

Settlement on Wage Revision

& Allied matters of

Port & Dock Workers

of

Major Port Trusts &

Dock Labour Board.

w.e.f. 1.1.2017

(Signed on 30th August, 2018 at Mumbai)

MEMORANDUM OF SETTLEMENT DATED 30th AUGUST 2018 ARRIVED AT UNDER SECTION 12(3) OF THE INDUSTRIAL DISPUTES ACT, 1947 BEFORE THE CHIEF LABOUR COMMISSIONER (CENTRAL), NEW DELHI OVER CHARTER OF DEMANDS OF WAGE STRUCTURE AND ALLIED MATTERS BETWEEN THE FOLLOWING SIX FEDERATIONS OF PORT AND DOCK WORKERS OPERATING IN MAJOR PORT TRUSTS AND DOCK LABOUR BOARD, AND MANAGEMENT.

PRESENT

<u>Representing Management</u>	<u>Representing Federations</u>
1. Shri Sanjay Bhatia, Chairman, Mumbai Port Trust, IPA & Bipartite Wage Negotiation Committee	<u>All India Port & Dock Workers Federation (HMS)</u> 1. Shri P. M. Mohammed Haneef, President 2. Shri D.K. Sarma, General Secretary 3. Shri, M. L. Bellani Additional General Secretary 4. Shri G. M. Krishnamurthy, Working President 5. Shri Kersi Parekh Dy. General Secretary
2. Shri M.T. Krishna Babu, Chairman Visakhapatnam Port Trust	
3. Shri Neeraj Bansal, Chairman I/C, Jawaharlal Nehru Port Trust	
4. Shri Rinkesh Roy, Chairman, Paradip Port Trust	
5. Shri Cyril C. George, Dy. Chairman, Chennai Port Trust	
6. Shri G. Senthilvel, Dy. Chairman, Haldia Dock Complex	<u>All India Port & Dock Workers Federation (Workers) (HMS)</u> 1. Shri S.K. Shetye, President 2. Shri S.R. Apraj, General Secretary 3. Shri V.V. Rane Treasurer
7. Shri M. Guruprasad Rai, Dy. Chairman, Mormugao Port Trust	<u>Water Transport Workers Federation of India (CITU)</u> 1. Shri C. D. Nandakumar, President 2. Shri T. Narendra Rao, General Secretary
8. Shri Venkata Ramana Akkaraju Chairman i/c, Cochin Port Trust	
9. Dr. P.D. Shenoy, Ex- Secy to the Govt. of India	



Handwritten signatures and initials are present at the bottom of the page, including a large signature on the left, several initials in the middle, and a signature on the right.

10. Shri K.V. Krishna Kumar, President, Federation of Associations of Stevedores	
11. Shri A Janardhana Rao, Managing Director, Indian Ports Association	<u>Indian National Port & Dock Workers Federation (INTUC)</u> Shri Prabhat Samantray, President
	<u>Port, Dock & Waterfront Workers Federation of India (AITUC)</u> Shri B.Ch. Masen, Secretary
	<u>Bhartiya Port & Dock Mazdoor Mahasangh (BMS)</u> Shri P.G. Uparkar, President

1.0 SHORT RECITAL

1.1 Consequent upon the expiry of the period of operation of the Settlement dated 25.10.2013 on wage revision of Port and Dock Workers of Major Port Trusts and Dock Labour Board of India on 31.12.2016, Government of India, in the Ministry of Shipping, constituted a Bipartite Wage Negotiation Committee (BWNC) vide Ministry's Office Memorandum No. LB-12011/1/2016-L dated 29.11.2016, as below:

MEMBERS REPRESENTING THE MANAGEMENT SIDE

1.	Chairman, Indian Ports Association	Chairman
2.	Chairman, Visakhapatnam Port Trust	Member
3.	Chairman, Jawaharlal Nehru Port Trust	Member
4.	Chairman, Paradip Port Trust	Member
5.	Chairman, Kandla Port Trust	Member
6.	Deputy Chairman, New Mangalore Port Trust	Member
7.	Deputy Chairman, Cochin Port Trust	Member



Handwritten signatures and initials, including 'Sms', 'Tingaw', and other illegible marks, are present below the table.

8.	Deputy Chairman, Chennai Port Trust	Member
9.	Deputy Chairman, Mormugao Port Trust	Member
10.	Deputy Chairman, Haldia Dock Complex	Member
11.	Managing Director, Indian Ports Association	Member Secretary
12& 13.	2 Members to be co-opted by Chairman, IPA from other Chairmen, Port Trusts, Retired Ministry/ Port Officers or Experts from Professional Bodies.	

1.2 As per Ministry's letter, Chairman, BWNC co-opted Dr P.D. Shenoy, IAS (Retd), Former Secretary to the Government of India, Ministry of Labour and Ex-Chief Labour Commissioner and Shri. K.V. Krishna Kumar, President, Federation of Associations of Stevedores as members of BWNC on 22.12.2016.

1.3 Representation of workers on BWNC was based on the available results of Secret Ballot /Check Off system for the year 2016 as under:

MEMBERS REPRESENTING THE PORT & DOCK WORKERS

Sl No.	Name of the Federation	No. of representatives appointed in BWNC
1.	All India Port & Dock Workers Federation (HMS)	5
2.	All India Port & Dock Workers Federation- (Workers)(HMS)	3
3.	Water Transport Workers Federation of India (CITU)	2
4.	Indian National Port & Dock Workers Federation (INTUC)	1
5.	Port, Dock & Waterfront Workers Federation of India (AITUC)	1
6.	Bhartiya Port and Dock Mazdoor Mahasangh (BMS)	1
	Total	13



Handwritten signatures and initials are present below the table, including 'SMB', 'Law', 'T. P. Rao', and others.

