports on board the Port crafts for dry docking/repairs would be allowed in addition to the normal pay and allowances, Outstation allowances at the rate of 33 1/3 % of basic pay from the date of departure to the date of return to home Port.

C) TYPE OF QUARTERS AND PATTERN OF RECOVERY OF HOUSE RENT:

- 1) **RENT FREE QUARTERS:** Type IV - Fire cum Assistant Safety Officer & a Resident Medical Officer may be allowed rent free accommodation.
- 2) **ALLOTMENT OF QUARTERS ETC.:** The revised eligibility limits for the purpose of allotment of quarters had been implemented w.e.f.01-01-2017 as detailed below. The recovery of license fee in respect of these quarters is being done at flat rate as approved by the Government and published in the Gazette of India.

GROUP	Eligible type of Quarters	Basic pay as on 01.01.2021 in the 2017 Pay Scales for Class III/IV Employees	Basic pay as on 01.01.2021 in the 2017 Pay Scales for Class I/II Officers	No. of Units
A	Type-I (New)-I(Old)	Upto Rs.29,100.00	--	6 80
B	Type-II(Old)	From Rs.29,101.00 to Rs.37,200.00	--	92
	Type-A	From Rs.29,101.00 to Rs.37,200.00	--	20
C	Type-B-III(New)-III (Old)	From Rs.37,201.00 to Rs.46,100.00	Upto Rs.53,290.00	104 80
D	Type-C-IV(New)	From Rs. 46,101.00 and above	From Rs.53,291.00 to Rs.54,760.00	12
	Type-IV(Old)			16
E	Type-C+	--	From Rs.54,761.00 to Rs.60,621.00	32
F	Type -D- Type-V(Old)	--	From Rs.60,621.00 & above	19 1
G	Type-VI (Old)			9
H	Type VII(Old)			1
TOTAL				472

Type VI quarter (9 Nos.) are earmarked to the Dy.Chairman/ Heads of Departments and Type VII is the Chairman's Residence.

Type-C (plus) Quarters is earmarked to Class I & II officers only as per the policy decision.

The Govt. of India has decided to revise the flat rate of license fee recoverable for the residential accommodation available in general pool and also under various Ministries/ Departments of the Government of India throughout the country effective from 01.07.2017 vide Letter No. 18011/2/2015-Pol.III, dated 07-07-2020 of Govt. of India, Ministry of Housing & Urban Affairs, Directorate of Estates. Accordingly, the following flat rates of License Fee were fixed w.e.f.01.07.2020 for various types of Quarters of the Port as detailed below:

Sl. No.	Type of Quarters	Revised Flat Rate of License Fee w.e.f.01.07.2020
1	Type I (New)	Rs.180.00 p.m.
2	Type I (Old)	Rs.370.00 p.m.
3	Type II(Old)	Rs.560.00 p.m.
4	Type A	Rs.420.00 p.m.
5	Type-B-III(New)	Rs.610.00 p.m.

6	Type III (Old)	Rs.750.00 p.m.
7	Type IV(Old)	Rs.1490.00 p.m.
8	Type IV(New)	Rs.750.00 p.m.+ Rs.50.00**p.m.
9	Type C	Rs.1400.00 p.m.+ Rs.50.00**p.m.
10	Type C+	Rs.790.00 p.m.+ Rs.50.00**p.m.
11	Type V (Old)	Rs.2200.00 p.m.+Rs.80.00*p.m.+Rs.50.00** p.m.
12	Type D& D-23 rd Street	Rs.1840.00 p.m.+Rs.80.00* p.m.+Rs.50.00** p.m.
13	Type VI(Upto 189.5 Sq.mt)	Rs.2200.00 p.m.+Rs.160.00*p.m.+Rs.50.00** p.m.
14	Type VI(Beyond 189.5 Sq.mt)	Rs.2580.00 p.m.+Rs.160.00*p.m.+Rs.50.00** p.m.
15	Type VII(Chairman's Residence)	Rs.4610.00 p.m.+Rs.160.00*p.m.+Rs.100.00** p.m.

Note: *Servant Quarters

**Garage

D) EMPLOYEES ELIGIBLE FOR GRANT OF BICYCLE ALLOWANCE
(ALLOWANCE ENHANCED TO RS.80/- PER MONTH W.E.F. 01.05.2015 VIDE ORDER NO. -27/11/2015/PLA.1 DTD 27/07/2015)

Department	Category
Administration Department	Peon
Traffic Department	Traffic Inspector A.T.I. Lascar
Civil Engineering Department	PACM (S.G.Gr.III) Work Asst. Sr. Mechanic – H.S.G II (W.Supply) Plumber – S.G III Work Supervisor
Mechanical Engineering Department, Electrical Division	Line Mechanic Fitter (Sea) Asst. Foreman Asst. Wireman Asst. Lineman Sr. Wireman Lineman Wireman Foreman

E) EMPLOYEES DRAWING FIXED TRAVELING ALLOWANCE:

(ORDER NO.27/11/2015/PLA 1 DTD. 27/07/2015)

Category	No. of Posts	Rate of Allowance
Medical Department Head Pharmacist	1	Rs.1,430/- p.m
Mechanical Engineering Department Sr. Store Issuer	1	Rs.1,650/- p.m
Telephone Operator	-	Rs.371/- p.m

F) EMPLOYEES DRAWING QUALIFICATION ALLOWANCE:

Payment of qualification allowance to the Deck & Engine Room Staff who have secured certificate of competency of higher posts on Dredgers and floating crafts but could not be promoted for want of vacancies has been sanctioned, according to the Ministry's letter No.LB-12016/17/87-RO dt.17.05.1988 and subsequently revised with effect from:01-05-2015,videO.M.No. 27/11/2015/PLA.1 dtd. 27-07-2015.

Category	Rate of Allowance
1. Holders of I class Master's Certificate and I Class Engine Driver's Certificate	Rs.128.00 p m
2. Holders of II class Master's Certificate and II Class Engine Driver's Certificate	Rs.90.00 p m
3. Serang's Certificate Holders	Rs.72.00 p m

G) FOOD ALLOWANCE:

Category	Rate of Allowance
To the Marine Crew while staying at the Dry Dock Station	Rs.150.00 p m

H) FUNERAL EXPENSES:

Rate is enhanced from Rs. 2,000/- to 10,000/- per case as per the Order No.27/11/2015/PLA-1 dtd.27/07/2015.

CHAPTER-III**DEPARTMENT-WISE POSTS WITH SANCTIONED, WORKING STRENGTH
AND VACANCY OF POSTS AS ON 01-01-2022**

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
CLASS I														
1	Dy. Conservator	Capt.Soubhagya Ranjan Pattanayak	100000-260000	1	-	-	-	-	1	-	-	-	1	0
2	Chief Engineer (Civil)		100000-260000	1	-	-	-	-	-	0	-	-	0	1
3	Traffic Manager	Mr. Y.R. Belagal	100000-260000	1	-	-	-	1	-	-	-	-	1	0
4	FA & CAO	Mr. Vinayaka Rao	120000-280000	1	-	-	1	-	-	-	-	-	1	0
5	Secretary	Mr. Girish P Naik	100000-260000	1	1	-	-	-	-	-	-	-	1	0
6	Chief Mechanical Engineer		100000-260000	1	-	-	-	-	-	-	0	-	0	1
7	Chief Medical Officer		100000-260000	1	-	-	-	-	-	-	-	0	0	1
8	Chief Vigilance Officer		100000-260000	1	-	0	-	-	-	-	-	-	0	1
9	Harbour Master	Capt. Shailendra Kumar	90000-240000	1	-	-	-	-	1	-	-	-	1	0
10	Dock Master	Capt.Gaurav Mathur	80000-220000	1	-	-	-	-	1	-	-	-	1	0
11	Sr. Dy. Secretary	Mr. Krishna Bapi R.G	80000-220000	1	1	-	-	-	-	-	-	-	1	0
12	Sr. Dy. CAO	Mr. Pradeep Kumar Kar	80000-220000	1	-	-	1	-	-	-	-	-	1	0

