



कोचिन पोर्ट ट्रस्ट COCHIN PORT TRUST

आईएसओ 9001:2015 प्रमाणित पोर्ट
AN ISO 9001:2015 CERTIFIED PORT

कर्मचारियों की अनुसूची SCHEDULE OF EMPLOYEES

01.04.2020 की स्थिति के अनुसार
AS ON 01.04.2020

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COCHIN PORT TRUST

SCHEDULE OF EMPLOYEES AS ON 01.04.2020

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

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

COCHIN PORT TRUST

Schedule of Employees as on 01.04.2020

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CHAPTER-1

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

The pay scales, allowances and other perks of Class I & Class II officers and DLBs were revised by the Govt. as communicated, vide MOS's order No. A/29018/2/2016-PE-I dated 05.02.2020.

Revision of Pay Scales:

Sl.No	Pre-Rev. Scales w.e.f. 01.01.2017(Rs.)	Existing Pay Scales w.e.f. 01.01.2007(Rs.)	Revised Pay Scales effective from 01.01.2017(Rs.)
1	8600-14600	16400-40500	40000-140000
2	9100-15100	20600-46500	50000-160000
3	10750-16750	20600-46500	50000-160000
4	13000-18250	24900-50500	60000-180000
5	14500-18700	29100-54500	70000-200000
6	16000-20800	32900-58000	80000-220000
7	17500-22300	36600-62000	90000-240000
8	18500-23900	43200-66000	100000-260000
9	20500-26500	51300-73000	120000-280000

Category I Ports:-

Chairman - Rs.200000-370000

Dy.Chairman - Rs.180000-320000

Category II Ports:-

Chairman - 180000-320000

Dy.Chairman - 160000-290000

Fitment Formula:

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

A	B	C	D
			Revised Basic Pay as on 01.01.2017
Basic Pay + Stagnation Increments as on 31.12.2006	Industrial Dearness Allowance @119.8% as applicable on 01.01.2017 (under IDA pattern computation methodology linked to AICPI 2001=100 series)	+ 15% of A+B	+ Aggregate Amount rounded off to next R.10.

The annual increment and promotion increment shall be at a uniform rate of 3% of basic pay rounded off to the next Rs.10. The increment date will be on the anniversary of previous increment.

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 'Good' or above.

Dearness Allowance (D.A.) :

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 officers for price rise.

D.A as on 01.01.2017 will become zero with link point of All India Consumer Price Index (AICPI) 2001=100 which is 277 as on 01/01/2017. The periodicity of adjustment and method of calculation will remain unchanged.

House Rent Allowance (HRA):

For Port officers not allotted accommodation by the Port Trust and DLB,HRA based classification of cities issued by Govt. of India, will be as follows:

Name of Port	Percentage of HRA
X class: Mumbai, Kolkata (excluding Haldia), Jawaharlal Nehru, Chennai	24% of basic pay
Y Class: Visakhapatnam, Cochin, New Manglore, Mormugao	16% of basic pay
Z class: Deendayal, Paradip, Haldia,V.O.Vhidambaranar	8% of basic pay

Whenever, the Govt. Classification of cities undergoes modifications, the same shall apply to Ports based on the city in which port is located.

The rates of HRA will be revised to 27%,18% &9% for X,Y&Z cities respectively when IDA crosses 25% and further revised to 30,20&10% when IDA crosses 25% .

Non- Practicing Allowance (NPA):

- (i) Non-Practicing Allowance to Medical Officers will be granted @ 20% of the basic pay subject to the condition that the sum of total basic pay + NPA does not exceed Rs.2,37,500/-.
- (ii) NPA shall continue to be treated as pay for the purpose of computation of Dearness Allowance and retirement benefits.
- (iii) The revised rate of NPA in terms of these orders shall take effect from 17.11.2020.

Marine Allowances :

Marine Allowances may be continued to be paid on the same rates as on 31.12.2016. This is only an interim measure, pending final decision in this matter.

Cafeteria Allowance:

Class I & II Offices of Major Port Trusts may be granted perks and allowances subject to a ceiling of 35% of basic pay under the concept of Cafeteria Approach . 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% Basic pay. List of Perks & Allowances under cafeteria allowance are as follows:

Sl.No.	Perk/Allowance	Maximum Percentage of Revised Basic Pay per month
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 Education 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 re-imburement	2
21	Membership Fee	5
22	Mess Allowance	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

*An officer opting LTC shall necessarily be deemed to have opted for 5% of revised Basic pay per month on account of such availment and accordingly he

shall be entitled to 30% of revised basic pay as Cafeteria of allowance. This LTC shall also include LTC by cruise Shipping.

Travelling Allowance on tour :-

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

By Air/Rail

Pay Scales (Rs.)	Travel Entitlements
160000-290000, 180000-320000 & 200000-370000	Business/ Club Class by Air * or AC-I Class By train
100000-260000 & 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 purpose..

By Road

- Places connected by rail – Fare limited to train fare by entitled class.
- Not connected by rail – Taxi/own car/any bus including AC bus.
- Rates for Road Mileage

The road mileage may be calculated at the following rates:

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 kilometre will further rise by 25% whenever Dearness Allowance increased by 50%.

Daily Allowance

Pay Scales (Rs.)	Daily Allowance
Chairmen & Dy.Chairmen	Reimbursement for Hotel accommodation/guest house upto Rs.7500 + 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.4500 + GST per day, reimbursement of AC taxi fare upto 50 kms per diem for travel within the city and reimbursement of food bills not exceeding Rs.1000 + GST per day.
50000-160000 60000-180000 70000-200000 80000-220000	Reimbursement for Hotel accommodation/guest house upto Rs.2250 + 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 entitle 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 of reimbursement of hotel charges will further increase by 25% whenever Dearness Allowance increases by 50%.

Reimbursement of Food Charges :

- There will be no separate reimbursement of food bills. Instead, the lumpsum amount payable as above and, depending on the length of absence from head quarters, 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 lumpsum 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 lumpsum amount
If absence from HQ is between 6 hours to 12 hours	70% of lumpsum amount
If absence from HQ is >12 hours	100% of lumpsum amount

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

(B) **CLASS III & IV (GROUP C & D) EMPLOYEES PAY & ALLOWANCES**

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

Date of effect and period of settlement:

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

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

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

A	B	C	D
Basic pay as on 31.12.2016 and Special Pay & Stagnation Increment	DA 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 I. In case such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix. The above fitment formula is not applicable to the employees appointed on or after 01.01.2017 and they will start at the minimum of the corresponding revised pay scale.

Stagnation increment:

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

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

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

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

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

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

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

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

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

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

Family Planning Allowance :

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

Increment granted for excellence in Sports :

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

Dearness Allowance :

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

D.A instalments would be released 4 times in a year, w.e.f. 1st January, 1st April, 1st July and 1st October.

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

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

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

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

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

<u>Quarterly averages</u>	<u>payable from</u>
September, October and November	1 st January
December, January and February	1 st April
March, April and May	1 st July
June, July, August	1 st October

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

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

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

House Rent Allowance:

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

House Rent Recovery:

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

Port Allowance

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

Transport Reimbursement:

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

Children Education Allowance

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

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

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

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

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

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

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

Washing Allowance:

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

Revision of TA and DA:

The TA & DA rates will be as follows:

(A) Entitlement for travel on tour

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

Normal train means trains other than Rajadhani and Shatabdi express.

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

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

The revised travel entitlements are subject to following :

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

(B) Entitlement for journey by sea or river steamer

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

(D) Daily allowance on tour

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

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%.

Over Time Allowance

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

Holiday Wages

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

Design Allowance:

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

Conveyance Advance:

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

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

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

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

Computer Advance:

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

Leave Travel Concession:

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

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

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

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

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

Outstation Allowance:

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

Modified Assured Career Progression (MACP) :

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

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

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

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

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

Appendix-I

MATRIX TABLE

Pre- Revised Scale	13500- 27400	14100- 31600	14400- 32300	14900- 34600	15600- 36800	16300- 38200	17700- 44600	19100- 51100	21000- 53500	23600- 56300
Revised Pay Scale	20900- 43600	21800- 50200	22300- 51000	23100- 54600	24200- 58600	25200- 59600	27400- 70500	29600- 81100	32500- 83800	36500- 88700
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
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		

(Authority : Memorandum of Wage Revision Settlement dated 30.08.2018)

OTHER ALLOWANCES:

Sl. No.	Name of allowance and category of workmen	Revised rate w.e.f.1.1.2015.
1	CYCLE ALLOWANCE <i>CIVIL ENGINEERING DEPT.</i>	
i	Sanitary inspector GENERAL ADMN. DEPARTMENT	39/-p.m.
i	Cycle patrol, watch & ward	39/-p.m.
ii	Peon attending to tapal duty	39/-p.m.
2	RISK ALLOWANCE MEDICAL DEPARTMENT	
i	Laboratory Assistant	84/-p.m.
ii	Laboratory Technician	84/-p.m.
iii	Laboratory Attender	84/-p.m.
iv	Supervisor (Laboratory)	84/-p.m.
v	Ward attender, attached to X-Ray section	84/-p.m.
vi	Nursing staff posted for duty in the isolation Hosp.	84/-p.m.
vii	Radiographer	138/-p.m.
viii	Supervisor (Radiography)	138/-p.m.
ix	Junior Radiographer	111/-p.m.
x	Mid Wife cum Health visitor	111/-p.m.
	MECHANICAL ENGG. DEPARTMENT	
i	Greaser and maintenance staff attached to Electric Cranes for climbing the cranes for greasing the pulleys and maintenance works	30/- once in a week where the jib's length is 100 ft. or below plus Rs.5/- for every 25 ft. above 100 ft.
ii	Fork lift drivers (on board)	20/- for 4 hrs. daily. Rs.39/- for 8 hours daily
	CIVIL ENGINEERING DEPARTMENT	
i	Workers who are engaged for work on the overhead water tanks, light masts, clock tower, the lower of the light span of the mattancherry bridge attending to the paining and cleaning, cleaning work of watertank.	14/- per day on which they attend to such duties
	MARINE DEPARTMENT	
i	Boatmen engaged for signalling work on the top of survey boat at the time of survey work	20/- p.m. day per boatmen

ii	Employees of F.C. Periyar / Nehru Shatabdi, those who are climbing the cranes for greasing the pulley and for maintenance works	30/- once in a week where the jib's length is 100 ft. or below plus Rs.5/- for every 25 ft. above 100 ft.
3	HONORARIUM MARINE DEPARTMENT PILOT BOAT CREW	
i	Masters and drivers	221/-p.m.
ii	Other Crew	147/-p.m.
	MEDICAL DEPARTMENT HONORARIUM (PERSONAL)	
i	For attending to the work of ECG Technician and Oxygen Plant operator in addition to their own duties	420/-p.m.
4	EXTRA REMUNERATION	
i	LD Clerks / UD Clerks handling cash in various sections	65/-per day
5	QUALIFICATION ALLOWANCE MARINE DEPARTMENT	
i	Holders of First class masters Certificate and First Class Engine Drivers Certificate	98/-p.m.
ii	Holders of 2nd class masters certificate and 2nd Class Engine Drivers Certificate	80/-p.m.
iii	Serang's certificate holders	71/-p.m.
6	CLEANLINES ALLOWANCE CIVIL ENGINEERING DEPARTMENT	
i	Sanitary health worker Gr.II	65/-p.m.
ii	Sanitary health worker Gr.I	65/-p.m.
iii	Sr.Sanitary health worker, Sanitary section	65/-p.m.
iv	Mazdoor, Sanitary section	65/-p.m.
v	Part time sweeper	48/-p.m.
	MEDICAL DEPARTMENT	
i	Ward Attendant	65/-p.m.
ii	Sweepers	65/-p.m.
	TRAFFIC DEPARTMENT	
i	Maistries	65/-p.m.
ii	Lascars	65/-p.m.
	<u>MARINE DEPARTMENT</u>	
i	Topaz & Scavenger	65/-p.m.
7	TARRING ALLOWANCE CIVIL ENGINEERING DEPARTMENT	
i	Workmen whenever they are engaged on tarring work	14/-per day

<p>8 i</p>	<p>OUTSTATION ALLOWANCE Employees who are required to attend outstation duty viz. to carryout work at old workshop, Fortcochin, wharf tanker berth etc.</p>	<p>14/-per day</p>
<p>9 i</p>	<p>PERSONAL ALLOWANCE MEDICAL DEPARTMENT Gardeners & sweepers attached to the main hospital deputed to work in the Port's isolation hospital for the actual period they are so deputed</p>	<p>84/-p.m.</p>
<p>10 i i ii iii</p>	<p>SPECIAL PAY MARINE DEPARTMENT Telephone operators MEDICAL DEPARTMENT Lab Technician Sr. Lab Technician (if they are doing the duties of Lab Technician) Supervisor Lab Technician (if they are doing the duties of Lab technician)</p>	<p>138/-p.m. 210/-p.m. 210/-p.m. 210/-p.m.</p>
<p>11 i</p>	<p>CHARGE ALLOWANCE MARINE DEPARTMENT Navigating Masters / Serangs who are in charge of the vessels</p>	<p>138/-p.m.</p>
<p>12 i</p>	<p>CHIPPING ALLOWANCE MECHANICAL ENGINEERING DEPARTMENT Workmen whenever they are engaged in chipping work</p>	<p>17/-per day</p>
<p>13 i ii iii i ii iii iv</p>	<p>TOOL ALLOWANCE CIVIL ENGINEERING DEPARTMENT Carpenters Sawyers Thoombaman & Masons MECHANICAL ENGINEERING DEPARTMENT Sawyers Carpenters Thoombaman Masons (2 nos.)</p>	<p>23/-p.m. 24/-p.m. 9/-p.m. 24/-p.m. 23/-p.m. 9/-p.m. 9/-p.m.</p>
<p>14 i ii iii iv v vi</p>	<p>EMPLOYEES DRAWING CONVEYANCE ALLOWANCE(Regulated as per SR 25) CIVIL ENGINEERING DEPARTMENT Jr. Engineer (North End) Jr. Engineer Gr.I (Maintenance division) - do - Jr. Engineer (Water supply) Sr. Sanitary Inspector Jr. Engineer Gr.I (Water supply)</p>	<p>221/-p.m. 309/-p.m. 264/-p.m. 318/-p.m. 398/-p.m. 398/-p.m.</p>

	MEDICAL DEPARTMENT	
i	Supervisor First Aid	264/-p.m.
ii	Mid wife cum health visitor	293/-p.m.
	GENERAL ADMINISTRATION DEPARTMENT	
i	Land Inspector	221/-p.m.
ii	Security Sergeant	264/-p.m.
iii	Asst. Welfare Officer (Sports)	318/-p.m.
15	EQUATION ALLOWANCE	
	TRAFFIC DEPARTMENT	
i	Shore Labours	138/-p.m.
	<u>Other Allowances paid to employees of Dock Labour Division</u>	
1	CYCLE MAINTENANCE ALLOWANCE	
	Labour Inspector who are using cycle for official purpose	30/-p.m
2	BOOKING ALLOWANCE	
	Booking staff	294/-p.m. for 1st & 2nd shift 441/-p.m. for 3rd shift
3	CASH HANDLING ALLOWANCE	
	Asst. Section Officer, who is handling cash	677/-p.m.
	Paying shroff	111/-p.m.
4	UNCLEAN ALLOWANCE	
	Sweepers & Cleaners	51/- p.m.
5	SHIPS CRANE ALLOWANCE	
	Winch Driver (for operating ships crane)	17/-per shift
6	SIGNALLING ALLOWANCE	
	Signallers	3/-per shift
7	STREAM ALLOWANCE (for working on board vessels berthed in stream)	
	Mazdoors / winch drivers / Riggers	11/-per shift
	Tindal	17/-per shift
	Tally / table TTS	14/-per shift

SPECIAL WASHING ALLOWANCE:

Special Washing Allowance (Fire & hospital staff)

(i) w.e.f. 1.1.2012 to 31.5.2016 @ Rs.200/-p.m.

(ii) w.e.f. 1.6.2016 @ Rs.250/- p.m.

Special Washing Allowance (Sanitary Staff) @ Rs.200/-p.m.w.e.f.1.6.2016.

The percentage of V.D.A with effect from 01.01.1992

Quarter	D.A. Admissible as per percentage of Basic Pay							
	Upto Rs.3500 100%		Rs.3501/- to Rs.6500/- 75%		Rs.6501/- to Rs.9500/- 60%		Rs.9501/- and above 50%	
	VDA %	Subject to a minimum of Rs.	VDA %	Subject to a minimum of Rs.	VDA %	Subject to a minimum of Rs.	VDA %	Subject to a minimum of Rs.
01.01.1992	-	0	-	0	-	0	-	0
01.04.1992	1.4	30	1.0	49	0.8	65	0.7	76
01.07.1992	3.0	66	2.2	105	1.8	150	1.5	171
01.10.1992	6.5	142	4.9	228	3.9	319	3.2	371
01.01.1993	9.4	206	7.0	329	5.6	455	4.7	532
01.04.1993	8.5	188	6.4	298	5.1	416	4.2	485
01.07.1993	9.8	216	7.3	343	5.9	475	4.9	561
01.10.1993	13.5	298	10.1	473	8.1	657	6.7	770
01.01.1994	17.6	386	13.2	616	10.6	858	8.8	1007
01.04.1994	18.5	406	13.9	648	11.1	904	9.2	1055
01.07.1994	20.8	458	15.6	728	12.5	1014	10.4	1188
01.10.1994	25.9	570	19.4	907	15.5	1261	12.9	1473
01.01.1995	29.8	656	22.3	1043	17.9	1450	14.9	1701
01.04.1995	30.0	660	22.5	1050	18.0	1463	15.0	1710
01.07.1995	32.8	720	24.6	1148	19.7	1599	16.4	1872
01.10.1995	39.7	872	29.8	1390	23.8	1937	19.8	2261
01.01.1996	43.1	948	32.3	1509	25.9	2100	21.6	2461
01.04.1996	41.8	918	31.3	1663	25.1	2035	20.9	2385
01.07.1996	45.2	994	33.9	1582	27.1	2204	22.6	2575
01.10.1996	51.8	1138	38.8	1813	31.1	2522	15.9	2955