1.4 The Names of the representatives of the Management side and each Federation are given in **Appendix-I**

2.0 CHARTER OF DEMANDS

2.1 The five Federations submitted their Charter of Demands on 20.05.2016. A separate Charter of Demands from Bhartiya Port and Dock Mazdoor Mahasangh (BMS) has been submitted on 29.12.2016. On request to give a common Charter of Demands by the Management, Bhartiya Port and Dock Mazdoor Mahasangh (BMS) has endorsed the Charter of Demands submitted by the five Federations.

2.2 The first meeting of the Bipartite Wage Negotiation Committee was held at Mumbai Port Trust on 06.02.2017 followed by 6 meetings at IPA, New Delhi and one meeting each at New Mangalore Port Trust and Mumbai Port Trust. In these meetings, the Charter of Demands submitted by the Federations and measures suggested by the Management side to improve productivity were deliberated upon item wise. The dates and venues of the meetings held are in **Appendix II**. This settlement is signed at Mumbai Port Trust on 30.8.2018.

2.3 During the discussions, the management representatives suggested that the present Wage Settlement has to be linked with performance related pay. The Federation representatives did not agree with the suggestion of linking PRP in the present agreement but agreed to consider in principle the concept of PRP and this issue would be further discussed with the management and the consensus arrived at before the next wage revision.

2.4 The following terms of Settlement was arrived at under Section 12 (3) of the Industrial Disputes Act, 1947 before the Chief Labour Commissioner as full and final settlement of all demands of the Federations.

3.0 TERMS OF SETTLEMENT

It is agreed that the wage structure, terms and conditions of employment applicable to Group C and D employees of Major Port Trusts and Dock Labour Board will be revised as below:



(Handwritten signatures and initials)

4.0 COVERAGE

This Settlement will apply to and cover the following permanent Group - C & D employees / workmen:

- (i) Persons employed by the Major Port Trusts of Mumbai, Kolkata, Chennai, Visakhapatnam, Cochin, Mormugao, Deendayal, Paradip, V.O.Chidambaranar, New Mangalore and Jawaharlal Nehru and / or paid directly by the Port Trusts;
- (ii) Persons employed by Calcutta Dock Labour Board; and
- (iii) Persons registered or unregistered (listed) under any of the Schemes framed under the Dock Workers (Regulation of Employment) Act, 1948.

4.1 It will also apply to persons enjoying the benefit of previous wage settlement as on 31.12.2016.

Note: Any other issues related to individual Ports regarding coverage may be discussed and settled locally.

5.0 DATE OF EFFECT AND PERIOD OF SETTLEMENT

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

6.0 REVISED PAY SCALES

The revised pay scales will be linked to All India Consumer Price Index Number 277 for Industrial Workers (General) based on 2001=100 (AICPI) series. Revised pay scales corresponding to the scales of pay from 01.01.2017 are at Appendix-III.



Handwritten signatures and initials, including a large signature at the top left, and several smaller signatures below it.

7.0 FITMENT OF PAY ON THE 1ST JANUARY, 2017 IN THE REVISED PAY SCALE

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

A	B	C	D
Basic pay as on 31.12.2016 and Special Pay & Stagnation Increment	D.A. upto AICPI 277 points i.e 40% (base year 2001 = 100) on basic pay as on 01.01.2017.	10.6% of A+B	Aggregate amount # A+B+C

The aggregate amount shall be rounded off to the nearest Rupee and the figure so arrived at will be located in that Level in the Pay Matrix given at Appendix III. In case such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

7.2 The above fitment formula is not applicable to the employees appointed on or after 01.01.2017 and they will start at the minimum of the corresponding revised pay scale.

7.3 The Federations highlighted the issue that there are instances where employees are drawing stagnation increments in the existing pre-revised pay scales and in such cases upon the fixation of pay in the revised pay scales with the fitment benefit the revised pay is crossing the maximum of the corresponding revised pay scale. The Federations requested that the revised pay be protected in such cases. The Management in principle agreed that there is an issue, and informed that the matter shall be taken up with Ministry/DoPT for seeking clarification on the methodology being adopted in similar cases in Central Government.



Handwritten signatures and initials are present at the bottom of the page, including a large signature at the top left, and several other initials and signatures below it.

8.0 STAGNATION INCREMENT:

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.

9.0 RATE OF INCREMENT, DATE OF NEXT INCREMENT IN THE REVISED PAY SCALES AND FIXATION OF PAY ON PROMOTION:

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

9.2 Employees will be permitted to opt for the revised pay scale with effect from 01.01.2017 or from the date of next increment due before 31.12.2017.

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

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

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

CDH
Sub *Clear* *INP* *AG*



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

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

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

10.0 PERSONAL PAY FOR SMALL FAMILY NORM

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

11.0 INCREMENT GRANTED FOR EXCELLENCE IN SPORTS

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

12.0 DEARNESS ALLOWANCE

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

12.2 D. A. installments would be released 4 times in a year, with effect from 1st January, 1st April, 1st July and 1st October.



Handwritten signatures and initials are present below the stamp, including a large signature on the left, a signature in the middle, and several initials on the right.

12.3 D.A. would be paid for increase in AICPI above quarterly index average of 277 to which the pay scales are related.

12.4 The percentage increase in the Quarterly average of the AICPI for the period ending February, May, August and November over the index 277 would be taken up to two decimal points.

12.5 The rate of compensation to the employees over the basic pay at index average of 277 will also be in whole numbers with fractions carried forward.

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

If and when Government announces its decision in respect of the revision of Industrial Dearness Allowance Scheme, it will be made applicable to the Port and Dock Workers also from the date as specified in the Government order.

Foot Note I

Quarterly averages	Payable from
September, October and November	1 st January
December, January and February	1 st April
March, April and May	1 st July
June, July and August	1 st October

Foot Note II

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

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

12.8 The pay for the purpose of calculation of D.A. will be the basic pay drawn in the prescribed scale of pay including stagnation increment but will not include any other type of pay such as Special Pay, Personal Pay etc.

12.9 The D.A will continue to be a distinct element of remuneration and will not be treated as pay within the ambit of FR 9 (21).



Handwritten signatures and initials are present at the bottom of the page, including a large signature that appears to be 'Wk' and several other scribbles and initials.