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
26	Dy. CMO (GD)	Dr. Savithree P	60000-180000	1	-	-	-	-	-	-	-	1	1	0
27	Executive Engineer (M)	1. Mr. Krishna Murthy D.S, 2. Mr. Gladstone L V, 3. Mr. Chandrashekara	50000-160000	3	-	-	-	-	-	-	3	-	3	0
28	Executive Engineer (Civil)	1. Mr. Praveen Shenoy H.K, 2. Mr. Yogindra S, 3. Mr. K.N.Praveen Kumar, 4. Mr. Shashikant P Kodi	50000-160000	4	-	-	-	-	-	4	-	-	4	0
29	Executive Engineer (Ele)	1. Mr. Shiddhalingappa B Diggavi, 2. Mr. V.Mahalingam	50000-160000	2	-	-	-	-	-	-	2	-	2	0
30	Dy. Materials Manager	Mr. Shrihari S. Deshpande	50000-160000	1	-	-	-	-	-	-	1	-	1	0
31	Sr. Asst. Secretary	Mrs. Yogitha	50000-160000	1	1	-	-	-	-	-	-	-	1	0
32	Sr. Accounts Officer	Mr. Parthiban M	50000-160000	3	-	-	1	-	-	-	-	-	1	2
33	Dy. Director (EDP)		50000-160000	1	-	-	-	-	-	-	-	-	0	1
34	Dy. Director (Research)		50000-160000	1	-	-	-	0	-	-	-	-	0	1
35	Master Gr.I	Mr. Sannyasi Kumar Dhara	50000-160000	2	-	-	-	-	1	-	-	-	1	1
36	Sr. Medical Officer (GD)	1. Dr. G.B. Raghavendra Swamy, 2. Dr. Bharath Bhushan M.S	50000-160000	2	-	-	-	-	-	-	-	2	2	0

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
37	Accounts Officer Gr. I	1. Mr. Dinesh Shet, 2. Mr. Avinash	50000-160000	4	-	-	2	-	-	-	-	-	2	2
38	Asst.Exe.Engineer (Civil)	1. Mrs. Bhagyalaxmi. B 2. Mr. U.Ganesh Rao	50000-160000	6	-	-	-	-	-	2	-	-	2	4
39	Asst.Exe.Engineer (M)	Mr. Mohammed Sadiq	50000-160000	6	-	-	-	-	-	-	1	-	1	5
40	Asst.Exe.Engineer (Ele)	1. Mr. M.C.Vivek, 2. Mr. Vinit Suvania	50000-160000	5	-	1	-	-	-	-	1	-	2	3
41	Asst. Materials Manager Gr. I	Mr. Harender Kumar	50000-160000	1	-	-	-	-	-	-	1	-	1	0
42	Asst. Estate Manager Gr. I	Mr. Prahalathan M	50000-160000	1	-	-	-	-	-	1	-	-	1	0
43	Marine Surveyor	Mr. Shekara Naika	50000-160000	1	-	-	-	-	1	-	-	-	1	0
44	Safety Officer	Ms. H. Sushma	50000-160000	1	-	-	-	1	-	-	-	-	1	0
45	Hindi Officer	Mr. Kuldip Singh	50000-160000	1	1	-	-	-	-	-	-	-	1	0
46	Law Officer Gr. I	Mr. Prem Kumar	50000-160000	1	1	-	-	-	-	-	-	-	1	0
47	Asst. Secretary Gr. I		50000-160000	1	0	-	-	-	-	-	-	-	0	1
48	Sr. ATM	Mr. Chandrashekar Palekar	50000-160000	0				1					1	-1
49	PS to Chairman	Mr. Ramesh Bhat	50000-160000	1	1	-	-	-	-	-	-	-	1	0
50	Asst. Director (EDP)	Mr. Prathvi T.N	50000-160000	1	-	-	1	-	-	-	-	-	1	0

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
	Asst. Engineer (Civil)	7. Mr. Laxminarayana Prabhu K, 8. Mr. Vivek C.T, 9. Mr. Damodhara A.S, 10. Mr. B.Naresh Kumar, 11. Mr. K.V.Prasad Prabhu, 12. Mr. Naushad Ali Sayed, 13. Dr. Dayananda Shetty K, 14. Mr. Siddaraju B, 15. Mr. Channabasappa A.H, 16. Mr. Dhananjaya K.C., 17. Mr. Prashanth Kumar, 18. Mr. V.Sendil Kumar, 19. Mrs. Bindu D, 20. Mr. Rithesh Kumar.M	40000-140000	21	1	1					18		20	1
5	Asst.Engineer (M)	1. Mr.Deekshith, 2. Mr. Sreenivasulu J, 3. Mr. Chandayya Naik, 4. Mr. Prakash Gowda, 5. Mr. Guruprasad Naik H, 6. Mr. Basavaraj Koulagi	40000-140000	9	-	-	-	1	-	-	5	-	6	3

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
6	Asst.Engineer (Ele)	1. Mr. Prakash B Shetty, 2. Mr. M.Vijaya Kumar, 3. Mr. Jagadish, 4. Mr. Roshan Kumar, 5. Mr. Jayantha, 6. Mr. Praveen Kumar, 7. Mr. Namadev Suryavanshi, 8. Mrs. Leela, 9. Mr. Yogish Kumar, 10. Mr. Sharath M. V, 11. Mr. Arun A.Kailas	40000-140000	12	-	-	-	1	3	-	7	-	11	1
7	Asst.Controller of Stores Gr. II	Mr. Vinayaraj C.G	40000-140000	1	-	-	-	-	-	-	1	-	1	0
8	Asst.Traffic Manager	1. Mr. Rakshith K.A, 2. Mr. Rama Naika U	40000-140000	4	-	-	-	2	-	-	-	-	2	2
9	Asst. Secretary	1. Mrs. Chandralekha, 2. Mrs. Sarojini B	40000-140000	3	1	-	-	-	-	1	-	-	2	1
10	Statistical & Research Officer	Mr.Kamalaksha	40000-140000	1	-	-	-	1	-	-	-	-	1	0
11	Fire cum Asst. Safety Officer	1. Mr. Somayya Naik K., 2. Mr. Naveen Kumar.U	40000-140000	2	-	-	-	-	2	-	-	-	2	0

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
3	Assistant Superintendent	1. Mr. Sudhakar, 2. Mrs. Geetha .M.K., 3. Mr. Harsharaj, 4. Mr. Ibrahim, 5. Mrs. Cynthia Pereira, 6. Mr. Sadananda Shetty, 7. Mrs. Mohini K, 8. Mr. K.Ravichandran Nair, 9. Mr. K.Krishna Naik, 10. Mr. M.Shivanna, 11. Mrs. Amitha Rao, 12. Mr. Yashwantha Naik, 13. Mrs. Shyamala, 14. Mr. Mahesh Kumar, 15. Mrs. Gladly Ferrao, 16. Mrs. Philomena Veigas, 17. Mrs. Shobha P	32500-83800	17	1	-	6	2	2	2	4	-	17	0
4	Stenographer	1.Mrs. Bhanumathi Sudheer, 2.Mrs. Rita Sequeira	32500-83800	2	2	-	-	-	-	-	-	-	2	0
5	Senior Assistant	1. Mrs. Namitha, 2. Mr. Gangadharan.P.N, 3. Mr. Sudheer D. Kumar, 4. Mrs. T.Prasanna D'Souza, 5. Mrs. Vanitha, 6. Mr. Harisha, 7. Mrs. Veena K, 8. Mr. Lokesh,	29600-81100	38	9	-	11	2	2	2	4	1	31	7

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
7	Junior Assistant	1. Mr. Prashanth Kumar, 2. Mr. Purushothama R	27400-70500	43	-	-	-	-	1	-	-	1	2	41
8	Jr. Translator	1. Mrs. Namitha K., 2. Mrs. Clara D'Souza	27400-70500	2	2	-	-	-	-	-	-	-	2	0
9	Jr. Steno	1. Mrs. Sandhya D, 2. Mrs. Shashikala J. Salian, 3. Mrs. Roopa K.	27400-70500	7	1	-	1	-	-	-	-	1	3	4
10	Clerk	1. Mr. Vijaya, 2. Mr. Annu Naika, 3. Mr. B.N.Puneeth, 4. Mr. Vishal, 5. Mr. Sunil Kumar, 6. Mr. Kishore Kumar, 7. Mr. Vignesh Naik	25200-59600	9	3	-	1	-	2	1	-	-	7	2
11	Hindi Typist	Mrs. B.V.Shobha	25200-59600	1	1	-	-	-	-	-	-	-	1	0
12	Work Assistant		25200-59600	3	-	-	-	-	-	-	-	-	0	3
13	Record Keeper	1. Mr. Premalal K., 2. Mr.. Janardhana A, 3. Mr. Venugopal	24200-58600	4	1	-	-	-	1	-	1	-	3	1
Total				136	23	0	19	4	10	5	9	4	74	62
CLASS III (NON-MINISTRIAL)														
1	Software Asst.	Mr. Ignace Kullu	36500-88700	2	-	-	1	-	-	-	-	-	1	1
2	EDP Asst. Gr.II	Mrs. Saroja B. Anchan	32500-83800	1	-	-	1	-	-	-	-	-	1	0

