



कोचिन पोर्ट ट्रस्ट COCHIN PORT TRUST

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

कर्मचारियों की अनुसूची SCHEDULE OF EMPLOYEES

01.04.2019 की स्थिति के अनुसार
AS ON 01.04.2019

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COCHIN PORT TRUST

SCHEDULE OF EMPLOYEES AS ON 01.04.2019

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

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

COCHIN PORT TRUST

Schedule of Employees as on 01.04.2019

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CHAPTER- 1

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

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

Fitment Formula:

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

A	B	C	D
Basic Pay as on 31.12.2006	Corresponding Dearness Allowance at AICPI of 2884(base 1960=100) as on Total 78.2%	+ 30% of A+B	+ Aggregate amount #

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

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

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

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

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

If the feeder and promotional posts fall in the same revised pay scale, the officers so promoted would be allowed one increment in the same pay scale while fixing their pay on promotion.

Date of Next Increment:

After the pay of an officer is fixed in the revised pay scale, the next increment will be due on the anniversary of the last increment drawn by the officer in existing pay scales. Where the pay of two or more officers of the same category in the existing scale of pay and in the inter-se-seniority list, gets fixed at the same stage in the revised pay scale and the date of increment of the senior of the two employees falls due after the date of the increment of the junior officer, the date of increment of the senior officer will be advanced to coincide with the date of increment of the officer junior to him, provided the other conditions for advancing the date of increment are fulfilled.

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

ALLOWANCES:-

1. Dearness Allowance (D.A.) :

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

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

2. House Rent Allowance (HRA):

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

3. Non-Practicing Allowance:

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

4. Work on weekly days of rest or holiday:

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

5. Personal pay for small family norms:

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

6. Marine Allowances:

All work related allowances to Marine Officers may be increased by 50%.

Other Allowances:-

“Other Allowances” as per Cafeteria Approach include:-

1. Compulsory items

Sl. No.	Allowances/Perquisite	% of Basic Pay
1.	Conveyance Allowance Four Wheeler / Two wheeler	5% / 2%
2.	Sumptuary Allowance	Rs.750/-p.m. only for HoDs level and above.

II. Items applicable to specific category of officers

Sl.No	Allowance/Perquisite	% of Basic Pay
1.	Uniform Allowance	3%
2.	Washing Allowance	3%
3.	Design Allowance	5%

III. Optional Items

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

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

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

Travelling Allowance on tour:

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

By Air/Rail

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

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

By Road:- Places connected by rail - Fare limited to train fare by entitled class.

Places not connected by rail:- Taxi/own car/any bus including AC bus.

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

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

Daily Allowances:

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

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

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

Leave Travel Concession

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

ADVANCES

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

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

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

The revised pay scales would be applicable from 01/01/2007, but the allowances and perks would be effective from 26/7/2010, i.e the date of issue of the orders by the Ministry.

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

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

Date of effect and period of settlement:

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

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

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

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.

Other Allowance :

All the local allowances will be discussed and settled locally.

Conveyance Advance:

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

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

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

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

Computer Advance:

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

Festival Advance:

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

Leave Travel Concession:

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

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

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

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

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

Night Weightage:

The existing practice of calculating Night Weightage will be continued.

Outstation Allowance:

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

Leave Entitlements:

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

Training and Redeployment

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

Funeral Expenses

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

Modified Assured Career Progression (MACP) :

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

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

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

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

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

MATRIX TABLE

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 painting 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

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

	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 Ist & 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	120.10%	0.00%
01.04.2017	117.72%	0.00%
01.07.2017	119.58%	0.00%
01.10.2017	124.87%	2.29%
01.01.2018	127.52%	3.49%
01.04.2018	127.78%	3.61%
01.07.2018	128.57%	3.97%
01.10.2018	136.25%	7.46%
01.01.2019	139.42%	8.91%
01.04.2019	142.06%	10.11%