13.0 HOUSE RENT ALLOWANCE

13.1 An employee, who is allotted accommodation by the Port Trust and Dock Labour Board will not be paid House Rent Allowance. Those employees to whom accommodation is not allotted shall be granted HRA at the following rates, without production of rent receipt:

Name of the Port	Rates of HRA
Mumbai, Jawaharlal Nehru, Chennai and Kolkata(excluding Haldia)	30% of actual basic pay plus stagnation increment.
Visakhapatnam, Cochin, New Mangalore and Mormugao	20% of actual basic pay plus stagnation increment
Deendayal, V.O.Chidambaranar and Haldia	15% of the actual basic pay plus stagnation increment
Paradip	10% of actual basic pay plus stagnation increment

13.2 If the employees are posted to work in higher grade cities where the Trade Promotion Centres / Guest Houses of the respective port are situated, such employees shall be allowed the HRA at higher rate as applicable to that city.

14.0 HOUSE RENT RECOVERY

14.1 Recovery of rent for Port and DLB Quarters will be made on living area basis under Government of India's orders as revised from time to time under FR 45 (A).

14.2 For sub-standard quarters the recovery of rent will be as envisaged under FR 45. As regards recovery of rent for dormitory or bachelor accommodation, the recovery of rent may be made at fixed rates, to be calculated by Ports under FR 45 A (Standard Rent).



Handwritten signatures and initials are present at the bottom of the page, including a large signature on the left and several initials on the right.

15.0 PORT ALLOWANCE

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

16.0 TRANSPORT REIMBURSEMENT

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

16.2 Transport Reimbursement will be allowed to handicapped employees at double the rate.

17.0 CHILDREN EDUCATION ALLOWANCE

17.1 Under the Scheme of Children Education Allowance reimbursement can be availed by an employee upto a maximum of 2 children.

17.2 Reimbursement as indicated above will be applicable for expenditure on the education of school going children only i.e., for children from class nursery to 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.

17.3 Reimbursement for the following items can be claimed under the Scheme of Children Education Allowance:

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-



SPR
W
PP
B
A
M
A

curricular activities. This also includes reimbursement for purchase of 1 set of text books and notebooks, 2 sets of uniforms and 1 set of school shoes which can be claimed for a child in a year.

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

17.5 The above limits would be automatically raised by 25% every time Dearness Allowance on the revised pay structure goes up by 50%.

17.6 Reimbursement shall be done just once in a year, after completion of the financial year. For reimbursement of Children Education Allowance a certificate from the Head of institution, where the ward of the employee studies, will be sufficient for all the charges claimed by the Institution. Whereas for the expenditure incurred by the employee on other items the supporting vouchers / bills should be attached by the employee in his/her claim.

17.7 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.

17.8 In case, both the spouses are Port employees, only one of them can avail reimbursement under Children Education Allowance Scheme.

18.0 WASHING ALLOWANCE

Washing Allowance and Special Washing Allowance will be enhanced from Rs.155 and Rs.200 per month to Rs.194 and Rs.250 respectively, with automatic increase of 25% when Dearness Allowance goes up by 50%. The claim for Special Washing Allowance in respect of Hospital Staff, Sanitary Staff and Fire Brigade staff, who are currently in receipt of such allowance, will be discussed and settled locally.



ADP
SMB
C
R
A

19.0 REVISION OF T.A AND D.A

The TA and DA rates will be as follows:

(A) Entitlement for travel on tour-Group C and D employees:

Sr. No	Pay Range	Normal trains#	Rajdhani express	Shatabdi Express
1.	Below Rs.29600/-	Second sleeper	AC Chair Car*	
2.	Rs.29600/-and above but below Rs.53300/-	I Class / II AC 3 tier sleeper / AC Chair Car*	AC Chair Car**	
3.	Rs.53300/- and above	II AC 2 tier sleeper / 1 st Class / AC 3 tier	II AC 2 tier sleeper	AC Chair Car

(#) Normal trains mean trains other than Rajdhani and Shatabdi express.

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

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

The revised travel entitlements are subject to following:

- (i) In 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) Travel by any means of public transport, including Air is allowed for travel between places connected by rail provided the total fare doesn't exceed the train fare by the entitled class.
- (iii) All employees are allowed to travel below their entitled class of travel.



Handwritten signatures and initials, including a large signature at the top left and several smaller ones below it, some with dates like '20/12' and '20/12'.

(B) Entitlement for journey by sea or by river steamer

Pay Range	Travel Entitlement
Rs.53300/- and above	If there be two classes only on the steamer, the lower class
Rs.29600/-and above but below Rs.53300/-	If there be two classes only on the steamer, the lower class If there be three classes, the middle or the 2 nd class If there be four classes, the 3 rd class.
Below Rs.29600/-	The lowest class.

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

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

(D) Daily allowance on tour.

Pay Range	Daily Allowance
Employees on Pay of Rs.29600/-and above	Reimbursement for hotel accommodation of upto Rs 750/- per day, reimbursement of travel charges of up to Rs 150/- per diem for travel within the city and reimbursement of food bills not exceeding Rs 500/- per day.
Employees on Pay below Rs.29600/-	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.



Handwritten signatures and initials, including 'SMB', 'Ingru', and other illegible marks.

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

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

Timing restrictions:

Length of absence	Amount payable
If absence from Headquarters is < 6 hours	30% of lumpsum amount
If absence from Headquarters is between 6 - 12 hours	70% of lumpsum amount
If absence from Headquarters is > 12 hours	100% of lumpsum amount

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

20.0 OVER TIME ALLOWANCE

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

21.0 HOLIDAY WAGES

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



Handwritten signatures and initials, including 'SN13', 'T. N. Rao', and others.

22.0 DESIGN ALLOWANCE

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

23.0 OTHER ALLOWANCES

All the local allowances will be discussed and settled locally within a period of six months.