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
3	Traffic Inspector	1. Mr. Venkappa Naik, 2. Mr. Sudhakara B, 3. Mr. Joydeep Suares, 4. Mr. Renuka Prakash T., 5. Mr. Purandara Shetty, 6. Mr. Janardhana Kanchan, 7. Mr. Ananda Naik, 8. Mr. Dinakar P , 9. Mr. Lakshmana B, 10. Mr. Shrihari H, 11. Mr. Chitharanjandas, 12. Mr. George Rakesh, 13. Mr. Sumanth, 14. Mr. Shashidhara Kotyan, 15. Mr. Jaya Naika, 16. Mr. Premachandra U, 17. Mr. Sukumara B	32500-83800	19	-	-	-	17	-	-	-	-	17	2
4	Asst. Traffic Inspector	1. Mr. Sujith P.N, 2. Mr. Raviraj P Salian, 3. Mr. Raviraja	29600-81100	8	-	-	-	3	-	-	-	-	3	5
5	Jr.Engineer Gr.I (M)		36500-88700	1	-	-	-	-	-	-	-	-	0	1
6	Senior Research Asst.	1. Mrs. Arunavathi, 2. Mrs. Sandhya N, 3. Mrs. Padmalatha A	36500-88700	3	-	-	-	3	-	-	-	-	3	0

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
31	Sub Officer	1. Mr. Suresh K, 2. Mr. Sathish Kumar K, 3. Mr. K.N.Naveen Kumar, 4. Mr. Jagadeesha K, 5. Mr. Prashanth, 6. Mr. Srinivasa	27400-70500	7	-	-	-	-	6	-	-	-	6	1
32	Staff Car Driver Gr. II (A)	1. Mr. B.N.Sureshchandra, 2. Mr. Vasanth Kumar, 3. Mr. Suresh, 4. Mr. D.Hukrappa, 5. Mr. Manoj Kumar, 6. Mr. Vishwanath. A	27400-70500	7	3	-	2	1	-	-	-	-	6	1
33	Staff Car Driver Gr. II	1. Mr. Madhuraj Suvarna, 2. Mr. Sukumara Naik	27400-70500	7	2	-	-	-	-	-	-	-	2	5
34	Fireman Driver	1. Mr. Mohan Suvarna, 2. Mr. Sampath Naik, 3. Mr. Gangadhara.D, 4. Mr. Bishwanath Prasad, 5. Mr. Rajashekara	27400-70500	5	-	-	-	-	5	-	-	-	5	0
35	Sr. Signalman		27400-70500	1	-	-	-	-	-	-	-	-	0	1
36	Work Assistant (Mech)	Mr. Ravi M.Chabbi	25200-59600	1	-	-	-	-	-	-	1	-	1	0
37	Work Supervisor (Garden)	Mr. Mahabala	25200-59600	1	-	-	-	-	-	1	-	-	1	0
38	Sr. Store Issuer		25200-59600	2	-	-	-	-	-	-	-	-	0	2
39	Store Keeper Gr. III	Mrs. Thanuja C H	25200-59600	1	-	-	-	-	-	-	1	-	1	0

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
40	Operator for Coles Crane	Mr. N.Janardhana Naik	25200-59600	1	-	-	-	-	-	-	1	-	1	0
41	Sr. Signal Khalasi		25200-59600	1	-	-	-	-	-	-	-	-	0	1
42	Leading First Aider	1. Mr. Yogish K., 2. Mrs. Bharathi S	24200-58600	2	-	-	-	-	-	-	-	2	2	0
43	Ferro Printer	1. Mr. Harish Rao, 2. Mr. Norbert Misquith	24200-58600	2	-	-	-	-	-	2	-	-	2	0
44	Head Cook		24200-58600	1	-	-	-	-	-	-	-	-	0	1
45	Asst. Bosan	1. Mr. Vegendra, 2. Mr. H.E.Mohandas, 3. Mr. Kumara, 4. Mr. Madhava Bangera, 5. Mr. Surendra, 6. Mr. Govardhana S, 7. Mr. Kumar Amin, 8. Mr. Lokesha, 9. Mr. Umesh, 10. Mr. Narayana P, 11. Mr. Govinda Naik M, 12. Mr. Pramodha Thingalaya, 13. Mr. Devaraj Salian Kodical, 14. Mr. Kishore N, 15. Mr. Ramesh K., 16. Mr. Raja Kumar, 17. Mr. Gangadhara M, 18. Mr. Deepak Kumar	24200-58600	28	-	-	-	-	18	-	-	-	18	10

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
46	Sr. Fireman		24200-58600	1	-	-	-	-	-	-	-	-	0	1
47	Leading Fireman	1. Mr. K.Gangadhara 2. Mr. Narayana Naik B, 3. Mr. Shashidhara, 4. Mr. Ravi, 5. Mr. K.V.Virupaksha, 6. Mr. Shivaprasad, 7. Mr. Chandappa	24200-58600	7	-	-	-	-	7	-	-	-	7	0
48	Sr. MCM Gr. I	Mr. Gopala	23100-54600	2	-	-	-	-	-	1	-	-	1	1
49	Sr. Lascar		23100-54600	1	-	-	-	-	-	-	-	-	0	1
TOTAL				182	6	0	4	24	63	4	4	9	114	68
CLASS III (NM SKILLED)														
1	Asst. Foreman (Workshop)		29600-81100	1	-	-	-	-	-	-	-	-	0	1
2	Chargeman (Auto)		29600-81100	1	-	-	-	-	-	-	-	-	0	1
3	Asst. Foreman (Lines)		29600-81100	2	-	-	-	-	-	-	-	-	0	2
4	Asst. Foreman (Ele)	1. Mr. K.Sanjeeva Naik, 2. Mr. Ramesh B, 3. Mr. Mohandas,	29600-81100	3	-	-	-	-	-	-	3	-	3	0
5	Chargeman (Plumbing)		29600-81100	1	-	-	-	-	-	-	-	-	0	1
6	Carpenter	Mr. Shreedharachri	25200-59600	1	-	-	-	-	-	1	-	-	1	0
7	Fitter	1. Mr. Vishwanatha, 2. Mr. Lingappa Naik B, 3. Mr. Mohammd Hussain, 4. Mr. Seelam S.Eswara Rao	25200-59600	6	-	-	-	-	-	-	4	-	4	2

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
8	Fitter (Sea)	Mr. Achutha	25200-59600	8	-	-	-	-	-	-	1	-	1	7
9	Lineman	1. Mr. P.Ramesh, 2. Mr. Basavaraj,	25200-59600	11	-	-	-	-	-	-	2	-	2	9
10	Pump-Attendant-cum-Mechanic	1. Mr. Jagadeesh, 2. Mr. Vikas Kumar, 3. Mr. Anil Kumar	25200-59600	4	-	-	-	-	-	3	-	-	3	1
11	Mechanic (Auto)	1. Mr. Ganesh I, 2. Mr. Venkatesh, 3. Mr. Amarnath	25200-59600	5	-	-	-	-	-	-	3	-	3	2
12	Mechanic (AC&R)		25200-59600	1	-	-	-	-	-	-	-	-	0	1
13	Sr.Mechanic (FC)		25200-59600	1	-	-	-	-	-	-	-	-	0	1
14	MMO/Mechinist	Mr. Parashurama Kumar	25200-59600	1	-	-	-	-	-	-	1	-	1	0
15	Sr.Plumber/Plumber	Mr. Raghavendra	25200-59600	4	-	-	-	-	-	1	-	-	1	1
16	Painter(Building)	Mr. Umanath	25200-59600	1	-	-	-	-	-	1	-	-	1	0
17	Asst. Shovel Operator-cum Mech.	Mr. Sathish.N	25200-59600	2	-	-	-	-	-	-	1	-	1	1
18	Welder	1. Mr. C.Srikantha Rao, 2. Mr. V.K.Santhosh Kumar, 3. Mr. H.S Ashok Kumar, 4. Mr. U.Narayana Naik, 5. Mr. Shekara Y	25200-59600	5	-	-	-	-	1	-	4	-	5	0
19	Wireman	Mr. Sathisha Naika	25200-59600	4	-	-	-	-	-	-	1	-	1	3
Total				62	0	0	0	0	1	6	20	0	27	33