CHAPTER- II

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

DEPARTMENT	CLASS-I (GROUP A)	CLASS-II (GROUP B)	CLASS-III (GROUP C)	CLASS-IV (GROUP D)	TOTAL STRENGTH
GENERAL ADMINISTRATION	16	10	306	6	338
VIGILANCE	2	-	1	-	3
FINANCE	13	26	10	-	49
TRAFFIC	12	22	302	115	451
MEDICAL	11	-	64	25	100
MARINE	42	1	228	46	317
CIVIL ENGINEERING	24	10	112	28	174
MECHANICAL ENGINEERING (including ISRF)	23	32	476	36	567
TOTAL	143	101	1499	256	1999

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
ADMINISTRATION & ESTABLISHMENT				
CLASS-I				
1	Secretary	43200-66000	1	
2	Sr. Dy. Secretary	32900-58000	1	
3	Dy. Secretary	24900-50500	1	
4	Sr. Asst. Secretary	20600-46500	1	
5	Sr. P.S to Chairman	20600-46500	1	
6	P.S to Chairman	20600-46500	1	
7	Asst. Secretary Gr.I	20600-46500	1	
			7	
CLASS-II				
1	Asst. Secretary (Jr.)	16400-40500	3	
2	P.S to Dy. Chairman	16400-40500	1	
3	Personal Assistant	16400-40500	4	1*
			8	
CLASS-III				
1	Manager/ Dy. Chief Accountant (Jr.)	36500-88700	54	10*
2	Sr. Accountant	32500-83800	94	18*
3	Accountant	29600-81100	46	13*
4	U.D. Clerk	27400-70500	22	6*
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	6	2*
11	Telephone Operator (GAD)	27400-70500	1	
12	Sr. Office Attendant	24200-58600	42	12*
			290	
CLASS-IV				
1	Cook (GAD)	22300-51000	1	
2	Office Attendant Gr.I	22300-51000	4	
3	Office Attendant Gr.III	20900-43600	1	
			6	
H.R. DIVISION				
CLASS-II				
1	Asst. Secretary (Jr.)	16400-40500	1	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
CLASS-III				
1	Manager	36500-88700	-	1*
2	U.D. Clerk	27400-70500	-	1*
PUBLIC RELATIONS OFFICE				
CLASS-I				
1	Sr. Asst. Secretary (Public Relations)	20600-46500	1	Officiated by Asst. Exe. Engineer (M)
WELFARE SECTION				
CLASS-I				
1	Sr. Welfare Officer	20600-46500	1	
2	Welfare Officer (G.A.D)	20600-46500	1	
			2	
CLASS-III				
1	Sports Inspector	36500-88700	1	
2	Welfare Inspector	32500-83800	1	
			2	
OFFICIAL LANGUAGE SECTION				
CLASS-I				
1	Asst. Secretary Gr.I (Official Language)	20600-46500	1	
CLASS-III				
1	Sr. Hindi Translator	36500-88700	1	
2	Hindi Translator	32500-83800	3	
			4	
ESTATE DIVISION				
CLASS-I				
1	Sr. Asst. Estate Manager	20600-46500	1	Officiated by Executive Engineer (C)
2	Asst. Estate Manager Gr.I	20600-46500	1	Officiated by Asst. Engineer (M)
			2	
CLASS-III				
1	Manager	36500-88700	-	3*
2	Sr. Accountant	32500-83800	-	6*
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	-	1*

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
RESEARCH DIVISION				
CLASS-I				
1.	Sr. Dy. Director (Research)	24900-50500	1	
2.	Dy. Director (Research)	20600-46500	1	
			2	
CLASS-III				
1	Statistical Assistant	29600-81100	1	
LEGAL CELL				
CLASS-I				
1	Law Officer Gr.I	20600-46500	1	
CLASS-II				
1	Law Officer Gr.II	16400-40500	1	
CLASS-III				
1	Legal Assistant	36500-88700	1	
WATCH & WARD SECTION				
(NON-MINISTERIAL)				
CLASS-III				
1	Sergeant (W&W)	36500-88700	1	
2	Chargeman Gr.III (W&W)	24200-58600	7	
			8	
Total Posts			338	