Quarter	VDA %	Quarter	VDA%	Quarter	VDA%	Quarter	VDA%
01.01.1997	Nil	01.01.2001	29.2%	01.01.2005	51.5%	01.01.2009	16.93%
01.04.1997	1%	01.04.2001	28.3%	01.04.2005	51.2%	01.04.2009	17.20%
01.07.1997	1.7%	01.07.2001	29.3%	01.07.2005	52.1%	01.07.2009	18.79%
01.10.1997	3.2%	01.10.2001	33.4%	01.10.2005	54.6%	01.10.2009	25.66%
01.01.1998	5%	01.01.2002	35.2%	01.01.2006	58.1%	01.01.2010	31.21%
01.04.1998	9.5%	01.04.2002	34.9%	01.04.2006	59.0%	01.04.2010	35.18%
01.07.1998	10.8%	01.07.2002	35.5%	01.07.2006	60.4%	01.07.2010	35.45%
01.10.1998	17.7%	01.10.2002	38.6%	01.10.2006	65.2%	01.10.2010	40.21%
01.01.1999	24.2%	01.01.2003	40.6%	01.01.2007	Nil	01.01.2011	43.39%
01.04.1999	21.6%	01.04.2003	39.6%	01.04.2007	1.06%	01.04.2011	47.62%
01.07.1999	20.1%	01.07.2003	41.8%	01.07.2007	1.59%	01.07.2011	47.62%
01.10.1999	22.2%	01.10.2003	44.0%	01.10.2007	4.5%	01.10.2011	52.38%
01.01.2000	25.5%	01.01.2004	44.9%	01.01.2008	6.09%		
01.04.2000	24.3%	01.04.2004	45.3%	01.04.2008	6.61%		
01.07.2000	26.2%	01.07.2004	45.8%	01.07.2008	9.52%		
01.10.2000	28.0%	01.10.2004	49.2%	01.10.2008	13.23%		

Quarter	VDA%	
	Class-I & II	Class-III & IV
01.01.2012	57.14%	0.00%
01.04.2012	57.14%	0.00%
01.07.2012	61.90%	3.03%
01.10.2012	67.72%	6.73%
01.01.2013	71.96%	9.43%
01.04.2013	75.40%	11.62%
01.07.2013	79.37%	14.14%
01.10.2013	85.98%	18.35%
01.01.2014	91.01%	21.55%
01.04.2014	88.89%	20.20%
01.07.2014	91.80%	22.06%
01.10.2014	98.67%	26.43%
01.01.2015	100.79%	27.78%
01.04.2015	101.06%	27.94%
01.07.2015	103.17%	29.29%
01.10.2015	108.47%	32.66%
01.01.2016	112.96%	35.52%
01.04.2016	112.96%	35.52%
01.07.2016	115.34%	37.04%
01.10.2016	120.90%	40.57%
01.01.2017	0.00%	
01.04.2017	0.00%	
01.07.2017	0.00%	
01.10.2017	2.29%	
01.01.2018	3.49%	
01.04.2018	3.61%	
01.07.2018	3.97%	
01.10.2018	7.46%	
01.01.2019	8.91%	
01.04.2019	10.11%	
01.07.2019	12.52%	
01.10.2019	14.92%	
01.01.2020	17.33%	
01.04.2020	18.89%	

CHAPTER- II**CLASS-WISE DISTRIBUTION OF POSTS IN DIFFERENT DEPARTMENTS
AS ON 01.04.2020**

DEPARTMENT	CLASS-I (GROUP A)	CLASS-II (GROUP B)	CLASS-III (GROUP C)	CLASS-IV (GROUP D)	TOTAL STRENGTH
GENERAL ADMINISTRATION	16	8	295	3	322
VIGILANCE	2	-	1	-	3
FINANCE	13	26	10	-	49
TRAFFIC	12	22	292	87	413
MEDICAL	11	-	62	21	94
MARINE	42	1	223	41	307
CIVIL ENGINEERING	24	10	105	25	164
MECHANICAL ENGINEERING (including ISRF)	23	32	446	26	527
TOTAL	143	99	1434	203	1879

A) GENERAL ADMINISTRATION DEPARTMENT**DISTRIBUTION OF POSTS WITH STRENGTH**

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
<u>ADMINISTRATION & ESTABLISHMENT</u>				
<u>CLASS-I</u>				
1	Secretary	100000-260000	1	
2	Sr. Dy. Secretary	80000-220000	1	
3	Dy. Secretary	60000-180000	1	
4	Sr. Asst. Secretary	50000-160000	1	
5	Sr. P.S to Chairman	50000-160000	1	
6	P.S to Chairman	50000-160000	1	
7	Asst. Secretary Gr.I	50000-160000	1	
			7	
<u>CLASS-II</u>				
1	Asst. Secretary (Jr.)	40000-140000	3	
2	P.S to Dy. Chairman	40000-140000	1	
3	Personal Assistant	40000-140000	2	1*
			6	
<u>CLASS-III</u>				
1	Manager/ Dy. Chief Accountant (Jr.)	36500-88700	54	9*
2	Sr. Accountant	32500-83800	94	16*
3	Accountant	29600-81100	44	11*
4	U.D. Clerk	27400-70500	15	4*
5	L.D. Clerk	25200-59600	14	5*
6	Stenographer (SG)	36500-88700	2	Posts distributed in Traffic & Mech. Engg. Depts
7	Stenographer Gr.I	32500-83800	3	2*
8	Stenographer Gr.II	27400-70500	2	1*
9	Staff Car Driver Gr.I	29600-81100	4	Posts distributed in Civil & Mech. Engg. Depts
10	Staff Car Driver Gr.II	27400-70500	5	1*
11	Telephone Operator (GAD)	27400-70500	1	
12	Sr. Office Attendant	24200-58600	42	12*
			280	
<u>CLASS-IV</u>				
1	Cook (GAD)	22300-51000	1	
2	Office Attendant Gr.I	22300-51000	1	
3	Office Attendant Gr.III	20900-43600	1	
			3	
<u>H.R. DIVISION</u>				
<u>CLASS-II</u>				
1	Asst. Secretary (Jr.)	40000-140000	1	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
<u>CLASS-III</u>				
1	Manager	36500-88700	-	8*
2	Sr. Accountant	32500-83800	-	3*
3	Accountant	29600-81100	-	2*
<u>PUBLIC RELATIONS OFFICE</u>				
<u>CLASS-I</u>				
1	Sr. Asst. Secretary (Public Relations)	50000-160000	1	Additional charge given to Sr.Dy.Secretary
<u>WELFARE SECTION</u>				
<u>CLASS-I</u>				
1	Sr. Welfare Officer	50000-160000	1	
2	Welfare Officer (G.A.D)	50000-160000	1	
			2	
<u>CLASS-III</u>				
1	Welfare Inspector	32500-83800	1	
			1	
<u>OFFICIAL LANGUAGE SECTION</u>				
<u>CLASS-I</u>				
1	Asst. Secretary Gr.I (Official Language)	50000-160000	1	
<u>CLASS-III</u>				
1	Sr. Hindi Translator	36500-88700	1	
2	Hindi Translator	32500-83800	3	
			4	
<u>ESTATE DIVISION</u>				
<u>CLASS-I</u>				
1	Sr. Asst. Estate Manager	50000-160000	1	Officiated by Executive Engineer (C)
2	Asst. Estate Manager Gr.I	50000-160000	1	Officiated by Asst. Engineer (M)
			2	
<u>CLASS-III</u>				
1	Manager	36500-88700	-	3*
2	Sr. Accountant	32500-83800	-	5*
3	Accountant	29600-81100	-	3*
4	U.D. Clerk	27400-70500	-	1*
5	L.D. Clerk	25200-59600	-	1*
6	Sr. Office Attendant	24200-58600	-	1*
<u>RESEARCH DIVISION</u>				

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
<u>CLASS-I</u>				
1.	Sr. Dy. Director (Research)	60000-180000	1	
2.	Dy. Director (Research)	50000-160000	1	
			2	
<u>CLASS-III</u>				
1	Statistical Assistant	29600-81100	1	
<u>LEGAL CELL</u>				
<u>CLASS-I</u>				
1	Law Officer Gr.I	50000-160000	1	
<u>CLASS-II</u>				
1	Law Officer Gr.II	40000-140000	1	
<u>CLASS-III</u>				
1	Legal Assistant	36500-88700	1	
<u>WATCH & WARD SECTION</u>				
<u>(NON-MINISTERIAL)</u>				
<u>CLASS-III</u>				
1	Sergeant (W&W)	36500-88700	1	
2	Chargeman Gr.III (W&W)	24200-58600	7	
			8	
Total Posts			322	

* Number of posts distributed in General Administration Department.