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
CLASS IV														
1	Tindal		22300-51000	1	-	-	-	-	-	-	-	-	0	1
2	Sr. MCM	1. Mrs. Yamuna, 2. Mr. Meghanatha	22300-51000	3	1	-	-	-	-	1	-	-	2	1
3	Asst. Mechanic		22300-51000	1	-	-	-	-	-	-	-	-	0	1
4	Asst. Mechinist		22300-51000	1	-	-	-	-	-	-	-	-	0	1
5	Sanitary Health Worker Gr. II		22300-51000	1	-	-	-	-	-	-	-	-	0	1
6	Oilman	1. Mr. Ishwara Naik M, 2. Mr. Nagesh, 3. Mr. M.Rajesh, 4. Mr. P.T.Krishnappa, 5. Mr. Arjun Baitha, 6. Mr. Sanjaya, 7. Mr. Rajesh Ramachandra, 8. Mr. Santhosh B, 9. Mr. Naveen Kumar	22300-51000	10	-	-	-	-	9	-	-	-	9	1
7	Workmate		22300-51000	1	-	-	-	-	-	-	-	-	0	1
8	Fireman	1. Mr. Ramesh, 2. Mr. Charandas, 3. Mr. Ganesh K., 4. Mr. Raghavendra P, 5. Mr. Vasantha Poojary, 6. Mr. Pradeep Kumar.B, 7. Mr. Srinivasmurthy R, 8. Mr. Bharamappa Shidlennavar, 9. Mr. Maruti Basappa Kandari, 10. Mr. Manoj Kumar K.R	22300-51000	15	-	-	-	-	10	-	-	-	10	5

Sl. No	Category	Name of Employee	Scale of Pay(Rs.)	Total Sanctioned	Department-Wise Working								Total Working	Total Vacancy
					GAD	Vigilance	Finance	Traffic	Marine	Civil	Mechanical	Medical		
9	Gestetner Operator	1. Mrs. Chandrakala, 2. Mr. P.Sudhakara	22300-51000	2	-	-	-	-	1	1	-	-	2	0
10	Dresser		22300-51000	1	-	-	-	-	-	-	-	0	0	1
11	First Aider	Mr. Prashanth P.V	22300-51000	2	-	-	-	-	-	-	-	1	1	1
12	Sr. Serviceman		21800-50200	1	-	-	-	-	-	-	-	-	0	1
13	Daftry	1. Mrs. K. Sumathi, 2. Mr. Bharath G., 3. Mr. B.Krishnappa Ajala, 4. Mr. Junathan Toppo	21800-50200	7	2	-	-	1	-	-	-	1	4	3
14	Deckhand	Mr. Sundeep H	21800-50200	2	-	-	-	-	1	-	-	-	1	1
15	Lascar	Mr. Prashanth	21800-50200	1	-	-	-	1	-	-	-	-	1	0
16	Topas	Mr. Naveena	21800-50200	2	-	-	-	-	1	-	-	-	1	1
17	Peon		20900-43600	3	-	-	-	-	-	-	-	-	0	3
18	MCM		20900-43600	2	-	-	-	-	-	-	-	-	0	2
19	Helper (Dredger)	Mr. Rajesh Shetty	20900-43600	2	-	-	-	-	1	-	-	-	1	1
Total				58	3	0	0	2	23	2	0	2	32	26

CONSOLIDATED STAFFSTRENGTH

Sl. No	Category	Total Sanctioned	Department-wise Working								Total Working	Total Vacancy
			GAD	Vigilance	Finance	Traffic	Marine	Civil	Mech.	Medical		
1	Class I	82	8	2	8	9	7	10	11	3	58	24
2	Class II	93	5	2	7	6	13	20	14	0	67	26
3	Class III (Ministerial)	136	23	0	19	4	10	5	9	4	74	62
4	Class III (Non-Ministerial)	182	6	0	4	24	63	4	4	9	114	68
5	Class III (NM Skilled)	62	0	0	0	0	1	6	20	0	27	35
6	Class IV	58	3	0	0	2	23	2	0	2	32	26
TOTAL		613	45	4	38	45	117	48	58	18	372	241

CHAPTER-IV**UNIFORM, FOOTWEAR, HELMETS ETC. TO BE PROVIDED TO THE EMPLOYEES IN VARIOUS CATEGORY**

Sl. No	Designation	Items	Colour / Quality	Periodicity
1	Chairman, Deputy Chairman and Chief Vigilance Officer	1 No. Safety Helmet		Once in 5 years
		1 pair Non-Skid Shoes +2 pair socks		Once in a year
		1 No. Rain Coat with cap		Once in 2 years
2	Secretary / Sr. Dy. Secy / Dy. Secy.	1 No. Safety Helmet		Once in 5 years
		1 No. Rain Coat with cap		Once in 2 years
		1 pair Non-Skid Shoes +2 pair socks		Once in a year
3	Record Keeper (Male Employees)	3 No's Full Pant 3 No's Bush Shirt 1 No. Raincoat with cap	White Terry Cot	Once in 2 years
		1 Pair Shoe+2 pair socks		Once in a year
	Record Keeper (Female Employees)	3 Nos. Saree 3 No. Blouse piece 1 No. Rain coat with cap	White Terry Cot	Once in 2 years
		1 Pair Chappal		Once in a year
4	Head Cook	3 Nos. Full Pant 3 Nos. Bush Shirt 3 Nos. Cap	White Terry Cot	Once in 2 years
		1 Pair Shoe + 2 pair Socks		Once in a year
5	Gestetner Operator (Male Employees)	3 Nos. Full Pant 3 Nos. Bush Shirt 1 No. Rain coat with cap	White Terry Cot	Once in 2 years
		1 Pair Shoe + 2 pair socks		Once in a year

	Gestetner Operator (Female Employees)	3 Nos. Saree 3 No. Blouse piece 1 No. Raincoat with cap	Grey Terry Cot	Once in 2 years
		1 Pair Chappal		Once in a year
6	Daftry (Male Employees)	3 Nos. Full Pant 3 Nos. Bush Shirt 1 No. Rain Coat with Cap	White Terry Cot	Once in 2 years
		1 Pair Shoe+ 2 pair socks		Once in a year
	Daftry (Female Employees)	3 Nos. Saree 3 No. Blouse piece 1 No. Raincoat with cap	White Terry Cot	Once in 2 years
		1 Pair Chappal		Once in a year
7	Peon (Male Employees)	3 Nos. Full Pant 3 Nos. Bush Shirt 1 No. Raincoat with cap	White Terry Cot	Once in 2 years
		1 Pair Shoe + 2 pair socks		Once in a year
	Peon (Female Employees)	3 Nos. Saree 3 No. Blouse piece 1 Raincoat with cap	White Terry Cot	Once in 2 years
		1 Pair Chappal		Once in a year
8	FA&CAO/ Sr. Dy. CAO / Dy. CAO	1 No. Safety Helmet		Once in 5 years
		1 No. Rain Coat with cap		Once in 2 years
		1 pair Non- Skid Shoes+ 2 pair socks		Once in a year
9	CMO / DY.CMO	3 Nos. Over coat 1 Pair Non Skid Shoes + 2 pair	White	Once in a year

		socks(Navy Blue)		
		1 No. Rain Coat with cap		Once in 2 years
		1 No. Safety Helmet		Once in 5 years
10	Sr. MO/MO	3 Nos. Over coat	White	Once in a year
11	Head Pharmacist	2 Nos. Over coat	White Terry cot	Once in a year
		1 No. Rain Coat with cap		Once in 2 years
12	Sr. Pharmacist	2 Nos. Over coat	White Terry cot	Once in a year
13	Pharmacist	2 Nos. Over coat	White Terry cot	Once in a year Once in 2 years
		1 No. Rain Coat with cap		
14	Sr. Lab. Technician	2 Nos. Over coat	White Terry cot	Once in a year
15	First Aid Supdt./Leading First Aider	3 Nos. Full Pant 3 Nos. Bush Shirt	White Terry cot	Once in a year
		1 Pair Anti skid Shoe + 2 pair socks(Navy Blue) 1 No. Rain coat with cap		Once in 2 years
		1 No. Safety Helmet		Once in 5 years
16	For Lady Leading First Aider	3 Nos. Saree 3 Nos. Blouse 1 No. Rain coat with cap	White Terry cot	Once in 2 years
		1 Pair Anti skid Shoe + 2 pair socks(Navy Blue)		Once in a year
		1 No. Safety Helmet		Once in 5 years
17	First Aider	1 Pair Anti skid Shoe + 2 pair socks (Navy		Once in a year
		3 Nos Full Pant	White Terry cot	Once in 2 years