* 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	43200-66000	1	
2	Dy. Chief Vigilance Officer	24900-50500	1	
			2	
<u>CLASS-II</u>				
1	Personal Assistant	16400-40500	-	1*
<u>CLASS-III</u>				
1	Vigilance Inspector	36500-88700	1	
2	Sr. Accountant	29600-81100	-	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
CLASS-I				
1	Financial Adviser & Chief Accounts Officer	43200-66000	1	
2	Sr. Dy. Chief Accounts Officer	32900-58000	1	
3	Dy. Chief Accounts Officer	24900-50500	1	
4	Sr. Accounts Officer	20600-46500	2	
5	Accounts Officer Gr. I	20600-46500	4	1 Post operated in Civil Engineering Department
			9	
CLASS-II				
1	Personal Assistant	16400-40500	-	1*
2	Dy. Chief Accountant (Sr.)-II	16400-40500	21	11#
3	Chief Cashier	16400-40500	2	
			23	
CLASS-III				
1	Dy. Chief Accountant (Jr.)	36500-88700	-	12*
2	Sr. Accountant	32500-83800	-	30*
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	
EDP DIVISION				
CLASS-I				
1	Sr. Dy. Director (E.D.P)	24900-50500	1	
2	Dy. Director (E.D.P)	20600-46500	2	
3	Asst. Director (E.D.P)	20600-46500	1	
			4	
CLASS-II				
1	Programmer	16400-40500	3	
CLASS-III				
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	43200-66000	1	
2	Sr. Dy. Traffic Manager	32900-58000	1	
3	Dy. Traffic Manager	24900-50500	2	1 post operated in Civil Engg. Dept. to officiate as Administrator (CFH).
4	Sr. Asst. Traffic Manager	20600-46500	1	
5	Asst. Traffic Manager Gr.I	20600-46500	1	
6	Welfare Officer (Traffic)	20600-46500	1	
			7	
<u>OFFICE ESTABLISHMENT</u>				
<u>CLASS-II</u>				
1	Dy. Chief Accountant (Sr.)-II	16400-40500	-	2#
<u>CLASS-III</u>				
1	Manager	36500-88700	-	5*
2	Sr. Accountant	32500-83800	-	7*
3	Accountant	29600-81100	-	6*
4	U.D. Clerk	27400-70500	-	2*
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	20600-46500	1	
2	Asst. Traffic Manager Gr.I	20600-46500	1	
			2	
<u>CLASS-II</u>				
1	Wharf Superintendent	16400-40500	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	35	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	
			161	

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	63	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	20600-46500	1	
2	Administrative Superintendent	20600-46500	1	
3	Accounts Officer (D.L.D)	20600-46500	1	
			3	
<u>CLASS-II</u>				
1	Asst. Administrative Officer	16400-40500	4	
2	Asst. Administrative Officer (Staff)	16400-40500	1	Post operated in GAD. Officiating as P.A to Chairman.
3	Asst. Labour Officer	16400-40500	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	32	
			56	

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	35	1 Post operated in Medical Dept.
2	Mazdoor (D.L.D)	21800-50200	68	
3	Attender (D.L.D)	22300-51000	1	
4	Sweeper (D.L.D)	20900-43600	1	
			105	
Total Posts			451	

*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
CLASS-I				
1	Chief Medical Officer	43200-66000	1	
2	Sr. Dy. Chief Medical Officer	32900-58000	1	
3	Dy. Chief Medical Officer (General Duty)	24900-50500	1	
4	Sr. Medical Officer (General Duty)	20600-46500	3	
5	Sr. Medical Officer (Specialist)	20600-46500	2	
6	Medical Officer	20600-46500	3	
			11	
OFFICE ESTABLISHMENT				
CLASS-II				
1	Dy. Chief Accountant (Sr.)-II	16400-40500	-	2#
CLASS-III				
1	Manager	36500-88700	-	5*
2	Sr. Accountant	32500-83800	-	3*
3	Accountant	29600-81100	-	1*
4	U.D. Clerk	27400-70500	-	2*
5	L.D. Clerk	25200-59600	-	1*
6	Sr. Office Attendant	24200-58600	-	4*
HOSPITAL ESTABLISHMENT				
CLASS-III				
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	2	
12	Jr. Store Keeper (Medical)	27400-70500	1	
13	General Supervisor (Ist Aid)	27400-70500	6	
14	Head Cook (Medical)	24200-58600	3	
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	
			64	
CLASS-IV				
1	Dresser	22300-51000	15	
2	First Aider	22300-51000	1	
3	Store Attender (Medical)	22300-51000	1	
4	Lascar (Medical)	21800-50200	2	
5	Nursing Orderly	21800-50200	1	
6	Reception Assistant	20900-43600	2	1 Post operated in Cochin Fisheries Harbour
7	Ward Attendant	20900-43600	3	
			25	
Total Posts			100	