24.0 CONVEYANCE ADVANCE

Conveyance Advance for the purchase of vehicle will be sanctioned as follows:

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

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

25.0 HOUSE BUILDING ADVANCE

25.1 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



Handwritten signatures and initials are present at the bottom of the page, including 'SMB', 'Koon', 'T. Nare', and several other illegible signatures.

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

25.3 Ports in which the Scheme of Grant of House Building Advance is not there, they should explore the feasibility of introducing the Scheme for grant of interest subsidy on loans taken for house building.

25.4 Ports which are not having Regulations for waiver of outstanding House Building Advance and interest in the event of death of the employee while in service should examine the feasibility of extending the same.

26.0 COMPUTER ADVANCE

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.

27.0 FESTIVAL ADVANCE

The quantum of Festival Advance will be discussed and settled locally.

28.0 LEAVE TRAVEL CONCESSION

28.1 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.

28.2 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.



Handwritten signatures and initials are present at the bottom of the page. From left to right, they include: 'SP23', a signature that appears to be 'Arun', a signature that appears to be 'M. N. N.', and another signature that appears to be 'A. J.'.

28.3 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.

28.4 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.

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

29.0 NIGHT WEIGHTAGE

The existing practice of calculating Night Weightage will be continued.

30.0 OUTSTATION ALLOWANCE

Employees who go to other Ports on board the port crafts for dry docking / repairs would be allowed, in addition to normal pay and allowances, Outstation Allowance at the rate of $33\frac{1}{3}$ % of basic pay from the date of departure to the date of return to home port. The complement of staff to be deputed shall be decided by the Management.

31.0 LEAVE ENTITLEMENTS

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



Handwritten signatures and initials are present at the bottom of the page, including a large signature on the left, a signature in the middle, and several smaller initials and signatures on the right.

32.0 TRAINING AND REDEPLOYMENT

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

33.0 FUNERAL EXPENSES

Management is agreeable for grant of funeral expenses of deceased employees. But the quantum may be discussed and settled locally.

34.0 CANTEEN FACILITIES

The employers agree to provide amenities including drinking water, sanitary facilities, subsidized canteens, rest rooms etc. near the place of work. Subsidy for the canteens includes free water, electricity and gas cylinders.

35.0 SETTING UP OF CRECHES

Ports may set up crèches, wherever necessary.

36.0 SPECIAL ADVANCE FOR EMPLOYEES AND THEIR WARDS MARRIAGE

Ports will provide possible arrangements to grant advance from Welfare Fund.

37.0 MODIFIED ASSURED CAREER PROGRESSION (MACP)

37.1 MACP will continue to be administered at 10 years, 20 years and 30 years of regular service as before. Three financial upgradations shall be granted under Modified Assured Career Progression Scheme to Group C and D employees on completion of 10 years, 20 years and 30 years of regular service, provided there was no regular promotion during the period of 10, 20 and 30 years and subject to the existing conditions of MACP.



Handwritten signatures and initials, including 'S.M.', 'A.P.', 'R.L.', 'T.M.', and 'A.P.', are present below the stamp.

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

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

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

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

38.0 PAYMENT OF ARREARS

All efforts will be made to make payment of arrears arising out of this Settlement within a period of three months from the date of signing of the Settlement.

39.0 PENSION

39.1 A Pension Regulations in accordance with the provisions of the CCS (Pension) Rules shall be adopted by Major Ports within a period of 6 months.

39.2 Pension/Family Pension of all categories of employees shall be consolidated under two Formulations. The first Formulation of consolidation of pension of employees retired/died before 01.01.2012 is enumerated in **Appendix-IV** and the methodology of consolidation of pension of employees retired/died from 01.01.2012 to 31.12.2016 is enumerated in **Appendix- V**.

39.3 In the second Formulation, the Pension/Family Pension of employees who retired/died prior to 01.01.2017 may be revised by notionally fixing their pay in the scales of pay as per this Settlement in the level of Pay Matrix corresponding to the pay in the pay scale at which they retired/died. This will



Handwritten signatures and initials are present at the bottom of the page, including a large signature on the left, a signature in the middle, and several initials on the right.

be done' by notional pay fixation under each intervening Wage Settlements, based on the Formula for revision of pay. While fixing pay on notional basis, the pay fixation formulae as per Wage Settlements and other relevant instructions on the subject in force at the relevant time shall be strictly followed. 50% of the notional pay as on 01.01.2017 shall be the revised pension and 30% of this notional pay shall be the revised family pension w.e.f. 1.1.2017 as per this Formulation. In the case of family pensioners who were entitled to family pension at enhanced rate, the revised family pension shall be 50% of the notional pay as on 01.01.2017 and shall be payable till the period up to which family pension at enhanced rate is admissible as per Rules. The amount of revised pension/family pension so arrived at shall be rounded off to next higher Rupee.

The higher of the two Formulations i. e. the revised pension/family pension as per Clause 39.2 or the revised pension/family pension as worked out in accordance with Clause 39.3 above, shall be granted to pre-2017 pensioners as revised pension/family pension w.e.f. 01.01.2017.

39.4 The Formulation given in Clause 39.3 would not be applicable for the purpose of revision of pension of those pensioners who were drawing Compulsory Retirement Pension under Rule 40 of the CCS (Pension) Rules or Compassionate Allowance under Rule 41 of the CCS (Pension) Rules. The pensioners in these categories would continue to be entitled to revised pension as per Clause 39.2.

39.5 Since the consolidated pension will be inclusive of commuted portion of pension, if any, the commuted portion will be deducted from the said amount while making monthly disbursements. No arrears on account of revision of Pension/Family pension on notional fixation of pay will be admissible for the period prior to 1.1.2017. The arrears on account of revision of pension/family pension in terms of this Clause would be admissible with effect from 01.01.2017. As the notional fixation of pay in different Wage Settlements will take time, Ports shall pay arrears of revised pension as per Clause 39.2 and take expeditious action for notional fixation of pay and revision of pension. For calculation of arrears becoming due on the revision of pension/ family pension on the basis of Clause 39.3, the arrears of revised pension/family pension already paid on revision of pension/family pension in accordance with Clause 39.2 shall be adjusted.