		3 Nos Bush Shirt 1 Raincoat with cap		
		1 No. Safety Helmet		Once in 5 years
18	Dresser	3 Nos. Saree 3 Nos. Blouse	White Terry cot	Once in 2 years
		1 Pair Chappal		Once in a year
19	Asst. Matron	3 Nos. Saree 3 Nos. Blouse 2 Nos. long coat 1 Pair Chappal +3 Pairs of Socks(White) 1 No. Red Badge with Name and Post held	White Terry cot	Once in a year
20	Sr. Nurse/Nurse	3 Nos. Chudidar 2 Nos. Half Coat 1 Pair Chappal +3 Pairs of Socks(White) 1 No. Blue Badge with Name and post held	White Terry cot	Once in a year
21	Traffic Manager/ Sr. Dy. Traffic Manager/ Dy. Traffic Manager	1 pair Non-Skid Shoe+ 2 pair socks	White	Once in a year
		1 No. Rain Coat (Trouser and Jacket Type)		Once in 2 years
		1 No. Safety Helmet		Once in 5 years
22	Sr. Asst. Traffic Manager	1 pair Safety Shoe+ 2 pair socks	White	Once in a year
		1 No. Rain Coat (Trouser and Jacket Type)		Once in 2 years
		1 No. Safety Helmet		Once in 5 years
23	Safety Officer	1 pair safety Shoe+ 2 pair socks	White	Once in a year

		1 No. Rain Coat with Cap		Once in 2 years
		1 No. Safety Helmet		Once in 5 years
24	Asst. Traffic Manager Gr. I/ Asst. Traffic Manager	1 pair Safety Shoe+ 2 pair socks	White	Once in a year
		1 No. Rain Coat (Trouser and Jacket Type)		Once in 2 years
		1 No. Safety Helmet		Once in 5 years
25	Traffic Inspectors/ Asst. Traffic Inspectors	3 No's Full Pant 3 No's Bush Shirt 1 Peak Cap	Chocolate Cream	Once in 2 years
		1 pair Safety Helmet	Yellow	Once in 5 years
		1 No. Rain Coat (Trouser and Jacket Type) Those who are posted for operation		Once in 2 years
		1 Pair Leather Shoe +2 pair socks		Once in a year
26	Lascar/Sr. Lascar	3 Nos. Full Pant 3Nos Bush Shirt 1 No. Rain Coat (Trouser and Jacket Type)	Khaki Terry Cot	Once in 2years
		1 pair Leather Shoe+ 2 pair socks		Once in a year
27	AE (M) /AE (Ele) Working in Traffic dept. Wharf Area).	1No. Safety Shoe+ 2 pair socks	White	Once in a year
		1 No. Rain Coat (Trouser		Once in 2 years

		and Jacket Type)		
		1No.Safety Helmet		Once in 5 years
28	C.E. (C)/DY. C.E(C)/SE(CI)/SE(CII)	1 Pair Non-skid Shoes + 2 pair socks(Cotton)	Black White	Once in a year
		1.No.Rain Coat with Cap		Once in 2 years
		1.No.Safety Helmet		Once in 5 years
29	Exe. Engineer (C) / AEE(C)/ AE(C)/ AEM Gr.I/ JE Gr.I(C)/ Technical Asst.(C) (working in Wharf area & Estate office)	1 Pair Safety Shoes + 2 pair socks (Cotton)	Black White	Once in a year
		1.No.Rain Coat with Cap		Once in 2 years
		1.No.Safety Helmet		Once in 5 years
30	Sr. MCM Gr.I (Male Employees) Sr. MCM Gr.I (Female Employees)	1 Pair Shoe+ 2 pair socks	White Terry Cot	Once in a year
		1No. Raincoat with Cap 3 Nos. Full Pant 3 Nos. Bush Shirt		Once in 2 years
		3 Nos. Saree 3 No. Blouse piece 1No.RainCoat with Cap	Blue Terry Cot	Once in 2 years
		1 Pair Chappal		Once in a year
31	Sr. MCM (Male Employees)	3 Nos. Full Pant 3 Nos. Bush Shirt 1No. Raincoat with Cap	Khaki Terry Cot	Once in 2 years
		1 Pair Shoe or Welted Chappal 2 Pairs Cotton socks (White)		Once in a year
	Sr. MCM (Female Employees)	3 Nos. Saree 3 No. Blouse piece 1No. Raincoat with Cap	Blue Terry Cot	Once in 2 years

		1 Pair Chappal		Once in a year
32	MCM (Male)	3 Nos. Full Pant 3 Nos. Bush Shirt	Khaki Terry Cot	Once in 2 years
		1 No. Raincoat with Cap		Once in 2 years
		1 Pair Shoe or welted Chappal + 2 pair Cotton socks(White)		Once in a year
	MCM (Female)	3 Nos. Sarees 3 Nos. Blouse 1No.Rain coat with cap	Blue Terry cot	Once in 2 years
		1 pair Ladies chappal		Once in a year
33	Sanitary Health Worker Gr.I/II/III	3 Nos. Sarees 3 Nos. Blouse 1No. Rain coat with cap	Blue Terry cot	Once in 2 year
		1 pair Ladies chappal		Once in a year
	Sanitary Health Worker Gr.I/II/III (in respect of Male employees)	3 Nos. Full Pant 3 Nos. Bush Shirt 1No. Rain coat with cap	Khaki Terry cot	Once in 2 year
		1 pair Shoes/Welted Chappal + 2pair socks(White)		Once in a year
34	Ferro printer	3 Nos. Full pant 3 Nos. Bush Shirt	Blue Terry cot	Once in 2 year
		1 Pair Lather Shoes/Welted Chappal +2 pair Cotton socks (white)		Once in a year
35	Plumber Skilled Grade /Sr. Plumber/ Carpenter	3 Nos. Full pant 3 Nos. Bush Shirt 1.No.Rain Coat	Khaki Terry cot	Once in 2 years

		with Cap		
		1 Pair Shoe or Weltd Chappal + 2 Pairs Cotton Socks (White)		Once in a year
36	PACM Skilled Grade /Sr.Mech(W.S)	3 Nos. Full pant 3 Nos. Bush Shirt 1.No.Rain Coat with Cap	Blue terry cot	Once in 2 years
		1 Pair Leather Shoes/Weltd Chappal White Socks (2 Pair) Cotton		Once in a year
		1 No. Helmet		Once in 5 years
37	Painter-skilled Grades	3 Nos. Full pant 3 Nos. Bush Shirt 1.No.Rain Coat with Cap	Blue terry cot	Once in 2 years
		Leather Shoes (1 Pair)/Weltd Chappal White Socks (2 Pair) Cotton		Once in a year
38	Work Supervisor (garden)	3 Nos. Full pant 3 Nos. Bush Shirt 1.No.Rain Coat with Cap	Shirting-Biscuit Cream colour	Once in 2 years
		1 Pair Safety Shoe+ 2 Pair White Socks (Cotton)	Panting-Chocolate brown	Once in a year
39	Chief Mechanical Engineer/Dy. Chief Mechanical Engineer/ SE (Mech.)/SE (Ele)	1 Pair Non skid Shoe + 2 pair Socks(White)	White	Once in a year
		1 No. Rain Coat with Cap		Once in 2 years
		1 No. Safety Helmet		Once in 5 years

40	EE(M)/EE(Ele.)/Dy.MM/ AEE(Ele)/AEE(M)/AMM Gr.I/AE(Ele.)/AE (M)/ ACOS GR.II	1 Pair Safety shoe + 2 pair socks(White)	White	Once in a year
		1 No. Raincoat with cap		Once in 2 years
		1 No. Safety Helmet		Once in 5 years
41	Head Draftsman(M)	1 Pair Safety shoe + 2 pair socks(White)	White	Once in a year
		1 No. Raincoat with cap		Once in 2 years
		1 No. Safety Helmet		Once in 5 years
42	Asst. Supdt. working in Store depot.	1 Pair Safety Shoe + 2 pair Socks(White)		Once in a year
		1 No. Safety Helmet	Yellow	Once in 5 years
43	Sr. Asst. working in Store depot.	1 Pair. Safety Shoe + 2 pair Socks(blue)		Once in a year
		1No.Rain coat with Cap		Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years
44	Jr. Asst. working in Store depot.	1 Pair. Safety Shoe + 2 pair Socks(white)		Once in a year
		1No.Rain coat with Cap		Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years
45	Foreman (Ele)/ Asst. Foreman (Lines)/Ele	1 pair Electrical Shoe + 2 pairs blue socks		Once in a year
		3 No. Full Pant 3 No. Bush Shirt 1 No. Rain Coat with cap	Grey Terry cot	Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years