*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	43200-66000	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	16400-40500	-	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	-	2*
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	20600-46500	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	3	
5	Driver Gr.II (Fire)	27400-70500	5	
6	Sergeant (Fire)	25200-59600	4	
7	Leading Fireman	25200-59600	28	
			45	
CLASS-IV				
1	Fireman	22300-51000	24	
HYDROGRAPHIC SURVEY				
CLASS-I				
1	Surveyor/Hydro-graphic Surveyor	20600-46500	1	
CLASS-II				
1	Sr. Marine Surveyor	16400-40500	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	3	
2	Tindal (Survey)	25200-59600	4	
			7	
CLASS-IV				
1	Leadsman	22300-51000	3	
MES DIVISION				
CLASS-I				
1	Marine Engineering Superintendent	36600-62000	1	
2	Sr. Marine Engineer/Chief Engineer	32900-58000	1	
3	Chief Engineer (Marine)	29100-54500	4	
4	Marine Engineer	29100-54500	3	
5	Dredger Commander	29100-54500 (For Master FG holders) 24900-50500 (For others)	1	
6	Dy. Marine Engineer	20600-46500	1	
7	Dredging Master (Mobile Dredger)	20600-46500 (For 1st class Inland Masters)	1	
8	Asst. Executive Engineer (Ele. Marine)	20600-46500	1	
			13	
CLASS-III				
1	lInd Mate	36500-88700	3	
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	lInd 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	Lascar Gr. I (M.E.S)	23100-54600	18	
			84	
CLASS-IV				
1	Store Attender (Marine)	22300-51000	1	
2	Oilman (Marine)	22300-51000	2	
3	Lascar (Marine)	21800-50200	16	
			19	
HARBOUR MASTER'S DIVISION				
CLASS-I				
1	Harbour Master	36600-62000	1	
2	Manager (Marine Pollution Control)	36600-62000	1	
3	Pilot	29100-54500	14	
4	Chief Engineer (Marine)	29100-54500	1	
5	Marine Engineer	29100-54500	5	
6	Master Tugs	20600-46500	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 Lascar	25200-59600	15	
15	Lascar Gr. I (H.M)	23100-54600	19	
			88	
DOCK MASTER'S DIVISION				
CLASS-I				
1	Dock Master	36600-62000	1	
Total Posts			317	