Handwritten signatures and initials, including 'SND', 'Haw', 'Mans', and 'A'.

39.6 The maximum limit of all kinds of Gratuity payable under CCS (Pension) Rules / Ports' Pension Regulations shall be Rs. 20 Lakhs w.e.f. 01.01.2017.

39.7 The rates for payment of Death Gratuity shall be revised as under:

Length of Qualifying Service	Rate of Death Gratuity
Less than 1 year	2 times of monthly emoluments
1 Year or more but less than 5 years	6 times of monthly emoluments
5 years or more but less than 11 years	12 times of monthly emoluments
11 years or more but less than 20 years	20 times of monthly emoluments
20 years or more	½ month's emoluments for every completed 6 monthly period of qualifying service subject to a maximum of 33 times of emoluments

39.8 Fixed Medical Allowance to Pensioners / Family Pensioners residing outside Port city limits and not availing out-patient treatment facilities from Ports' Hospitals is increased from Rs. 500/- to Rs.1000/- per month.

39.9 The quantum of additional Pension / Family Pension available to old Pensioners / Family Pensioners shall continue to be as follows:

Age of Pensioners / Family Pensioners	Additional quantum of Pension
From 80 years to less than 85 years	20% of revised basic Pension / Family Pension
From 85 years to less than 90 years	30% of revised basic Pension / Family Pension
From 90 years to less than 95 years	40% of revised basic Pension / Family Pension
From 95 years to less than 100 years	50% of revised basic Pension / Family Pension
100 years or more	100% of revised basic Pension / Family Pension



[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

40.0 PRODUCTION AND PRODUCTIVITY

40.1 The pay revision and benefits will have definite impact on the financial viability of the ports and increase cost of operations. The Federations thus agree to actively and positively participate with the Management to take measures to improve the financial viability and productivity.

40.2 All parties recognize that Major Ports are passing through a difficult situation in view of the global recession and also due to emerging private ports in the vicinity of Major Ports. This calls for optimum utilization of the available infrastructure, technological upgradation, higher productivity and resource generation. The Challenges emanating from intra and/ or inter port competition, within the country/ region, calls for urgent need for improvement of efficiency, customer satisfaction, augmentation of financial viability and new enterprise culture in the Major Ports. Otherwise, the importance of State owned port operators would diminish unless productivity is increased and sustained. In this context, the management agreed that they shall provide necessary resources for the efficient operational requirements and the Federations agreed that they shall co-operate with the management for optimum production and productivity in the Major Ports. While introducing technological upgradation, the management will ensure that the interests of the existing employees are protected.

40.3 With a view to increase productivity it was agreed that revision of datum will be undertaken based on the average performance of the previous three years. The piece rate incentive will be determined after duly taking into consideration the applicable guidelines, relevant factors and operational requirements. The Federations agreed that their local affiliates will hold discussion with the Port Management to revise the Datum and Piece Rate within a period of six months. In case there is no settlement at local level on the above issue within six months from the date of signing this Settlement, the disputed matter will be sent for adjudication/ arbitration under Industrial Disputes Act, 1947.

40.4 The Federations and their affiliated Unions agreed to maintain industrial peace and harmony and improve Port performance during the currency of this Settlement and also mutually cooperate in and endeavour for, improving productivity levels in all activity areas.



Handwritten signatures and initials, including 'SNB', 'T. N. G.', and other illegible marks.

40.5 No Overtime Allowance would be given in the Ports without actual overtime work being done.

40.6 Engagement of workers would be as per requirements. It was decided that Ports Management should redeploy their surplus manpower as per requirements without affecting their service conditions. Notional booking of workers and notional payment to workers should be stopped forthwith, wherever existing. Consequently any Settlement relating to notional gang/notional payments or practice of deployment of notional gang/notional payments existing in any Port shall be discontinued.

40.7 Federations agreed that they would advise their affiliates to hold discussions with the Management to arrive at settlement with regard to award of National Industrial Tribunal, wherever it is not implemented.

41.0 EXISTING BENEFITS

As a consequence of the implementation of this Settlement, any facility, privilege, amenity, right, benefit, monetary or otherwise or concession to which an employee or a category of employees might be entitled to by way of any Award, practice or usage in force shall not be withdrawn, reduced or curtailed, except to the extent and manner as explicitly provided for in this Settlement. Provided, however, that this protection Clause shall not be used by the Federations and their affiliated Unions and any person or persons enjoying benefits under this Settlement for preventing Port/DLB Management from taking steps for the implementation of the provisions of this Settlement for improving productivity.

42.0 It is agreed that the demands of the Labour Federations on the following matters submitted jointly through their Charter of Demands, shall be discussed and settled with the Federations/ Unions at local level by mutual discussions, wherever they are presently existing.

1. Pilotage Allowance for Group C & D employees.
2. Dust Allowance.
3. Island Allowance/ Ferry Allowance.
4. Risk Insurance.



Handwritten signatures and initials are present at the bottom of the page, including a large signature that appears to be 'A. M.' and several other scribbles and initials.

5. Stream Allowance.
6. Special Insurance coverage for Crane Operators/Crane Drivers/Winch Operators/Ship Crane Operators/Signalers (on board).
7. Festival Allowance / Gift.
8. Allowance to Security Staff handling arms.
9. Insurance coverage for employees working at heights, midstream & underwater.
10. Implementation of Skilled Scheme in ports.
11. Time bound promotion system beyond highly skilled.

43.0 IMPLEMENTATION OF EARLIER SETTLEMENTS

The Management in discussion with the local affiliates of the Labour Federations signatory to this Settlement will take action for implementation of unimplemented Clauses of the earlier Settlements within 6 months from the date of signing of this Settlement.

44.0 RETIREMENT AGE

Any change in the retirement age of the Central Government employees will be adopted for Port and Dock workers.

45.0 HIV/AIDS POLICY

HIV / AIDS Workplace Policy has been circulated to Ports which have not formulated the policy so far, for necessary action.