B) VIGILANCE DEPARTMENT**DISTRIBUTION OF POSTS WITH STRENGTH**

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
<u>CLASS-I</u>				
1	Chief Vigilance Officer	100000-260000	1	
2	Dy. Chief Vigilance Officer	60000-180000	1	
			2	
<u>CLASS-III</u>				
1	Vigilance Inspector	36500-88700	1	
2	Sr. Accountant	32500-83800	-	2*
3	Sr. Office Attendant	24200-58600	-	1*
			1	
Total Posts			3	

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

C) FINANCE DEPARTMENT**DISTRIBUTION OF POSTS WITH STRENGTH**

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
<u>CLASS-I</u>				
1	Financial Adviser & Chief Accounts Officer	100000-260000	1	
2	Sr. Dy. Chief Accounts Officer	80000-220000	1	
3	Dy. Chief Accounts Officer	60000-180000	1	
4	Sr. Accounts Officer	50000-160000	2	
5	Accounts Officer Gr. I	50000-160000	4	1 Post operated in Civil Engineering Department
			9	
<u>CLASS-II</u>				
1	Dy. Chief Accountant (Sr.)-II	40000-140000	21	11#
2	Chief Cashier	40000-140000	2	
			23	
<u>CLASS-III</u>				
1	Dy. Chief Accountant (Jr.)	36500-88700	-	10*
2	Sr. Accountant	32500-83800	-	28*
3	Accountant	29600-81100	-	7*
4	U.D. Clerk	27400-70500	-	4*
5	L.D. Clerk	25200-59600	-	2*
6	Cashier	36500-88700	4	1 Post operated in CFH
7	Sr. Office Attendant	24200-58600	-	6*
			4	
<u>EDP DIVISION</u>				
<u>CLASS-I</u>				
1	Sr. Dy. Director (E.D.P)	60000-180000	1	
2	Dy. Director (E.D.P)	50000-160000	2	
3	Asst. Director (E.D.P)	50000-160000	1	
			4	
<u>CLASS-II</u>				
1	Programmer	40000-140000	3	
<u>CLASS-III</u>				
1	Sr. O.C.I.O.A	32500-83800	4	
2	O.C.I.O.A	29600-81100	2	
			6	
Total Posts			49	

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

#Number of posts distributed in Finance Department.

D) TRAFFIC DEPARTMENT**DISTRIBUTION OF POSTS WITH STRENGTH**

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
<u>CLASS-I</u>				
1	Traffic Manager	100000-260000	1	
2	Sr. Dy. Traffic Manager	80000-220000	1	
3	Dy. Traffic Manager	60000-180000	2	1 post operated in Civil Engg. Dept. to officiate as Administrator (CFH).
4	Sr. Asst. Traffic Manager	50000-160000	1	
5	Asst. Traffic Manager Gr.I	50000-160000	1	
6	Welfare Officer (Traffic)	50000-160000	1	
			7	
<u>OFFICE ESTABLISHMENT</u>				
<u>CLASS-II</u>				
1	Dy. Chief Accountant (Sr.)-II	40000-140000	-	2#
<u>CLASS-III</u>				
1	Manager	36500-88700	-	4*
2	Sr. Accountant	32500-83800	-	7*
3	Accountant	29600-81100	-	4*
4	U.D. Clerk	27400-70500	-	1*
5	L.D. Clerk	25200-59600	-	2*
6	Stenographer (SG)	36500-88700	-	1*
7	Sr. Office Attendant	24200-58600	-	4*
<u>WHARF ESTABLISHMENT (E & O)</u>				
<u>CLASS-I</u>				
1	Sr. Asst. Traffic Manager	50000-160000	1	
2	Asst. Traffic Manager Gr.I	50000-160000	1	
			2	
<u>CLASS-II</u>				
1	Wharf Superintendent	40000-140000	16	1 Post operated in CFH
<u>CLASS-III</u>				
1	Dy. Wharf Superintendent	36500-88700	45	1 Post operated in CFH
2	Asst. Wharf Superintendent	32500-83800	35	1 Post operated in CFH
3	Shed foreman	29600-81100	33	11 Posts operated in CFH
4	Tally Supervisor	29600-81100	11	
5	Shed Writer	27400-70500	5	
6	Shed Clerk	25200-59600	6	
7	Chargeman (E&O)	27400-70500	8	
8	Head Maistry (E&O)	24200-58600	16	
			159	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
<u>CLASS-IV</u>				
1	Maistry (E&O)	22300-51000	6	1 Post operated in Mech. Engg. Dept. & 3 Posts operated in CFH
2	Lascar (E&O)	20900-43600	2	
			8	
<u>PORTERAGE</u>				
<u>EXECUTIVE STAFF CLASS-III</u>				
1	Foreman (Porterage)	29600-81100	12	1 Post operated in GAD (Watch & Ward)
2	Asst. Foreman (Porterage)	29600-81100	10	4 Posts operated in GAD (Watch & Ward)
			22	
<u>CLASS-IV</u>				
1	Maistry (Porterage)	22300-51000	1	
<u>SHORE LABOUR CLASS-III</u>				
1	'A' Category Leader	23100-54600	56	1 Post operated in Estate Division, GAD
<u>CLASS-IV</u>				
1	'A' Category Mazdoor	21800-50200	1	
<u>DOCK LABOUR DIVISION</u>				
<u>CLASS-I</u>				
1	Dy. Administrative Officer	50000-160000	1	
2	Administrative Superintendent	50000-160000	1	
3	Accounts Officer (D.L.D)	50000-160000	1	
			3	
<u>CLASS-II</u>				
1	Asst. Administrative Officer	40000-140000	4	
2	Asst. Administrative Officer (Staff)	40000-140000	1	Post operated in GAD. Officiating as P.A to Chairman.
3	Asst. Labour Officer	40000-140000	1	
			6	
<u>CLASS-III</u>				
1	Section Officer	32500-83800	3	
2	Sr. Labour Inspector	32500-83800	1	
3	Staff Car Driver Gr. I (D.L.D)	29600-81100	1	
4	Jr. Clerk	24200-58600	2	
5	Tindal (D.L.D)	23100-54600	17	
6	Winch Driver (D.L.D)	23100-54600	31	
			55	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
CLASS-IV				
1	Signaller (D.L.D)	21800-50200	32	1 Post operated in Medical Dept.
2	Mazdoor (D.L.D)	21800-50200	43	
3	Attender (D.L.D)	22300-51000	1	
4	Sweeper (D.L.D)	20900-43600	1	
			77	
Total Posts			413	

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

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

E) MEDICAL DEPARTMENT
DISTRIBUTION OF POSTS WITH STRENGTH

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
<u>CLASS-I</u>				
1	Chief Medical Officer	100000-260000	1	
2	Sr. Dy. Chief Medical Officer	80000-220000	1	
3	Dy. Chief Medical Officer (General Duty)	60000-180000	1	
4	Sr. Medical Officer (General Duty)	50000-160000	3	
5	Sr. Medical Officer (Specialist)	50000-160000	2	
6	Medical Officer	50000-160000	3	
			11	
<u>OFFICE ESTABLISHMENT</u>				
<u>CLASS-II</u>				
1	Dy. Chief Accountant (Sr.)-II	40000-140000	-	2#
<u>CLASS-III</u>				
1	Manager	36500-88700	-	4*
2	Sr. Accountant	32500-83800	-	3*
3	Accountant	29600-81100	-	1*
4	U.D. Clerk	27400-70500	-	1*
5	L.D. Clerk	25200-59600	-	1*
6	Sr. Office Attendant	24200-58600	-	4*
<u>HOSPITAL ESTABLISHMENT</u>				
<u>CLASS-III</u>				
1	Nursing Superintendent	36500-88700	1	
2	Matron	36500-88700	6	
3	Store Keeper (Medical)	36500-88700	1	
4	Nursing Sister	29600-81100	9	
5	Supervisor (Radiography)	29600-81100	1	
6	Radiographer	29600-81100	1	
7	Asst. Store Keeper (Medical)	29600-81100	3	
8	Supervisor (Ist Aid)	29600-81100	2	
9	Supervisor (Lab)	29600-81100	2	
10	Sr. Mid-Wife-Cum-Health Visitor	27400-70500	1	
11	Lab Asst.	27400-70500	1	
12	Jr. Store Keeper (Medical)	27400-70500	1	
13	General Supervisor (Ist Aid)	27400-70500	6	
14	Head Cook (Medical)	24200-58600	2	
15	Record Asst. (Medical)	24200-58600	1	
16	Head Dresser	24200-58600	14	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
17	First Aid Leader	24200-58600	10	
			62	
CLASS-IV				
1	Dresser	22300-51000	12	
2	First Aider	22300-51000	1	
3	Store Attender (Medical)	22300-51000	1	
4	Las-car (Medical)	21800-50200	2	
5	Nursing Orderly	21800-50200	1	
6	Reception Assistant	20900-43600	1	1 Post operated in Cochin Fisheries Harbour
7	Ward Attendant	20900-43600	3	
			21	
Total Posts			94	