46	Sr. Store Keeper Gr. I	1 Pair Safety shoe + 2 pair socks(Blue)		Once in a year
		1 No. Raincoat with cap		Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years
47	Store Keeper Gr. I/II/III	1 Pair Safety shoe + 2 pair socks(White)		Once in a year
		1 No. Raincoat with cap		Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years
48	Staff Car Driver Gr. I	1 Pair Safety Shoe + 2 pair white socks		Once in a year
		3 Nos. Full pant 3 Nos. Bush shirt 3 No. White Cap 1 No. Rain coat with Cap	White Terry Cot	Once in 2 years
49	Staff Car Driver Gr. II (A)/ Staff Car Driver Gr. II	1 Pair Black Shoe + 2 pair white socks		Once in a year
		3 Nos. Full pant 3 Nos. Bush shirt 3 Nos. White Cap 1 No. Rain coat with Cap	White Terry Cot	Once in 2 years
50	Chargeman (Automobiles)Asst. Shovel Operator Cum Mechanic	1 Pair Safety Shoe + 2 pair blue socks		Once in a year
		3 Nos. Full pant 3 Nos. Bush shirt 1 No. Rain coat with Cap	Blue Terry Cot	Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years

51	Operator for Coles Crane / Turner/ Mechanic (Auto)/ Welder/ Milling Machine Operator/ Fitter	1 Pair Safety Shoe + 2 pair blue Socks		Once in a year
		3 Nos. Full pant 3 Nos. Bush shirt 1 No. Rain coat with Cap	Blue Terry Cot	Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years
52	Sr. Store Issuer	1 Pair Safety Shoe + 2 pair blue Socks		Once in a year
		3 Nos. Full pant 3 Nos. Bush shirt 1 No. Rain coat with Cap	Grey Terry Cot	Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years
53	Lineman/Asst. Lineman/ Wireman	3 Nos. Full pant 3 Nos. Bush shirt		Once in a year
		1 No. Rain coat with Cap 1 Pair Electrical Safety Shoe + 2 pair blue Socks 1 No. Hand gloves(Ele)	Grey Terry Cot	Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years
54	Mechanic (A.C &R)	1 Pair Safety Shoe (Ele)+ 2 pair blue Socks		Once in a year
		3 Nos. Full pant 3 Nos. Bush shirt 1 No. Rain coat with Cap	Grey Terry Cot	Once in 2 years
55	Work Asst.	1 Pair Safety Shoe+ 2 pair blue Socks		Once in a year

		1 No. Rain coat with Cap		Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years
56	Asst. Mechanic/Asst. Machinist/ Asst. Welder	1 Pair Safety Shoe + 2 pair blue socks		Once in a year
		3 Nos. Full Pant 3 Nos. Bush Shirt 1 No. Rain Coat with Cap	Blue Terry Cot	Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years
57	Sr. Serviceman	1 Pair Gum Boot		Once in a year
		3 Nos. Full Pant 3 Nos. Bush Shirt 1No.Rain Coat with Cap	Blue Terry Cot	Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years
58	Deputy Conservator	1 Nos. White trousers 2 Nos. black trousers 3 Nos. half sleeves white shirt 1 No. peak cap 1 broad golden band with 2 golden stripes with single golden anchor	White/black terry cot	Once in 2 years
		1 pair Non-skid shoe with 2 pair white socks	Black	
		1 No. Rain Coat with cap		
		1No. Safety Helmet	White	
59	Harbour Master	1 No. White trousers 2 Nos. black	White/ black terry cot	Once in 2 years

		trousers 3 Nos. half sleeves white shirt 1 No. peak cap 1 broad golden band with one golden stripe with single anchor		
		1 pair Non-Skid Shoe with 2 pair white socks	Black	Once in a year
		1 No. Rain coat with cap		Once in 2 years
		1 No. Safety Helmet	White	Once in 5 years
60	Dock Master	1 No. White trousers 2 Nos. black trousers 3 Nos. half sleeves white shirt 1 No. peak cap 1 broad golden band with single golden anchor	White/black terry cot	Once in 2 years
		1 pair Non-Skid Shoe with 2 pair white socks	Black	Once in a year
		1 No. Rain coat with cap		Once in 2 years
		1 No. Safety Helmet	White	Once in 5 years
61	Pilot	1 No. White trousers 2 Nos. black trousers 3 Nos. half sleeves white shirt 1 No. peak cap 1 Four golden stripe with	Black/White	Once in 2 years

		single golden anchor		
		1 pair Non Skid Shoe with 2 pair white socks	Black	Once in a year
		1 No. Trouser & Jacket type Rain Coat with cap.		Once in 2 years
		1 No. Safety Helmet	White	Once in 5 years
62	Sr. Marine Engineer (With MOT I Class) /Sr. Dy. Marine Engineer	3 Nos. half sleeves white shirt 3 Nos. black trousers 1 No. peak cap 1 broad golden band with one golden anchor with purple back ground	White/black terry cot	Once in 2 years
		1 pair Non-Skid Shoe with 2 pair white socks	Black	Once in a year
		1 No. Safety helmet		Once in 5 years
		1 No. Rain coat with cap		Once in 2 years
63	Marine Engineer (With Mot I Class)	3 Nos. half sleeves white shirt 3 Nos. black trousers 1 No. peak cap 4 golden stripes with purple back ground with single golden anchor	White/black terry cot	Once in 2 years
		1 pair Non-Skid Shoe with 2 pair white socks	Black	Once in a year
		1 No. Safety Helmet		Once in 5 years

		1 No. Rain coat with cap		Once in 2 years
64	Marine Engineer With MOT II Class	3 Nos. half sleeves white shirt 3 Nos. black trousers 1 No. peak cap 3 golden stripes with purple back ground with single golden anchor.	White/black terry cot	Once in 2 years
		1 pair Non-Skid Shoe with 2 pair white socks	Black	Once in a year
		1 No. Safety Helmet		Once in 5 years
		1 No. Rain coat with cap		Once in 2 years
65	Dy. Marine Engineer	3 Nos. half sleeves white shirt 3 Nos. black trousers 1 No. peak cap 3 golden stripes with purple back ground with single golden anchor	White/black terry cot	Once in 2 years
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year
		1No.Safety helmet		Once in 5 years
		1 No. Rain coat with cap		Once in 2 years
66	Master Grade I	3 Nos. half sleeves white shirt 3 Nos. black trousers 1 No. peak cap Two golden	White/black terry cot	Once in 2 years

		stripes with single golden anchor		
		1 No. Rain coat with cap		Once in 2 years
		1No.Safety helmet		Once in 5 years
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year
67	Marine Surveyor	3 Nos. full pant 3 Nos. bush shirt	Black terry cot Cream terry cot	Once in 2 years
		1 No. Rain coat with cap		Once in 2 years
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year
		1 No. Safety Helmet	White	Once in 5 years
68	Engineer Grade I/ Engineer Grade II (Crafts) With Higher Scale	3 Nos. half sleeves white shirt 3 Nos. black trousers 1 No. peak cap 2 golden stripes with purple back ground with single golden anchor	White/black terry cot	Once in 2 years
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year
		1 No. Safety helmet		Once in 5 years
		1No. Rain coat with cap		Once in 2 years
69	Engineer Grade II (Crafts) With Lower Scale	3 Nos. half sleeves white shirt 3 Nos. black trousers 1 No. peak cap 1 golden	White/black terry cot	Once in 2 years

		stripes with purple back ground with one single golden anchor		
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year
		1 No. Safety helmet		Once in 5 years
		1 No. Rain coat with cap		Once in 2 years
70	Master Gr. I/II (Crafts)	3 Nos. half sleeves white shirt 3 Nos. black trousers 1 No. peak cap 1 golden stripes with single golden anchor	White/black terry coat	Once in 2 years
		1 No. Rain coat with cap		Once in 2 years
		1No.Safety helmet		Once in 5 years
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year
71	AEE (working in Marine Division)	1 No. Safety Helmet 1No. Rain Coat with cap	White	Once in 5 years Once in 2 years
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year
72	Asst. Marine Surveyor	3 Nos. full Pant 3 Nos. Bush Shirt	Black Terry coat Cream Terry coat	Once in 2 years
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year
		1 No. Rain coat with cap		Once in 2 years