46.0 GENERAL

Chairmen of Port Trusts may use their good offices to ensure that Dock Workers not covered by this Settlement and who are getting wages as per the previous Settlements by virtue of any statutory Settlements / court orders, continue to get benefits as per this Settlement.



Handwritten signatures and initials are present at the bottom of the page, including a large signature on the left, several initials in the middle, and a signature on the right.

47.0 CONCLUSION

47.1 Any discrepancies/ anomalies and disputed interpretations arising out of this Settlement and matters relating to implementation of this Settlement will be discussed between the Federations and the Port Management with a view to resolving them. It is further agreed that in the event of any disagreement between the parties on any points concerning any Clause including issues to be discussed at local level under this Settlement, the disputed point will be referred to an Arbitrator/ Adjudicator under the Industrial Disputes Act, 1947 for an Award.

47.2 The Federations and their affiliated Unions agree that no fresh issues involving additional financial implication will be raised during the period of this Settlement, excepting those claims pending in the courts, tribunals, conciliation proceedings and arbitration, including those issues which the parties have agreed to discuss and decide at local level by this Settlement, and also the issues which are referred to arbitration / adjudication. This Clause will not estop employees / workmen from receiving Productivity Linked Reward during the currency of this Settlement.

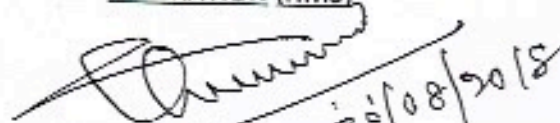
Representing Management



(Sanjay Bhatia)
Chairman,
Mumbai Port Trust, IPA & Bipartite
Wage Negotiation Committee

Representing Federations

ALL INDIA PORT & DOCK WORKERS
FEDERATION (HMS)


30/08/2018

1. (P. M. Mohammed Haneef)
President



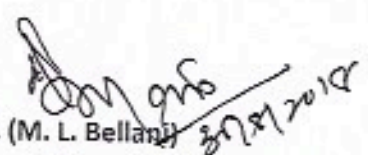
2. (M.T. Krishna Babu) 30/8
Chairman Visakhapatnam
Port Trust

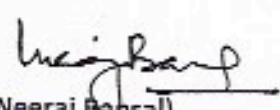



30-08-2018
2. (D.K. Sarma)
General Secretary



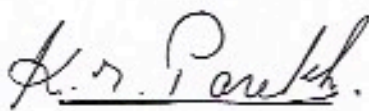
3. (Rinkesh Roy)
Chairman,
Paradip Port Trust


3. (M. L. Bellani)
Additional General Secretary


4. (Neeraj Bansal)
Chairman I/C,
Jawaharlal Nehru Port Trust

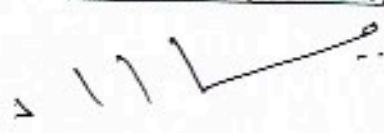

4. (G. M. Krishnamurthy)
Working President

5. Cyril C. George,
Dy. Chairman,
Chennai Port Trust

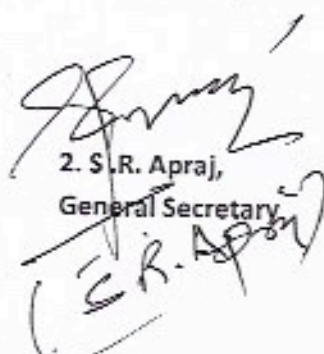

5. (Kersi Parekh)
Dy. General Secretary

ALL INDIA PORT & DOCK WORKERS
FEDERATION (WORKERS) (HMS)

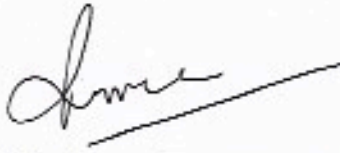

6. (G. Senthilvel)
Dy. Chairman,
Haldia Dock Complex


1. (S.K. Shetye)
President

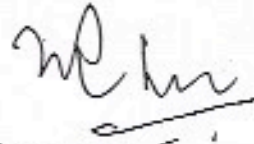
7. (M. Guruprasad Rai)
Dy. Chairman,
Mormugao Port Trust


2. S.R. Apraj,
General Secretary



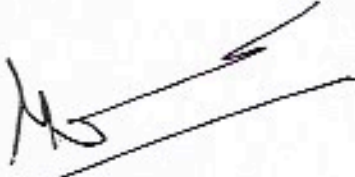


8. (Venkata Ramana Akkaraju)
Chairman I/C,
Cochin Port Trust

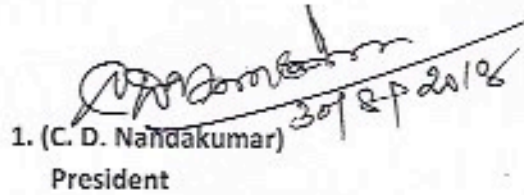


3. (V.V. Rane)
Treasurer

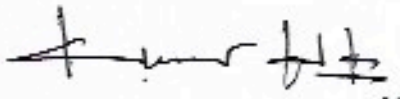
WATER TRANSPORT WORKERS
FEDERATION OF INDIA (CITU)



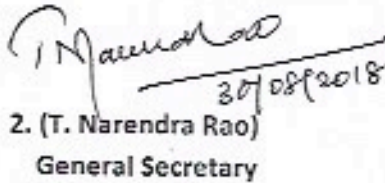
9. (Dr. P.D. Shenoy)
Ex- Secy to the Govt. of India



1. (C. D. Nandakumar)
President



10. K.V. Krishna Kumar,
President,
Federation of Associations of
Stevedores

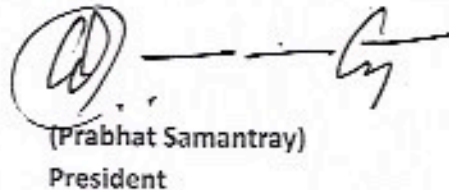


2. (T. Narendra Rao)
General Secretary

INDIAN NATIONAL PORT & DOCK
WORKERS FEDERATION (INTUC)