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

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

G) CIVIL ENGINEERING DEPARTMENT
DISTRIBUTION OF POSTS WITH STRENGTH

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
CLASS-I				
1	Chief Engineer (C)	43200-66000	1	
2	Dy. Chief Engineer (C)	32900-58000	2	
3	Superintending Engineer (C)	24900-50500	3	
4	Executive Engineer (C)	20600-46500	1	
5	Asst. Executive Engineer (C)	20600-46500	3	
			10	
CLASS-II				
1	Personal Assistant	16400-40500	-	1*
2	Asst. Engineer (C)	16400-40500	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	16400-40500	-	1#
CLASS-III				
1	Manager	36500-88700	-	5*
2	Sr. Accountant	32500-83800	-	6*
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*
EXECUTIVE ENGINEER (CM-I) DIVISION				
CLASS-I				
1	Executive Engineer (C)	20600-46500	1	
2	Asst. Executive Engineer (C)	20600-46500	1	
			2	
CLASS-II				
1	Asst. Engineer (C)	16400-40500	4	1 Post operated in Estate Division, GAD & 1 Post operated in Marine Dept.
CLASS-III				
1	Jr. Engineer (C) Gr.I	36500-88700	1	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
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	3	
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	6	
21	Fitter General Skilled (C)	25200-59600	1	
22	Carpenter Skilled (C)	25200-59600	5	
23	Laterite Mason Skilled (C)	25200-59600	2	
24	Granite Mason Skilled (C)	25200-59600	1	
25	Plumber Skilled (C)	25200-59600	2	
26	Painter Skilled (C)	25200-59600	1	
27	Blacksmith Skilled (C)	25200-59600	2	
28	Tiler Skilled (C)	25200-59600	1	
29	White Washer Skilled (C)	25200-59600	2	
30	Welder Skilled (C)	25200-59600	1	
31	Tinker Skilled (C)	25200-59600	2	
32	Fitter Skilled (WS)	25200-59600	8	
33	Thoomba Maistry (C)	24200-58600	2	
34	Mazdoor Maistry (C)	24200-58600	3	
35	Female Mazdoor Maistry (C)	24200-58600	1	
36	Sr. Sanitary Health Worker	24200-58600	3	
			67	
CLASS-IV				
1	Sanitary Health Worker Gr.II (Sanitary)	21800-50200	1	
2	Head Mazdoor (C)	21800-50200	10	1 Post operated in Estate Division, GAD & 1 Post operated in Marine Dept.
			11	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
EXECUTIVE ENGINEER (CM-II) DIVISION				
CLASS-I				
1	Executive Engineer (C)	20600-46500	1	
2	Asst. Executive Engineer (C)	20600-46500	1	
			2	
CLASS-II				
1	Asst. Engineer (C)	16400-40500	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	5	1 Post operated in Traffic Department
			17	
EXECUTIVE ENGINEER (CC-I) DIVISION				
CLASS-I				
1	Executive Engineer (C)	20600-46500	1	
2	Asst. Executive Engineer (C)	20600-46500	1	
			2	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
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	
			4	
DY.CHIEF ENGINEER'S OFFICE				
CLASS-I				
1	Executive Engineer (C)	20600-46500	4	1 Post operated in Estate Division, GAD
2	Asst. Executive Engineer (C)	20600-46500	4	
			8	
CLASS-II				
1	Asst. Engineer (C)	16400-40500	1	
Total Posts			174	

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

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

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

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
ADMINISTRATION & FINANCE				
CLASS-I				
1	Dy. Traffic Manager	24900-50500	-	1 post operated from Traffic Dept. to officiate as Administrator (CFH).
CLASS-II				
1	Asst. Engineer (C)	16400-40500	-	1 post operated from Civil Engineering Dept.
CLASS-III				
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.
CLASS-IV				
1	Reception Assistant	20900-43600	-	1 post operated from Medical Dept.
HARBOUR OPERATION				
CLASS-II				
1	Wharf Superintendent	16400-40500	-	1 post operated from Traffic Dept.
CLASS-III				
1	Dy. Wharf Superintendent	36500-88700	-	1 post operated from Traffic Dept.
2	Asst. Wharf Superintendent	32500-83800	-	1 post operated from Traffic Dept.
3	Shed Foreman	29600-81100	-	11 posts operated from Traffic Dept.
CLASS-IV				
1	Maistry (E&O)	22300-51000	-	3 posts operated from Traffic Dept.