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

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

F) MARINE DEPARTMENT
DISTRIBUTION OF POSTS WITH STRENGTH

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
CLASS-I				
1	Dy. Conservator	100000-260000	1	
CLASS-III				
1	General Foreman (Marine)	36500-88700	1	
2	Dy. Marine Foreman	32500-83800	2	
3	Asst. Marine Foreman	29600-81100	1	
			4	
OFFICE ESTABLISHMENT				
CLASS-II				
1	Dy. Chief Accountant (Sr.)-II	40000-140000	-	1#
CLASS-III				
1	Manager	36500-88700	-	5*
2	Sr. Accountant	32500-83800	-	10*
3	Accountant	29600-81100	-	7*
4	U.D. Clerk	27400-70500	-	1*
5	L.D. Clerk	25200-59600	-	1*
6	Stenographer Gr.II	27400-70500	-	1*
7	Staff Car Driver Gr.II	27400-70500	-	2*
8	Sr. Office Attendant	24200-58600	-	2*
FIRE SERVICE				
CLASS-I				
1	Chief Fire Cum-Asst. Safety Pollution Control Officer	50000-160000	1	
CLASS-III				
1	Fire Officer	36500-88700	1	
2	Safety Inspector	32500-83800	2	
3	Driver Gr.I (Fire)	29600-81100	2	
4	Sub Officer	27400-70500	2	
5	Driver Gr.II (Fire)	27400-70500	5	
6	Sergeant (Fire)	25200-59600	4	
7	Leading Fireman	25200-59600	28	
			44	
CLASS-IV				
1	Fireman	22300-51000	24	
HYDROGRAPHIC SURVEY				
CLASS-I				
1	Surveyor/Hydro-graphic Surveyor	50000-160000	1	
CLASS-II				
1	Sr. Marine Surveyor	40000-140000	1	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
CLASS-III				
1	Sounding Foreman	36500-88700	1	
2	Tindal (Survey)	25200-59600	4	
			5	
CLASS-IV				
1	Leadsman	22300-51000	3	
MES DIVISION				
CLASS-I				
1	Marine Engineering Superintendent	90000-240000	1	
2	Sr. Marine Engineer/Chief Engineer	80000-220000	1	
3	Chief Engineer (Marine)	70000-200000	4	
4	Marine Engineer	70000-200000	3	
5	Dredger Commander	70000-200000 (For Master FG holders) 60000-180000 (For others)	1	
6	Dy. Marine Engineer	50000-160000	1	
7	Dredging Master (Mobile Dredger)	50000-160000 (For 1st class Inland Masters)	1	
8	Asst. Executive Engineer (Ele. Marine)	50000-160000	1	
			13	
CLASS-III				
1	Ind Mate	36500-88700	1	
2	Jr. Engineer Gr.I (Ele. Marine)	36500-88700	2	1 incumbent operated in the upgraded post of Asst. Engineer (Ele. Marine).
3	Jr. Engineer Gr.III (Marine)	36500-88700	1	
4	Mooring Foreman	36500-88700	1	
5	Jr. Engineer (Cranes) Marine	32500-83800	7	
6	Navigating Master (M.E.S)	32500-83800	4	
7	Asst. Foreman (Ele.) Marine	32500-83800	1	
8	Chargeman Gr. I (Marine)	29600-81100	1	
9	1st Class Driver	29600-81100	1	
10	Ind Class Driver	27400-70500	4	
11	Serang/Seacunny (M.E.S)	27400-70500	20	
12	Chargeman Gr. II (Marine)	27400-70500	2	
13	Electrician Skilled (Marine)	25200-59600	2	
14	Engine Room Fitter	25200-59600	6	
15	Tindal (M.E.S)	25200-59600	3	
16	Electrical Fitter (Marine)	25200-59600	1	
17	Winchman	23100-54600	7	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
18	Lasca Gr. I (M.E.S)	23100-54600	18	
			82	
CLASS-IV				
1	Store Attender (Marine)	22300-51000	1	
2	Oilman (Marine)	22300-51000	2	
3	Lasca (Marine)	21800-50200	11	
			14	
HARBOUR MASTER'S DIVISION				
CLASS-I				
1	Harbour Master	90000-240000	1	
2	Manager (Marine Pollution Control)	90000-240000	1	
3	Pilot	70000-200000	14	
4	Chief Engineer (Marine)	70000-200000	1	
5	Marine Engineer	70000-200000	5	
6	Master Tugs	50000-160000	3	
			25	
CLASS-III				
1	Jr. Engineer Gr. III (Marine)	36500-88700	5	
2	Jr. Master	36500-88700	4	
3	Sr. VHF Operator	36500-88700	1	
4	Navigating Master (H.M)	32500-83800	5	
5	1st Class Driver	29600-81100	4	
6	Electrician H.S.K-I (Marine)	29600-81100	1	
7	Electrician H.S.K (Marine)	27400-70500	1	
8	Ind Class Driver	27400-70500	4	
9	Serang/Seacunny (H.M)	27400-70500	17	
10	Head Light Keeper	27400-70500	1	
11	Signaller - Cum - V.H.F. Operator	27400-70500	4	
12	Telephone Operator (Marine)	27400-70500	1	
13	Engine Room Fitter	25200-59600	6	
14	Tindal of Lasca	25200-59600	15	
15	Lasca Gr. I (H.M)	23100-54600	19	
			88	
DOCK MASTER'S DIVISION				
CLASS-I				
1	Dock Master	90000-240000	1	
Total Posts			307	

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

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

G) CIVIL ENGINEERING DEPARTMENT
DISTRIBUTION OF POSTS WITH STRENGTH

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
CLASS-I				
1	Chief Engineer (C)	100000-260000	1	
2	Dy. Chief Engineer (C)	80000-220000	2	
3	Superintending Engineer (C)	60000-180000	3	
4	Executive Engineer (C)	50000-160000	1	
5	Asst. Executive Engineer (C)	50000-160000	3	
			10	
CLASS-II				
1	Personal Assistant	40000-140000	-	1*
2	Asst. Engineer (C)	40000-140000	2	
CLASS-III				
1	Jr. Engineer (C) Gr.I	36500-88700	12	
2	Jr. Engineer (C)	32500-83800	3	1 Post operated in Estate Division, GAD
3	Supervisor/Sr. Draftsman Gr.II (C)	29600-81100	2	
4	Jr. Draftsman (C)	27400-70500	1	
			18	
OFFICE ESTABLISHMENT				
CLASS-II				
1	Dy. Chief Accountant (Sr.)-II	40000-140000	-	1#
CLASS-III				
1	Manager	36500-88700	-	4*
2	Sr. Accountant	32500-83800	-	7*
3	Accountant	29600-81100	-	5*
4	U.D. Clerk	27400-70500	-	2*
5	L.D. Clerk	25200-59600	-	1*
6	Sr. Office Attendant	24200-58600	-	6*
7	Stenographer Gr.I	32500-83800	-	1*
8	Staff Car Driver Gr.I	29600-81100	-	1*
9	Staff Car Driver Gr.II	27400-70500	-	1*
EXECUTIVE ENGINEER (CM-I) DIVISION				
CLASS-I				
1	Executive Engineer (C)	50000-160000	1	
2	Asst. Executive Engineer (C)	50000-160000	1	
			2	
CLASS-II				
1	Asst. Engineer (C)	40000-140000	4	1 Post operated in Estate Division, GAD & 1 Post operated in Marine Dept.
CLASS-III				