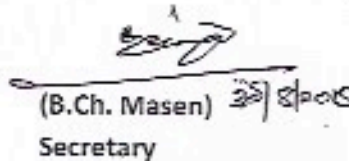


11. (A Janardhana Rao)
Managing Director,
Indian Ports Association



(Prabhat Samantray)
President

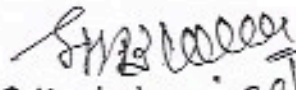
PORT, DOCK & WATERFRONT WORKERS
FEDERATION OF INDIA (AITUC)



(B.Ch. Masen)
Secretary



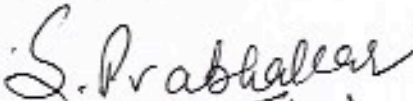
BHARTIYA PORT & DOCK MAZDOOR
MAHASANGH (BMS)


(P.G. Uparkar) 30/8/2018
President

Before me.


REGIONAL LABOUR COMMISSIONER,
MUMBAI 30/8/2018

Witnesses:


30/8/18
(SUMAN PRABHAKAR)
Dm(o), SPA


R.M. MURTHY

क्षेत्रीय श्रम आयुक्त (केन्द्रीय)
Regional Labour Commissioner (Central)
मुंबई/Mumbai-22.



REPRESENTATIVES ON BIPARTITE WAGE NEGOTIATION COMMITTEE

REPRESENTING MANAGEMENT

REPRESENTING LABOUR

1. Shri Sanjay Bhatia, Chairman, Mumbai Port Trust, IPA & Bipartite Wage Negotiation Committee	All India Port & Dock Workers Federation (HMS) 1. Shri P. M. Mohammed Haneef, President
2. Shri M.T. Krishna Babu, Chairman, Visakhapatnam Port Trust	2. Shri D.K. Sarma, General Secretary
3. Shri Anil Diggikar*, Chairman, Jawaharlal Nehru Port Trust	3. Shri, M. L. Bellani Additional General Secretary
4. Shri Rinkesh Roy, Chairman, Paradip Port Trust	4. Shri G. M. Krishnamurthy, Working President
5. Shri Ravi M. Parmar, Chairman, Deendayal Port Trust	5. Shri Kersi Parekh, Dy. General Secretary
6. Shri S.P. Shirwadkar, Dy. Chairman, New Mangalore Port Trust	<u>All India Port & Dock Workers Federation (Workers) (HMS)</u> 1. Shri S.K. Shetye, President 2. Shri S .R. Apraj, General Secretary 3. Shri V.V. Rane Treasurer
7. Shri Cyril C. George, Dy. Chairman, Chennai Port Trust	<u>Water Transport Workers Federation of India (CITU)</u> 1. Shri C. D. Nandakumar, President 2. Shri T. Narendra Rao, General Secretary
8. Shri G. Senthilvel, Dy. Chairman, Haldia Dock Complex	
9. Shri M. Guruprasad Rai, Dy. Chairman, Mormugao Port Trust	
10. Shri Venkata Ramana Akkaraju Dy. Chairman, Cochin Port Trust	<u>Indian National Port & Dock Workers Federation (INTUC)</u> Shri Prabhat Samantray, President
11. Dr. P.D. Shenoy, Ex- Secy to the Govt. of India	
12. Shri K.V. Krishna Kumar, President, Federation of Associations of Stevedores	<u>Port, Dock & Waterfront Workers Federation of India (AITUC)</u> Shri V.V. Rama Rao, General Secretary
13. Shri A Janardhana Rao, Managing Director, Indian Ports Association	<u>Bhartiya Port & Dock Mazdoor Mahasangh (BMS)</u> Shri P.G. Uparkar, President

* Consequent upon repatriation of Sh. Anil Diggikar, Chairman, JNPT to his parent department, he was replaced by Sh. Neeraj Bansal, Chairman i/c, Jawaharlal Nehru Port Trust.



BIPARTITE WAGE NEGOTIATION COMMITTEE

Sl. No.	DATE OF MEETING	MEETING HELD AT
1	06.02.2017	Mumbai
2	22 & 23.03.2017	New Delhi
3	22.06.2017	New Delhi
4	29.07.2017	New Mangalore
5	06.10.2017	New Delhi
6	20 & 21.12.2017	New Delhi
7	03.04.2018	New Delhi
8	04.07.2018	New Delhi
9	28.8.2018	Mumbai
10	30.8.2018	Mumbai








MATRIX TABLE

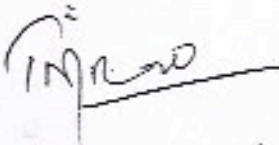
Pre Revised Scale	13500	14100	14400	14900	15600	16300	17700	19100	21000	23600
Revised Pay Scale	20900	21800	22300	23100	24200	25200	27400	29600	32500	36500
Levels	1	2	3	4	5	6	7	8	9	10
1	20900	21800	22300	23100	24200	25200	27400	29600	32500	36500
2	21500	22500	23000	23800	24900	26000	28200	30500	33500	37600
3	22100	23200	23700	24500	25600	26800	29000	31400	34500	38700
4	22800	23900	24400	25200	26400	27600	29900	32300	35500	39900
5	23500	24600	25100	26000	27200	28400	30800	33300	36600	41100
6	24200	25300	25900	26800	28000	29300	31700	34300	37700	42300
7	24900	26100	26700	27600	28800	30200	32700	35300	38800	43600
8	25600	26900	27500	28400	29700	31100	33700	36400	40000	44900
9	26400	27700	28300	29300	30600	32000	34700	37500	41200	46200
10	27200	28500	29100	30200	31500	33000	35700	38600	42400	47600
11	28000	29400	30000	31100	32400	34000	36800	39800	43700	49000
12	28800	30300	30900	32000	33400	35000	37900	41000	45000	50500
13	29700	31200	31800	33000	34400	36100	39000	42200	46400	52000
14	30600	32100	32800	34000	35400	37200	40200	43500	47800	53600
15	31500	33100	33800	35000	36500	38300	41400	44800	49200	55200
16	32400	34100	34800	36100	37600	39400	42600	46100	50700	56900
17	33400	35100	35800	37200	38700	40600	43900	47500	52200	58600
18	34400	36200	36900	38300	39900	41800	45200	48900	53800	60400
19	35400	37300	38000	39400	41100	43100	46600	50400	55400	62200