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

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

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
CLASS-I				
1	Chief Mechanical Engineer	43200-66000	1	
2	Dy. Chief Mechanical Engineer (M)	32900-58000	1	Post operated in CFH
3	Superintending Engineer (M)	24900-50500	3	1 Post operated in Marine Dept. & 1 Post operated in Estate Division, GAD
4	Safety Officer (M)	20600-46500	1	
5	Executive Engineer (M)	20600-46500	2	
6	Asst. Executive Engineer (M)	20600-46500	2	
			10	
CLASS-II				
1	Asst. Engineer (M)	16400-40500	6	1 Post operated in Vigilance & 1 Post operated in Estate Division, GAD & 1 Post operated in Finance Dept.
CLASS-III				
1	Jr. Engineer (M) Gr.I	36500-88700	3	3 Posts operated in Marine Dept.
2	Jr. Engineer (M)	32500-83800	4	1 Post operated in Marine Dept.
			7	
OFFICE ESTABLISHMENT				
CLASS-II				
1	Deputy Chief Accountant (Sr.)-II	16400-40500	-	3#
CLASS-III				
1	Manager	36500-88700	-	4*
2	Sr. Accountant	32500-83800	-	5*
3	Accountant	29600-81100	-	3*
4	U.D. Clerk	27400-70500	-	2*
5	L.D. Clerk	25200-59600	-	1*
6	Stenographer (SG)	36500-88700	-	1*
7	Sr. Office Attendant	24200-58600	-	5*
8	Staff Car Driver Gr.I	29600-81100	-	3*
9	Staff Car Driver Gr.II	27400-70500	-	1*
ELECTRICAL DIVISION				
CLASS-I				
1	Dy. Chief Mechanical Engineer (Ele./E&C)	32900-58000	1	
2	Superintending Engineer (Ele./E&C)	24900-50500	1	
3	Executive Engineer (Ele./E&C)	20600-46500	3	
4	Asst. Executive Engineer (Ele./E&C)	20600-46500	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.)	16400-40500	11	1 Post operated in Marine Dept.
2	Asst. Engineer (Electronics)	16400-40500	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	19	3 Posts operated in Marine Dept.
16	Armature Winder (Skilled)	25200-59600	1	
17	Cable Jointer (Skilled)	25200-59600	2	
18	Technician (Electronics) Skilled	25200-59600	3	
19	Air Conditioner Mechanic (Skilled)	25200-59600	1	
20	Driver (Ele. Crane) Grp.II	25200-59600	4	1 Post operated in Civil Eng. Dept. & 2 Posts operated in Marine Dept.
21	Electrical Fitter (Skilled)	25200-59600	13	2 posts operated in Marine Dept.
22	Fitter (Skilled) Ele. Division	25200-59600	4	
23	Wireman (Skilled)	25200-59600	7	1 Post operated in Marine Dept.
24	Blacksmith (Skilled)	25200-59600	1	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
25	Lineman (Skilled)	25200-59600	7	
26	Switch Board Operator (Skilled)	25200-59600	20	
27	Driver (Power House) Skilled	25200-59600	6	1 Post operated in Marine Dept.
28	Fitter (M) Skilled	25200-59600	4	4 Posts operated in Marine Dept.
			160	
CLASS-IV				
1	Assistant (Ele.)	22300-51000	18	
2	Electric Mate	22300-51000	1	
3	Mazdoor (Ele.)	20900-43600	1	
			20	
I. C. ENGINE DIVISION				
CLASS-I				
1	Superintending Engineer (M)	24900-50500	1	
2	Asst. Executive Engineer (M)	20600-46500	1	
			2	
CLASS-II				
1	Asst. Engineer (M)	16400-40500	8	7 Posts operated in Marine Dept.
CLASS-III				
1	Jr. Engineer (M)	32500-83800	2	
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	14	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.