		1 No. Safety helmet	Yellow	Once in 3 years
73	Supdt.(Port Control)/ Asst. Supdt.(PC)/ Sr.Signal Khalasi/ Signal Khalasi/ Jr. Signal man /Sr.Signalman	3 Nos. Full Pant 3 Nos. Bush Shirt 1 No. Rain Coat with cap	Black Terry Cot White Terry Cot	Once in 2 years
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year
74	Driver Gr.I & Gr.I(A)/ Gr.II	3 Nos. Full Pant 3 Nos. Bush Shirt 1 No. Rain Coat with cap	Black terry Cot Brown terry cot	Once in 2 Years
		1 pair Safety Shoe with 2 pair Blue socks	Black	Once in a year
		1 No. Safety Helmet		Once in 5 Years
75	Asst. Marine Foreman	3 Nos. Full Pant 3 Nos. Bush Shirt 1 No. Marine Peak Cap 1 No. Rain Coat with cap	White Terry Cot	Once in 2 years
		1 pair Safety Shoe with 2 pair Blue socks	Black	Once in a year
		1 No. Safety Helmet		Once in 5 years
76	AE (Ele) (MW)	1 No. Rain coat with cap		Once in 2 years
		1 No. Safety helmet	White	Once in 5 years
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year
77	Electrician Craft	3 Nos. Full Pant 3 Nos. Bush Shirt 1 No. Rain Coat with cap	Black Terry Coat Brown Terry Coat	Once in 2 years

		1 pair Safety Shoe with 2 pair Blue socks	Black	Once in a year
		1 No. Safety Helmet	White	Once in 5 years
78	Serang Grade I/ II/ Bosan	3 Nos. Full Pant 3 Nos. Bush Shirt 1 No. Rain Coat with cap	Black Terry Cot/Brown terry cot	Once in 2 years
		1 pair Safety Shoe with 2 pair Blue socks	Black	Once in a year
		1 No. Safety Helmet	Yellow	Once in 5 years
79	Fitter (Sea) SG.I/II/III HS Grade	3 Nos. Full Pant 3 Nos. Bush Shirt 1 No. Rain Coat with cap	Gray Terry Cot	Once in 2 years
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year
		1 No. Safety Helmet	Yellow	Once in 5 years
80	Grab Crane Operator/ Mechanic (Floating craft)	3 Nos. Full Pant 3 Nos. Bush Shirt	Blue Terry Cot	Once in 2 years
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year
		1 No. Safety Helmet	Yellow	Once in 5 years
		1 No. Rain coat with cap		Once in 2 years
81	Workmate/ Work Asst./ Clerks (working in WS & NA) section of Marine Dept.	1 No. Rain Coat with cap		Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year

82	Tindal and Sr. Tindal	3 Nos. full Pant 3 Nos. Bush Shirt	Black Terry coat Cream Terry coat	Once in 2 years
		1 pair Safety Shoe with 2 pair white socks	Black	Once in a year
		1 No. Rain Coat with cap		Once in 2 years
		1 No. Safety Helmet	Yellow	Once in 5 years
83	Helper Dredger (Male)	3 Nos. Full Pant 3 Nos. Bush Shirt	Black Terry Cot Brown Terry Cot	Once in 2 years
		1 pair Safety Shoe with 2 pair Blue socks	Black	Once in a year
	Helper Dredger (for Helpers for Marine Dept.)	3 Nos. Full Pant 3 Nos. Bush Shirt	Black Terry Cot Brown Terry Cot	Once in 2 years
		1 pair Safety Shoe with 2 pair Blue socks	Black	Once in a year
		1 No. Safety Helmet	Yellow	Once in 5 years
		1 No. Rain Coat with cap		Once in 2 years
	Helper Dredger (for Female employees)	3 Nos. Saree 3 Nos. Blouse piece	White terry Cot	Once in 2 years
		One pair Chappal		Once in a year
84	Oilman/ Topaz/ Deckhand/ Asst. Boson	3 Nos. Full Pant 3 Nos. Bush Shirt 1 Rain Coat with cap	Black Terry Cot Brown Terry Cot	Once in 2 years
		1 pair Safety Shoe with 2 pair Blue socks	Black	Once in a year
		1 No. Safety Helmet	Yellow	Once in 5 years
85	Fireman	1 No. Lanyard - Single Line with whistle	Maroon	Once in a year

		(chromium plate)		
		4 Nos. shoulder Badge "PFS"	Steel coated	Once in 5 years
		1 No. Beret cap	Blue serge	Once in a year
		1 pair brown canvas shoe	Brown	Once in a year
		2 pair khaki nylon socks	Khaki	Once in a year
		1 No. black leather belt with Ashoka Emblem	Black	Once in a year
		1 pair safety shoe	Black	Once in a year
		4 pair khaki nylon socks	Khaki	Once in a year
		3 Pair Drill full pant 3 shirt khaki (terry cot)	Khaki	Once in 2 years
		1 pair overall khaki (terry cot)	Khaki	Once in 2 years
		1 Pair Gum boot - rubber	Black	Once in 2 years
		1 No. Raincoat with cap (Superior quality)		Once in 2 years
		1 No. FRP "Yellow" Helmet	Yellow	Once in 5 years
86	Fireman Driver	1 No. Lanyard - Single Line with whistle (chromium plate)	Maroon	Once in a year
		4 Nos. shoulder Badge "PFS"	Steel coated	Once in 5 years
		2 Nos. ½" dia 3 spoked steering wheel	Steel coated	Once in 5 years
		1 No. Beret cap badge with PFS	Steel coated	Once in 5 years

		1 No. Beret cap	Blue serge	Once in a year
		1 pair brown canvas shoe		
			Brown	Once in a year
		2 pair khaki nylon socks	Khaki	Once in a year
		1 No. black leather belt with Ashoka Emblem	Black	Once in a year
		1 pair safety shoe	Black	Once in a year
		4 pair khaki nylon socks	Khaki	Once in a year
		3 Pair Drill full pant 3 Pair shirt	Khaki terry cot	Once in 2 years
		1 pair overall khaki (terry cot)	Khaki	Once in 2 years
		1 Pair Gum boot - rubber	Black	Once in 2 years
		1 No. Raincoat with cap (Superior quality)		Once in 2 years
		1 No. FRP "Yellow" Helmet	Yellow	Once in 5 years
88	Leading Fireman	1 No. Lanyard - Single Line with whistle (chromium plate)	Maroon	Once in a year
		4 Nos. shoulder Badge "PFS"	White	Once in 5 years
		4 Nos. Metal bar (½" wide & 1 ½" long) with semi circular section on top & flat surface bottom.	Steel Coated	Once in 5 years
		1 No. Beret cap	Blue serge	Once in a year

		1 pair brown canvas shoe	Brown	Once in a year
		2 pair khaki nylon socks	Khaki	Once in a year
		1 No. black leather belt with Ashoka Emblem	Black	Once in a year
		1 pair safety shoe	Black	Once in a year
		4 pair khaki nylon socks	Khaki	Once in a year
		3 Pair Drill full pant 3 shirt khaki (terry cot)	Khaki	Once in 2 years
		1 pair overall khaki (terry cot)	Khaki	Once in 2 years
		1 Pair Gum boot - rubber	Black	Once in 2 years
		1 No. Raincoat with cap (Superior quality)		Once in 2 years
		1 No. FRP "Yellow" Helmet	Yellow	Once in 5 years
88	Sub Officer	1 No. Lanyard - Double Line with whistle (chromium plate)	Maroon	Once in a year
		4 Nos. shoulder Badge "PFS"	Steel coated	Once in 5 years
		8 Nos. small impeller with (3/4" size)	Steel coated	Once in 5 years
		1 No. peak cap badge with PFS	Steel coated -	Once in 5 years
		1 No. peak cap	Khaki serge as per colour of the uniform cloth	Once in a year
		1 No. Beret cap badge with PFS	Steel coated	Once in 5 years

		1 No. Beret cap	Blue serge	Once in a year
		1 No. brown leather belt with Ashoka Emblem	Brown	Once in a year
		1 pair safety shoe	Brown	Once in a year
		4 pair khaki nylon socks	Khaki	Once in a year
		1 Pair Canvas Shoe	White	Once in a year
		2 pair white nylon socks	White	Once in a year
		3 Pair Drill full pant 3Pair shirt	Khaki terry cot	Once in 2 years
		1 Pair Gum boot - rubber	Black	Once in 2 years
		1 No. Raincoat with cap (Superior quality)		Once in 2 years
		1 No. FRP "Yellow" Helmet	Yellow	Once in 5 years
89	Asst. Fire Officer	1 No. Lanyard - Double Line with whistle (chromium plate)	Maroon	Once in a year
		4 Nos. shoulder Badge "PFS"	Steel coated	Once in 5 years
		4 Nos. Large impeller (1"size) with semi circular wreath.	Steel coated	Once in 5 years
		1 No. peak cap badge with PFS	Steel coated	Once in 5 years
		1 No. peak cap	Khaki Serge as per colour of the uniform cloth	Once in a year
		1 No. Beret cap badge with PFS	Steel coated	Once in 5 years