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
1	Jr. Engineer (C) Gr.I	36500-88700	1	
2	Jr. Engineer (C)	32500-83800	1	
3	Sr. Sanitary Inspector (C)	32500-83800	1	
4	Foreman (C)	36500-88700	1	
5	Asst. Foreman (WS)	29600-81100	1	
6	Fitter H.S.K-I General (C)	29600-81100	1	Post operated in Marine Dept.
7	Carpenter H.S.K-I General (C)	29600-81100	1	
8	Mason H.S.K-I General (C)	29600-81100	1	
9	Fitter H.S.K-I (WS)	29600-81100	1	
10	Chargeman-I (WS)	29600-81100	1	
11	Fitter H.S.K (WS)	27400-70500	2	
12	Fitter H.S.K General (C)	27400-70500	1	
13	Carpenter H.S.K (C)	27400-70500	2	
14	Laterite Mason H.S.K (C)	27400-70500	1	
15	Painter H.S.K (C)	27400-70500	1	
16	Sawyer H.S.K (C)	27400-70500	1	
17	Chargeman-II Mazdoor (C)	27400-70500	2	
18	Chargeman-II (WS)	27400-70500	1	
19	Chargeman-I (Sanitary)	27400-70500	1	
20	Chargeman-II (Sanitary)	27400-70500	5	
21	Carpenter Skilled (C)	25200-59600	5	
22	Laterite Mason Skilled (C)	25200-59600	1	
23	Granite Mason Skilled (C)	25200-59600	1	
24	Plumber Skilled (C)	25200-59600	2	
25	Blacksmith Skilled (C)	25200-59600	2	
26	Tiler Skilled (C)	25200-59600	1	
27	White Washer Skilled (C)	25200-59600	2	
28	Welder Skilled (C)	25200-59600	1	
29	Tinker Skilled (C)	25200-59600	2	
30	Fitter Skilled (WS)	25200-59600	8	
31	Thoomba Maistry (C)	24200-58600	2	
32	Mazdoor Maistry (C)	24200-58600	3	
33	Female Mazdoor Maistry (C)	24200-58600	1	
34	Sr. Sanitary Health Worker	24200-58600	2	
			60	
CLASS-IV				
1	Head Mazdoor (C)	21800-50200	9	1 Post operated in Estate Division, GAD & 1 Post operated in Marine Dept.
			9	

EXECUTIVE ENGINEER (CM-II) DIVISION**CLASS-I**

1	Executive Engineer (C)	50000-160000	1	
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Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
2	Asst. Executive Engineer (C)	50000-160000	1	
			2	
CLASS-II				
1	Asst. Engineer (C)	40000-140000	3	1 Post operated in CFH
CLASS-III				
1	Jr. Engineer (C) Gr.I	36500-88700	2	
2	Resident Foreman (C)	36500-88700	1	Kept in abeyance on personal upgradation of incumbent as Horticulturist vide Secretary's Office Order No.A4/Personal/T.S.Raj/2001-S dated 11.10.2001.
3	Asst. Foreman General/ Carpenter (C)	32500-83800	2	
4	H.S.K-I General (C)	29600-81100	2	
5	Chargeman-I Thoomba (C)	29600-81100	1	
6	Chargeman-II Mazdoor (C)	27400-70500	1	
7	Chargeman-I (RF) Civil	27400-70500	1	
8	Chargeman-II (RF) Civil	27400-70500	1	
9	Carpenter Skilled (C)	25200-59600	4	1 Post operated in Marine Dept.
10	Granite Mason Skilled (C)	25200-59600	1	
11	Sawyer Skilled (C)	25200-59600	2	
12	Tiler Skilled (C)	25200-59600	2	
13	Blacksmith Skilled (C)	25200-59600	1	
14	Chargeman-III (RF) Civil	24200-58600	1	
15	Mazdoor Maistry (C)	24200-58600	1	
			23	
CLASS-IV				
1	Sanitary Health Worker Gr.II (RF & Others)	21800-50200	7	3 Posts operated in ISRF
2	Head Mazdoor (C)	21800-50200	5	
3	Sanitary Health Worker Gr.III (RF & Others)	20900-43600	4	1 Post operated in Traffic Department
			16	
EXECUTIVE ENGINEER (CC-I) DIVISION				
CLASS-I				
1	Executive Engineer (C)	50000-160000	1	
2	Asst. Executive Engineer (C)	50000-160000	1	
			2	
CLASS-III				
1	Fitter H.S.K General (C)	27400-70500	1	
2	Carpenter H.S.K (C)	27400-70500	1	
3	Carpenter Skilled (C)	25200-59600	2	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
			4	
<u>DY.CHIEF ENGINEER'S OFFICE</u>				
<u>CLASS-I</u>				
1	Executive Engineer (C)	50000-160000	4	1 Post operated in Estate Division, GAD
2	Asst. Executive Engineer (C)	50000-160000	4	
			8	
<u>CLASS-II</u>				
1	Asst. Engineer (C)	40000-140000	1	
Total Posts			164	

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

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

G) (a) COCHIN FISHERIES HARBOUR
DISTRIBUTION OF POSTS WITH STRENGTH

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
<u>ADMINISTRATION & FINANCE</u>				
<u>CLASS-I</u>				
1	Dy. Traffic Manager	60000-180000	-	1 post operated from Traffic Dept. to officiate as Administrator (CFH).
<u>CLASS-II</u>				
1	Asst. Engineer (C)	40000-140000	-	1 post operated from Civil Engineering Dept.
<u>CLASS-III</u>				
1	Manager	36500-88700	-	1*
2	Cashier	36500-88700	-	1#
3	Sr. Accountant	32500-83800	-	1*
4	Accountant	29600-81100	-	1*
5	Chargeman (M.E)	29600-81100	-	1 post operated from Mech. Engineering Dept.
<u>CLASS-IV</u>				
1	Reception Assistant	20900-43600	-	1 post operated from Medical Dept.
<u>HARBOUR OPERATION</u>				
<u>CLASS-II</u>				
1	Wharf Superintendent	40000-140000	-	1 post operated from Traffic Dept.
<u>CLASS-III</u>				
1	Dy. Wharf Superintendent	36500-88700	-	1 post operated from Traffic Dept.
2	Asst. Wharf Superintendent	32500-83800	-	1 post operated from Traffic Dept.
3	Shed Foreman	29600-81100	-	11 posts operated from Traffic Dept.
<u>CLASS-IV</u>				
1	Maistry (E&O)	22300-51000	-	3 posts operated from Traffic Dept.