Pre Revised Scale	13500	14100	14400	14900	15600	16300	17700	19100	21000	23600
Revised Pay Scale	27400	31600	32300	34600	36800	38200	44600	51100	53500	56300
Revised Pay Scale	20900	21800	22300	23100	24200	25200	27400	29600	32500	36500
Levels	1	2	3	4	5	6	7	8	9	10
20	36500	38400	39100	40600	42300	44400	48000	51900	57100	64100
21	37600	39600	40300	41800	43600	45700	49400	53500	58800	66000
22	38700	40800	41500	43100	44900	47100	50900	55100	60600	68000
23	39900	42000	42700	44400	46200	48500	52400	56800	62400	70000
24	41100	43300	44000	45700	47600	50000	54000	58500	64300	72100
25	42300	44600	45300	47100	49000	51500	55600	60300	66200	74300
26	43600	45900	46700	48500	50500	53000	57300	62100	68200	76500
27		47300	48100	50000	52000	54600	59000	64000	70200	78800
28		48700	49500	51500	53600	56200	60800	65900	72300	81200
29		50200	51000	53000	55200	57900	62600	67900	74500	83600
30				54600	56900	59600	64500	69900	76700	86100
31					58600		66400	72000	79000	88700
32							68400	74200	81400	
33							70500	76400	83800	
34								78700		
35								81100		










METHODOLOGY OF CONSOLIDATION OF PENSION W.E.F. 01.01.2017

CONSOLIDATION OF PENSION OF PRE 01.01.2012 RETIREES/FAMILY PENSIONERS

1. The Pension and Family Pension of retirees of Major Port Trusts and Dock Labour Board linked to AICPI 126 points and retired prior to 01.01.2012 shall be consolidated notionally from 01.01.2012 and effectively from 01.01.2017 as follows:

- i. Existing Pension/Family Pension after ignoring the 7% fitment benefit granted to pre 01.01.2007 pensioners and 5.69% increase granted to pensioners from 01.01.2007 to 31.12.2011 vide Ministry of Shipping letter No LB-11021/1/2014-L dated 08.07.2015.
- ii. Dearness Relief upto AICPI 198 points i.e.57.14% (Base year 2001=100)
- iii. Fitment benefit @ 10.5% of (i) + (ii)
- iv. Total of (i) + (ii) + (iii)

The amount so arrived at, rounded off to the next higher Rupee, shall be regarded as the Notional Pension/Family Pension with effect from 01.01.2012.

- v. Dearness Relief upto AICPI 277 points i.e. 40% (Base year 2001=100)
- vi. Fitment benefit @10.6% of (iv) + (v)
- vii. Total of (iv) + (v) + (vi)

The amount so arrived at, rounded off to the next higher Rupee, shall be regarded as the Consolidated Pension/Family Pension with effect from 01.01.2017.

- viii. The cases of Pensioners drawing Basic Pension determined on pay including piece rate / incentive / Port Trust liberalized definition of pay shall be examined by respective ports separately.
- ix. Difference in Pension granted to post 01.01.1998 retirees to protect the drop in pension when compared to pre 01.01.1998 retirees as per Ministry of Shipping orders shall be continued subject to the final outcome of the Writ Appeal filed by Chennai Port Trust in the Hon'ble High Court of Madras.
- x. As the revision of pension w.e.f. 01.01.2012 is notional no arrears shall be payable upto 31.12.2016.



Handwritten signatures and initials are present at the bottom of the page, including a large signature on the left, a signature in the middle, and a signature on the right with the name 'Mare' written below it.

2. The fixation of Pension shall be subject to the provision that the revised Pension/Family Pension, in no case, shall be less than fifty percent and thirty percent respectively of the minimum of the revised pay scale corresponding to the pre-revised scale from which the pensioner retired/ held by the deceased employee.

3. No commutation shall be admissible on additional amount of pension accruing as a result of revision. Since the consolidated pension shall be inclusive of commuted portion of pension, if any, the commuted portion of pension shall be deducted from the said amount while making monthly disbursements.



Wh *S. Srinivas*
Law *A*
Prave *S*

METHODOLOGY OF CONSOLIDATION OF PENSION W.E.F. 01.01.2017

CONSOLIDATION OF PENSION OF EMPLOYEES RETIRED/DIED

FROM 01.01.2012 TO 31.12.2016.

1. The Pension and Family Pension of retirees of Major Port Trusts and Dock Labour Board linked to AICPI 198 points and retired from 01.01.2012 to 31.12.2016 shall be consolidated from 01.01.2017 by adding together:-

- i. Existing Pension/Family Pension
- ii. Dearness Relief upto AICPI 277 points i.e.40% (Base year 2001=100)
- iii. Fitment benefit @ 10.6% of (i) + (ii)
- iv. Total of (i) + (ii) + (iii)

The amount so arrived at, rounded off to the next higher Rupee, shall be regarded as the consolidated Pension/Family Pension with effect from 01.01.2017.

2. The fixation of Pension shall be subject to the provision that the revised Pension/Family Pension, in no case, shall be less than fifty percent and thirty percent respectively of the minimum of the revised pay scale corresponding to the pre-revised scale from which the pensioner retired/ held by the deceased employee.

3. No commutation shall be admissible on additional amount of pension accruing as a result of revision. Since the consolidated pension shall be inclusive of commuted portion of pension, if any, the commuted portion of pension shall be deducted from the said amount while making monthly disbursements.



Handwritten signatures and initials, including a large signature that appears to be 'ADh' and another that looks like 'Rajiv'.

Handwritten signatures and initials, including a signature that appears to be 'S. B.' and another that looks like 'A'.