		1 No. Beret cap	Blue serge	Once in a year
		1 No. brown leather belt with Ashoka Emblem	Brown	Once in a year
		1 pair safety shoe	Brown	Once in a year
		4 pair khaki nylon socks	Khaki	Once in a year
		1 Pair Canvas Shoe	White	Once in a year
		2 pair white nylon socks	White	Once in a year
		3 Pair Drill full pant 3 Pair shirt	Khaki terry cot	Once in 2 years
		1 Pair Gum boot - rubber	Black	Once in 2 years
		1 No. Raincoat with cap (Superior quality)		Once in 2 years
		1 No. FRP "Yellow" Helmet	Yellow	Once in 5 years
90	Fire cum Asst. Safety Officer	1 No. Lanyard - Double Line with whistle (chromium plate)	Maroon	Once in a year
		4 Nos. shoulder Badge "PFS"	Steel coated	Once in 5 years
		4 Nos. Large impeller (1"size) with semi circular wreath.	Steel coated	Once in 5 years
		8 Nos small impeller (¾" size).		
		1 No. peak cap badge with PFS	Steel coated	Once in 5 years
		1 No. peak cap	Khaki Serge as per colour	Once in a year

			of the uniform cloth	
		1 No. Beret cap badge with PFS	Steel coated	Once in 5 years
		1 No. Beret cap	Blue serge	Once in a year
		1 No. brown leather belt with Ashoka Emblem	Brown	Once in a year
		1 pair safety shoe	Brown	Once in a year
		4 pair khaki nylon socks	Khaki	Once in a year
		1 Pair Canvas Shoe	White	Once in a year
		2 pair white nylon socks	White	Once in a year
		3 Pair Drill full pant 4 Pair shirt	Khaki terry cot	Once in 2 years
		1 Pair Gum boot - rubber	Black	Once in 2 years
		1 No. Raincoat with cap (Superior quality)		Once in 2 years
		1 No. FRP "White" Helmet	White	Once in 5 years

HODs of Finance, Administration, Medical department	2 Nos. of Safety Helmet per Department		Once in 5 years
HODs of Civil, Mechanical, Marine and Traffic department.	5 Nos. of Safety Helmet per Department	HODs of operational Dept. shall keep spare helmet for the use of Port Guest visiting area.	Once in 5 years
All the Officers (Not included in the statement)	1 No. Rain Coat with Cap		Once in 2 Years
HODs, Dy.HOD and Officers having Scale of pay equivalent to cadre of S.E. (Not included in the statement)	1 pair. Non-skid shoes + 2 pair socks		Once in a year
Officers working at Wharf /Site(Not included in the statement)	1 No. Industrial Safety Shoes + 2 pair socks		Once in a Year

SCHEME OF SKILLED SCALES

1. The scheme basically consists of 5 scales namely:

Sl. No.	Category	Pre-revised	Revised
1	Highly Skilled Grade I	Rs.19100-51100	Rs.29600-81100
2	Highly Skilled Grade II	Rs.17700-44600	Rs.27400-70500
3	Skilled Grade I	Rs.16300-38200	Rs.25200-59600
4	Skilled Grade II	Rs.16300-38200	Rs.25200-59600
5	Skilled Grade III	Rs.16300-38200	Rs.25200-59600

2. As per the Scheme, an employee in each category/cadre is eligible for automatic promotion on completion of specified number of years and on passing a trade test except in the case of Highly Skilled grade II to Grade I where the promotion is not automatic since it is subject to availability of vacant post. The specified period for various grades is as follows:

i	Skilled Grade III	to	Skilled Grade II	8 years
ii	Skilled Grade II	to	Skilled Grade I	6 years
iii	Skilled Grade I	to	Highly Skilled Grade II	5 years
iv	Highly Skilled Grade II	to	Highly Skilled Grade I (Subject to availability of Posts)	5 years

3. The Scheme of Skilled scales proposed by the NEW MANGALORE PORT AUTHORITY does not involve creation of any additional post. The required number of posts already exists in the trades and covered by the scheme of skilled scales.
4. Grade I Highly Skilled scales have been provided only in certain trades. It is necessary to create similar posts in other trades also as and when eligible candidates are available.
5. As already mentioned above it is proposed to give promotion to the Highly Skilled Grade II who completes 5 years in the same grade subject to availability of posts and passing the trade test. However equal no. of posts will be surrendered in the lowest category so that the total no. of posts will not be changed.
6. The scheme is based on the similar schemes already existing in the Major Ports of Mumbai, Chennai, Cochin, Kolkata and Paradip except for the modification proposed at 2 above. This scheme does not exist in Vishakhapatnam and Mormugao Port. With the introduction of the scheme in NMPA, there will not be any increase in the total no. of posts. This scheme is not for the purpose of up-gradation. Further no. of posts in each grade is not fixed.

7. The present exercise is only for the purpose of classification of the existing skilled categories and to fit the existing personnel into the scheme.
8. The strength of employees in each trade in NMPA as on 01.04.2020 which are covered in the scheme skilled scales are furnished below.
9. TRADES EXISTING IN NEW MANGALORE PORT AUTHORITY WHICH ARE COVERED UNDER THE SCHEME OF SKILLED SCALES AS ON: 01-01-2022.

SL No	Category	Name of Employee (Sri/Smt/ Kum)	Scale of Pay	Total Sanctioned Strength	Dept. Wise Working Strength			Total working strength	Total vacancy
					Mech.	Civil	Marine		
1	HSG I- Lineman	P.Ramesh, Basavaraju	29600-81100	2	2	-	-	2	0
2	HSG I- Wireman	Sanjeeva Naika, Ramesh B, Mohandas	29600-81100	3	3	-	-	3	0
3	HSG I- Mech.(Auto)		29600-81100	-	-	-	-		
4	HSG I- Plumber		29600-81100	1	-	-	-	0	1
5	HSG II-Plumber SG I, SG-II & SG III- Plumber	Chandrasaha, Raghavendra	27400-70500 25200-59600	3	-	2	-	2	1
6	HSG II- Fitter SG I, SG-II & SG III- Fitter	S S Eshwara Rao, Lingappa Naik B, Vishwanath, Mohammed Hussain	27400-70500 25200-59600	6	4	-	-	4	2
7	HSG II- Carpenter SG I, SG-II & SG III- Carpenter	Shreedharachari	27400-70500 25200-59600	1	-	1	-	1	0
8	HSG II- Fitter (Sea) SG I, SG-II & SG III- Fitter (sea)	Achutha	27400-70500 25200-59600	9	1	-	-	1	8
9	HSG II- Lineman SG I, SG-II & SG III- Lineman		27400-70500 25200-59600	11	-	-	-	0	11

10	HSG II- Mech. (auto) SG I, SG-II & SG III- Mech.(auto)	Venkatesh	27400-70500 25200-59600	5	3	-	-	3	2
		Ganesh I,							
		Amarnath							
11	HSG II- Mech.(FC) SG I, SG-II & SG III- Mech.(FC)		27400-70500 25200-59600	1	-	-	-	0	1
12	HSG II- Mech.(AC&R) SG I, SG-II & SG III- Mech.(AC&R)		27400-70500 25200-59600	1	-	-	-	0	1
13	HSG II- Mech.(water supply) & PACM SG I, SG-II & SG III- Mech.(water supply)&PCAM	Jagadeesh,	27400-70500 25200-59600	4	-	3	-	3	1
		Vikas Kumar,							
		Anil Kumar							
14	HSG II-MMO/Machinist SG I, SG-II & SG III- MMO/Machinist	Parashuram Kumar	27400-70500 25200-59600	1	1	-	-	1	0
15	HSG II- Painter SG I, SG-II & SG III- Painter	Umanath	27400-70500 25200-59600	1	-	1	-	1	0
16	HSG II- ASOCM SG I, SG-II & SG III- ASOCM	Sathish N	27400-70500 25200-59600	2	1	-	-	1	1
17	HSG II- Welder SG I, SG-II & SG III- Welder	C Shrikanth Rao,	27400-70500 25200-59600	5	4	-	1	5	0
		V K Santhosh Kumar,							
		U Narayana Naik,							
		Shekara Y,							
		H.S Ashok Kumar							
18	HSG II- Wireman SG I, SG-II & SG III- Wireman	Sathish Naika	27400-70500 25200-59600	4	1	-	-	1	3
TOTAL				60	20	7	1	28	32