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

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

H) MECHANICAL ENGINEERING DEPARTMENT**DISTRIBUTION OF POSTS WITH STRENGTH**

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
<u>CLASS-I</u>				
1	Chief Mechanical Engineer	100000-260000	1	
2	Dy. Chief Mechanical Engineer (M)	80000-220000	1	Post operated in CFH
3	Superintending Engineer (M)	60000-180000	3	1 Post operated in Marine Dept. & 1 Post operated in Estate Division, GAD
4	Safety Officer (M)	50000-160000	1	
5	Executive Engineer (M)	50000-160000	2	
6	Asst. Executive Engineer (M)	50000-160000	2	
			10	
<u>CLASS-II</u>				
1	Asst. Engineer (M)	40000-140000	6	1 Post operated in Vigilance & 1 Post operated in Estate Division, GAD & 1 Post operated in Finance Dept.
<u>CLASS-III</u>				
1	Jr. Engineer (M) Gr.I	36500-88700	3	3 Posts operated in Marine Dept.
2	Jr. Engineer (M)	32500-83800	4	1 Post operated in Marine Dept.
			7	
<u>OFFICE ESTABLISHMENT</u>				
<u>CLASS-II</u>				
1	Deputy Chief Accountant (Sr.)-II	40000-140000	-	3#
<u>CLASS-III</u>				
1	Manager	36500-88700	-	3*
2	Sr. Accountant	32500-83800	-	9*
3	Accountant	29600-81100	-	3*
4	U.D. Clerk	27400-70500	-	1*
5	L.D. Clerk	25200-59600	-	1*
6	Stenographer (SG)	36500-88700	-	1*
7	Sr. Office Attendant	24200-58600	-	5*
8	Staff Car Driver Gr.I	29600-81100	-	3*
9	Staff Car Driver Gr.II	27400-70500	-	1*
<u>ELECTRICAL DIVISION</u>				
<u>CLASS-I</u>				
1	Dy. Chief Mechanical Engineer (Ele./E&C)	80000-220000	1	
2	Superintending Engineer (Ele./E&C)	60000-180000	1	
3	Executive Engineer (Ele./E&C)	50000-160000	3	
4	Asst. Executive Engineer (Ele./E&C)	50000-160000	4	
			9	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
CLASS-II				
1	Asst. Engineer (Ele.)	40000-140000	11	1 Post operated in Marine Dept.
2	Asst. Engineer (Electronics)	40000-140000	1	
			12	
CLASS-III				
1	Foreman (Ele.)	36500-88700	3	
2	Foreman (M) Ele. Maintenance	36500-88700	1	Post operated in Marine Dept.
3	Jr. Engineer (Ele.)	32500-83800	3	
4	Foreman (Ele. Crane)	32500-83800	4	1 Post operated in GAD (Watch & Ward) & 1 Post operated in Traffic Dept. & 1 Post operated in Marine Dept.
5	Asst. Foreman (Ele.)	32500-83800	10	2 posts operated in Marine Dept.
6	Asst. Foreman (M) Ele. Maintenance	32500-83800	1	Post operated in Marine Dept.
7	Asst. Foreman (Power House)	32500-83800	4	1 Post operated in Marine Dept.
8	Asst. Foreman (Ele. Crane)	29600-81100	1	Post operated in Marine Dept.
9	H.S.K-I (Ele.)	29600-81100	10	1 Post operated in Marine Dept.
10	H.S.K-I (M) Ele. Maintenance	29600-81100	1	Post operated in Marine Dept.
11	H.S.K-I (Power House)	29600-81100	1	
12	Chargeman (Ele. Crane)	29600-81100	4	1 Post operated in GAD (Watch & Ward) & 1 Post operated in Marine Dept.
13	Driver (Ele. Crane) Grp.IV	27400-70500	9	2 Posts operated in GAD (Watch & Ward) & 2 Posts operated in Traffic Dept. & 1 Post operated in Civil Eng. Dept.
14	Driver (Ele. Crane) Grp.III	27400-70500	16	1 Post operated in GAD (Watch & Ward) & 2 Posts operated in Civil Eng. Dept. & 3 Posts operated in Marine Dept.
15	Electrician (Skilled)	25200-59600	18	3 Posts operated in Marine Dept.
16	Armature Winder (Skilled)	25200-59600	1	
17	Cable Jinter (Skilled)	25200-59600	1	
18	Technician (Electronics) Skilled	25200-59600	3	
19	Driver (Ele. Crane) Grp.II	25200-59600	2	1 Post operated in Civil Eng. Dept. & 2 Posts operated in Marine Dept.
20	Electrical Fitter (Skilled)	25200-59600	13	2 posts operated in Marine Dept.
21	Fitter (Skilled) Ele. Division	25200-59600	4	
22	Wireman (Skilled)	25200-59600	7	1 Post operated in Marine Dept.
23	Blacksmith (Skilled)	25200-59600	1	
24	Lineman (Skilled)	25200-59600	7	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
25	Switch Board Operator (Skilled)	25200-59600	16	
26	Driver (Power House) Skilled	25200-59600	6	1 Post operated in Marine Dept.
27	Fitter (M) Skilled	25200-59600	4	4 Posts operated in Marine Dept.
			151	
<u>CLASS-IV</u>				
1	Assistant (Ele.)	22300-51000	10	
2	Electric Mate	22300-51000	1	
3	Mazdoor (Ele.)	20900-43600	1	
			12	
<u>I. C. ENGINE DIVISION</u>				
<u>CLASS-I</u>				
1	Superintending Engineer (M)	60000-180000	1	
2	Asst. Executive Engineer (M)	50000-160000	1	
			2	
<u>CLASS-II</u>				
1	Asst. Engineer (M)	40000-140000	8	7 Posts operated in Marine Dept.
<u>CLASS-III</u>				
1	Jr. Engineer (M)	32500-83800	1	
2	Sr. Draftsman (M)	29600-81100	1	
3	Foreman (L.E)	36500-88700	1	
4	Asst. Foreman (L.E)	32500-83800	5	
5	Motor Mechanic H.S.K-I (L.E)	29600-81100	6	
6	Motor Mechanic H.S.K. (L.E)	27400-70500	10	7 Posts operated in Marine Dept.
7	Motor Mechanic (Skilled) L.E	25200-59600	12	5 Posts operated in Marine Dept.
8	Asst. Foreman-Auto Electrician (L.E)	32500-83800	1	
9	Auto Electrician H.S.K-I (L.E)	29600-81100	1	
10	Auto Electrician H.S.K. (L.E)	27400-70500	6	1 Post operated in Marine Dept.
11	Auto Electrician (Skilled) L.E	25200-59600	3	1 Post operated in Marine Dept.
12	Foreman (M.E)	32500-83800	4	1 Post operated in Civil Eng. Dept. & 1 Post operated in Marine Dept.
13	Asst. Foreman (M.E)	29600-81100	5	1 Post operated in GAD (Watch & Ward) & 1 Post operated in Medical Dept.
14	Chargeman (M.E)	29600-81100	11	2 Posts operated in Civil Eng. Dept. & 4 Posts operated in Marine Dept.
15	Driver Grp.V (M.E)	27400-70500	15	6 Posts operated in GAD (Watch & Ward) & 6 Posts operated in Marine Dept.
16	Driver Grp.IV (M.E)	27400-70500	65	2 Posts operated in GAD (Watch & Ward) & 1 Post operated in Civil Eng. Dept. & 18 Posts operated in Marine Dept.

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
17	Driver Forklift	25200-59600	12	
			159	
<u>CLASS-IV</u>				
1	Greaser (M.E)	22300-51000	2	
<u>SR. DY. MATERIAL MANAGER'S DIVISION</u>				
<u>CLASS-I</u>				
1	Sr. Dy. Materials Manager	60000-180000	1	
2	Dy. Materials Manager	50000-160000	1	
			2	
<u>CLASS-II</u>				
1	Asst. Engineer (M)	40000-140000	2	
<u>CLASS-III</u>				
1	Divisional Store Keeper	36500-88700	1	
2	Jr. Engineer (M) Gr.I	36500-88700	1	Post operated in Marine Dept.
3	Sr. Draftsman (M)	29600-81100	1	
4	Asst. Store Keeper (S.D.M.M)	29600-81100	1	
5	Kardex Supervisor	29600-81100	1	
6	Sub Store Keeper (S.D.M.M)	27400-70500	1	
7	Senior Store Attender (S.D.M.M)	24200-58600	1	
8	Transport Maistry	24200-58600	1	
			8	
<u>CLASS-IV</u>				
1	Store Attender (S.D.M.M)	22300-51000	3	
2	Mazdoor (S.D.M.M)	20900-43600	3	
			6	
<u>ISRF DIVISION</u>				
<u>OFFICE ESTABLISHMENT</u>				
<u>CLASS-II</u>				
1	Deputy Chief Accountant (Sr.)-II	40000-140000	-	1#
<u>CLASS-III</u>				
1	Manager	36500-88700	-	3*
2	Sr. Accountant	32500-83800	-	3*
3	Sr. Office Attendant	24200-58600	-	1*
<u>TECHNICAL STAFF</u>				
<u>CLASS-II</u>				
1	Asst. Engineer (M)	40000-140000	4	
<u>CLASS-III</u>				
1	Jr. Engineer (M) Gr.I	36500-88700	1	
2	Jr. Engineer (M)	32500-83800	1	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
3	Sr. Draftsman (M)	29600-81100	1	
4	Foreman (Fitting) D.D	36500-88700	2	
5	Asst. Foreman (Fitting) D.D	32500-83800	4	1 Post operated in Marine Dept.
6	Fitter H.S.K-I (D.D)	29600-81100	1	Post operated in Marine Dept.
7	Foreman (Welding)	36500-88700	2	
8	Asst. Foreman (Welding)	32500-83800	2	
9	Welder H.S.K-I	29600-81100	3	
10	Foreman (Fabrication)	36500-88700	1	
11	Asst. Foreman (Fabrication)	32500-83800	1	
12	Fabricator H.S.K-I	29600-81100	4	
13	Fabricator H.S.K.	27400-70500	2	
14	Foreman (Carpentry)	36500-88700	1	
15	Asst. Foreman (Carpentry)	32500-83800	1	
16	Carpenter H.S.K-I	29600-81100	3	
17	Carpenter H.S.K.	27400-70500	3	
18	Asst. Foreman (D&L)	29600-81100	3	
19	Chargeman (D&L)	29600-81100	7	
20	Head Rigger (D&L)	25200-59600	12	
21	Rigger (D&L)	23100-54600	33	
22	Steam Crane Driver (10 T)	29600-81100	1	
23	Foreman (M.C)	36500-88700	2	
24	Asst. Foreman (M.C)	32500-83800	3	1 Post operated in Marine Dept.
25	Motor Mechanic H.S.K-I (M.C)	29600-81100	5	
26	Foreman (T&M)	36500-88700	1	
27	Turner & Machinist H.S.K-I	29600-81100	1	
28	Foreman (Fitting) Workshop	36500-88700	1	
29	Asst. Foreman (Fitting) Workshop	32500-83800	1	
30	Fitter H.S.K-I (Workshop)	29600-81100	1	
31	Agalight Fitter	25200-59600	1	
32	Foreman (Moulding)	36500-88700	1	
33	Asst. Foreman (Moulding)	32500-83800	2	
34	Moulder H.S.K-I	29600-81100	1	
35	Moulder H.S.K.	27400-70500	1	
36	Moulder (Skilled)	25200-59600	1	
37	Tinsmith H.S.K-I	29600-81100	1	
38	Tinsmith H.S.K.	27400-70500	1	
39	Foreman (Genl.) Workshop	36500-88700	1	
40	Chargeman (Labour section)	29600-81100	1	
41	Head Rigger (Labour section)	25200-59600	2	
42	Rigger (Labour section)	23100-54600	2	
43	Sail Maker H.S.K-I	29600-81100	1	
44	Painter H.S.K-I	29600-81100	1	
			121	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
CLASS-IV				
1	Head Mazdoor (D&L)	21800-50200	4	
2	Store Boy (D.D)	21800-50200	1	
3	Oilman (Workshop)	22300-51000	1	
			6	
Total Posts			527	

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

#Number of posts distributed to Mech. Engg. Dept. but accounted in the strength of Finance