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
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.
17	Driver Forklift	25200-59600	19	
			169	
CLASS-IV				
1	Greaser (M.E)	22300-51000	2	
SR. DY. MATERIAL MANAGER'S DIVISION				
CLASS-I				
1	Sr. Dy. Materials Manager	24900-50500	1	
2	Dy. Materials Manager	20600-46500	1	
			2	
CLASS-II				
1	Asst. Engineer (M)	16400-40500	2	
CLASS-III				
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	
CLASS-IV				
1	Store Attender (S.D.M.M)	22300-51000	3	
2	Mazdoor (S.D.M.M)	20900-43600	3	
			6	
ISRF DIVISION				
OFFICE ESTABLISHMENT				
CLASS-II				
1	Deputy Chief Accountant (Sr.)-II	16400-40500	-	1#
CLASS-III				
1	Manager	36500-88700	-	3*
2	Sr. Accountant	32500-83800	-	6*
3	Sr. Office Attendant	24200-58600	-	1*
TECHNICAL STAFF				
CLASS-II				
1	Asst. Engineer (M)	16400-40500	4	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
CLASS-III				
1	Jr. Engineer (M) Gr.I	36500-88700	1	
2	Jr. Engineer (M)	32500-83800	2	
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	4	
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	7	
26	Motor Mechanic H.S.K. (M.C)	27400-70500	3	
27	Foreman (T&M)	36500-88700	2	
28	Turner & Machinist H.S.K-I	29600-81100	2	
29	Foreman (Fitting) Workshop	36500-88700	1	
30	Asst. Foreman (Fitting) Workshop	32500-83800	1	
31	Fitter H.S.K-I (Workshop)	29600-81100	3	
32	Agalight Fitter	25200-59600	1	
33	Foreman (Moulding)	36500-88700	1	
34	Asst. Foreman (Moulding)	32500-83800	2	
35	Moulder H.S.K-I	29600-81100	1	
36	Moulder H.S.K.	27400-70500	1	
37	Moulder (Skilled)	25200-59600	1	
38	Tinsmith H.S.K-I	29600-81100	1	
39	Tinsmith H.S.K.	27400-70500	1	
40	Foreman (Genl.) Workshop	36500-88700	1	
41	Chargeman (Labour section)	29600-81100	1	
42	Head Rigger (Labour section)	25200-59600	2	
43	Rigger (Labour section)	23100-54600	2	

Sl. No.	Category	Scale of Pay (Rs.)	Number of Permanent Posts	Remarks
I	II	III	IV	V
44	Sail Maker H.S.K-I	29600-81100	1	
45	Painter H.S.K-I	29600-81100	1	
			132	
CLASS-IV				
1	Head Mazdoor (D&L)	21800-50200	6	
2	Store Boy (D.D)	21800-50200	1	
3	Oilman (Workshop)	22300-51000	1	
			8	
Total Posts			567	

*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 Department.

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	14	-	-	5	5	5	6	7	42
Dy. Chief Accountant (Jr.)	-	-	12	-	-	-	-	-	12
Sr. Accountant	24	2	30	7	3	10	7	11	94
Accountant	16	-	7	6	1	7	6	3	46
U.D. Clerk	8	-	4	2	2	2	2	2	22
L.D. Clerk	6	-	2	2	1	1	1	1	14
Sr. Hindi Translator	1	-	-	-	-	-	-	-	1
Hindi Translator	3	-	-	-	-	-	-	-	3
Legal Assistant	1	-	-	-	-	-	-	-	1
Sports Inspector	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	2	-	-	-	-	2	1	1	6
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	4	-	-	-	-	-	-	-	4
Office Attendant Gr.III	1	-	-	-	-	-	-	-	1
Department-wise Total	109	3	61	27	16	30	31	35	312

CHAPTER- III**DEPARTMENT WISE STAFF IN POSITION AS ON 01.04.2019**

DEPARTMENT	CLASS-I (GROUP A)	CLASS-II (GROUP B)	CLASS-III (GROUP C)	CLASS-IV (GROUP D)	TOTAL STRENGTH
GENERAL ADMINISTRATION	9	9	94	3	115
VIGILANCE	2	1	4	-	7
FINANCE	8	17	62	-	87
TRAFFIC	8	17	253	57	335
MEDICAL	9	2	74	18	103
MARINE	29	12	280	33	354
CIVIL ENGINEERING	20	12	118	21	171
MECHANICAL ENGINEERING	15	20	298	48	381
TOTAL	100	90	1183	180	1553

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.'07
1.	2100-90-2550-100-3150	(11)	4000-175-7150	(18)	8600-250-14600	(24)	16400-40500
	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
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
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
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
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
17.	4800-175-6550	(10)					
18.	4650-175-6575	(11)	7500-300-10200	(9)	17500-400-22300	(12)	36600-62000
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
23.	6000-175-7225	(7)	8500-300-10600	(7)			

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)	4300-120-5260-130-8120	(30)	9400-22000	16300 - 38200	25200-59600
09.	1165-40-1485-45-1800	(15)	2160-70-2720-75-3620	(20)					
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)					
24.	1350-60-1650-70-2630	(19)	2500-100-3000-120-5040	(22)	5500-200-6100-220-11380	(27)	12100-30800	21000 - 53500	32500-83800
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)					