I) DEPARTMENT-WISE DISTRIBUTION OF CLASS III & IV MINISTERIAL POSTS

Category	Department								Total
	Genl. Admn.	Vigilance	Finance	Traffic	Medical	Marine	Civil Engg.	Mechl. Engg.	
Manager	20	-	-	4	4	5	5	6	44
Dy. Chief Accountant (Jr.)	-	-	10	-	-	-	-	-	10
Sr. Accountant	24	2	28	7	3	10	8	12	94
Accountant	16	-	7	4	1	7	6	3	44
U.D. Clerk	5	-	4	1	1	1	2	1	15
L.D. Clerk	6	-	2	2	1	1	1	1	14
Sr. Hindi Translator	1	-	-	-	-	-	-	-	1
Hindi Translator	3	-	-	-	-	-	-	-	3
Legal Assistant	1	-	-	-	-	-	-	-	1
Welfare Inspector	1	-	-	-	-	-	-	-	1
Statistical Assistant	1	-	-	-	-	-	-	-	1
Stenographer (SG)	-	-	-	1	-	-	-	1	2
Stenographer Gr.I	2	-	-	-	-	-	1	-	3
Stenographer Gr.II	1	-	-	-	-	1	-	-	2
Staff Car Driver Gr.I	-	-	-	-	-	-	1	3	4
Staff Car Driver Gr.II	1	-	-	-	-	2	1	1	5
Sr. Office Attendant	13	1	6	4	4	2	6	6	42
Telephone Operator (GAD)	1	-	-	-	-	-	-	-	1
Sergeant (W&W)	1	-	-	-	-	-	-	-	1
Chargeman Gr.III (W&W)	7	-	-	-	-	-	-	-	7
Cook (GAD)	1	-	-	-	-	-	-	-	1
Office Attendant Gr.I	1	-	-	-	-	-	-	-	1
Office Attendant Gr.III	1	-	-	-	-	-	-	-	1
Department-wise Total	107	3	57	23	14	29	31	34	298

CHAPTER- III**DEPARTMENT WISE STAFF IN POSITION AS ON 01.04.2020**

DEPARTMENT	CLASS-I (GROUP A)	CLASS-II (GROUP B)	CLASS-III (GROUP C)	CLASS-IV (GROUP D)	TOTAL STRENGTH
GENERAL ADMINISTRATION	11	9	99	2	121
VIGILANCE	2	1	4	-	7
FINANCE	8	16	52	-	76
TRAFFIC	8	17	226	43	294
MEDICAL	9	2	64	15	90
MARINE	31	12	255	18	316
CIVIL ENGINEERING	17	11	97	18	143
MECHANICAL ENGINEERING	12	22	261	32	327
TOTAL	98	90	1058	128	1374

ANNEXURE - I**PAY SCALES OF CLASS I & II OFFICERS**

Sl. No.	From 01.01.'87		From 01.01.'92		From 01.01.'97		From 01.01.2007	From 01.01.2017
1.	2100-90-2550-100-3150	(11)	4000-175-7150	(18)	8600-250-14600	(24)	16400-40500	40000-140000
	2150-100-3650	(15)						
2.	2200-100-4100	(19)						
3.	2550-100-4150	(16)						
4.	2350-100-2550-120-4230	(16)	4350-175-7500	(18)	9100-250-15100	(24)	20600-46500	50000-160000
5.	2950-120-4270	(11)						
6.	2400-100-2600-120-5120	(23)	4350-200-5550-225-8475	(19)	9100-250-9850-300-16750	(26)		
7.	2400-100-2600-120-5000	(22)	4800-200-6000-225-8475	(17)	10750-300-16750	(20)	20600-46500	50000-160000
8.	3250-120-4690	(14)						
	3350-120-5150	(15)						
9.	3350-120-4790-140-5350	(16)	5400-225-6300-250-9300	(16)	13000-350-18250	(15)	24900-50500	60000-180000
10.	3750-140-5430	(12)						
11.	3750-140-5570	(13)						
12.	3350-120-4790-140-5910	(20)						
13.	3750-140-5570-175-5920	(15)						
14.	4350-150-4950-175-6000	(10)	6500-250-7500-275-9425	(11)	14500-350-18700	(12)	29100-54500	70000-200000
15.	3750-140-5570-175-6445	(18)						
16.	4350-150-4950-175-6525	(13)	7000-275-8100-300-9900	(10)	16000-400-20800	(12)	32900-58000	80000-220000
17.	4800-175-6550	(10)						
18.	4650-175-6575	(11)	7500-300-10200	(9)	17500-400-22300	(12)	36600-62000	90000-240000
19.	4900-175-6650	(10)						
20.	5000-175-6750	(10)						
21.	5150-175-6900	(10)						
22.	5500-175-7025	(9)	8250-300-10350	(7)	18500-450-23900	(12)	43200-66000	100000-260000
23.	6000-175-7225	(7)	8500-300-10600	(7)				
24.					20500-26500		51300-73000	120000-280000

ANNEXURE - I I**PAY SCALES OF CLASS III & IV (GROUP C & D) EMPLOYEES**

Sl No	From 01.01.'88		From 01.01.'93		From 01.01.'97		From 01.01.'07	From 01.01.'12	From 01.01.2017
01.	1040-20-1200-25-1425	(17)	2010-35-2290-45-2830	(20)	3700-60-4180-75-5830	(30)	7800-15800	13500 - 27400	20900-43600
02.	1055-20-1155-30-1305-35-1515	(16)	2025-35-2200-50-2450-60-2990	(19)	3840-80-4320-100-6720	(30)	8100-18200	14100 - 31600	21800-50200
03.	1065-20-1145-30-1265-35-1545	(16)	2035-35-2175-50-2375-60-3035	(19)					
04.	1075-30-1195-35-1580	(15)	2045-50-2245-60-3085	(18)	3900-90-4260-100-6860	(30)	8300-18600	14400 - 32300	22300-51000
05.	1085-35-1645	(16)	2055-60-2775-65-3230	(19)	4000-100-4800-115-7330	(30)	8600-19900	14900 - 34600	23100-54600
06.	1095-35-1375-40-1695	(16)	2065-60-2545-70-3315	(19)					
07.	1130-35-1375-40-1735	(16)	2110-60-2350-70-2700-75-3450	(19)	4160-115-5195-125-7820	(30)	9000-21200	15600 - 36800	24200-58600
08.	1160-40-1800	(16)	2150-70-2780-75-3605	(20)					
09.	1165-40-1485-45-1800	(15)	2160-70-2720-75-3620	(20)	4300-120-5260-130-8120	(30)	9400-22000	16300 - 38200	25200-59600
10.	1165-40-1485-45-1845	(16)	2160-70-2720-75-3695	(21)					
11.	1165-40-1485-45-1935	(18)	2160-75-2720-75-3845	(23)					
12.	1205-40-1485-45-1845	(15)	2230-70-2720-75-3695	(20)					
13.	1285-40-1485-45-1935	(15)	2370-70-2720-75-3845	(20)					
14.	1190-45-1505-50-2005	(17)	2185-75-2710-85-3985	(22)	4640-140-5760-170-9500	(30)	10200-25700	17700 - 44600	27400-70500
15.	1205-45-1430-50-2030	(17)	2230-75-2605-85-4050	(22)					
16.	1220-50-1620-60-2160	(17)	2250-85-2930-100-4330	(22)					
17.	1220-50-1620-60-2220	(18)	2250-85-2930-100-4430	(23)					
18.	1320-50-1620-60-2220	(16)	2420-85-2930-100-4430	(21)	5000-150-5450-200-10850	(30)	11000-29400	19100 - 51100	29600-81100
19.	1295-50-1595-60-2255	(17)	2425-85-2935-100-4435	(21)					
20.	1300-50-1450-60-1690-70-2460	(18)	2425-85-2680-100-3080-120-4760	(21)					
21.	1300-50-1450-60-1690-70-2600	(20)	2425-85-2680-100-3080-120-4880	(22)					
22.	1240-50-1590-60-2070-70-2560	(22)	2275-85-2870-100-3670-120-4870	(25)					
23.	1350-60-1650-70-2490	(17)	2500-100-3000-120-4800	(20)	5500-200-6100-220-11380	(27)	12100-30800	21000 - 53500	32500-83800
24.	1350-60-1650-70-2630	(19)	2500-100-3000-120-5040	(22)					
25.	1385-60-1565-70-2545	(17)	2600-100-2900-120-4940	(20)					
26.	1385-60-1565-70-2685	(19)	2600-100-2900-120-5180	(22)					
27.	1405-70-1965-75-2715	(17)	2650-120-3610-140-5430	(21)	6170-230-7320-245-11975	(24)	13600-32400	23600 - 56300	36500-88700
28.	1435-70-1855-75-2755	(18)	2700-120-3420-140-5520	(21)					
29.	1470-80-1950-85-2800	(16)	2750-140-3590-150-5690	(20)					