

*[English]*

**Electrification of Villages in Gujarat  
by Solar Energy**

1787. SHRIMATI BHAVNA KARDAM DAVE: Will the Minister of NON-CONVENTIONAL ENERGY SOURCES be pleased to state:

(a) whether electrification of all the villages is not possible in Gujarat;

(b) if so, the reasons therefor;

(c) if so, whether the Government propose to formulate a scheme to identify such villages in the State and benefit them with solar energy; and

(d) if so, the details thereof?

THE MINISTER OF POWER, MINISTER OF PARLIAMENTARY AFFAIRS AND MINISTER OF NON-CONVENTIONAL ENERGY SOURCES (SHRI P.R. KUMARAMANGALAM): (a) to (d) Out of the 18,028 inhabited villages in Gujarat, the Gujarat Electricity Board has already electrified 17,940 villages. The electrification of the balance 88 villages has not been considered feasible by the State Government due to various reasons such as no population, submergence and location in deep sea. Out of the villages already electrified, 207 have been electrified through provision of solar street lighting systems.

In addition, under the solar photovoltaic programme of the Ministry of Non-Conventional Energy Sources, the Gujarat Energy Development Agency (GEDA) have distributed 7,712 solar lanterns and installed 370 home lighting systems, 346 street lighting systems and 3 village level power plants of 14 kWp aggregate capacity in the State upto 30th June 1998. A further 200 solar home lighting systems and 5,000 solar lanterns have been allocated to Gujarat by the Ministry during 1998-99.

**Committee for Pay Revision of  
Major Ports Officials**

1788. SHRI G.M. BANATWALLA:  
SHRI GURUDAS KAMAT,  
SHRI CHENGABA SURENDRAN:

Will the Minister of SURFACE TRANSPORT be pleased to state:

(a) whether the S.P. Bagla Committee appointed by the Government for the pay revision and cadre restructuring of the major ports and dock workers/officers has submitted its report;

(b) if so, the main recommendations thereof;

(c) if not, the reasons therefor;

(d) the time by which it is likely to be submitted;

(e) whether the burden due to pay revision will be borne by the ports themselves; and

(f) if so, the details thereof and the reasons therefor?

THE MINISTER OF STATE IN THE MINISTRY OF SURFACE TRANSPORT (DR. DEBENDRA PRADHAN):

(a) Yes, Sir.

(b) the recommendations of the Committee are given in the enclosed Statement.

(c) and (d) Do not arise.

(e) Yes, Sir.

(f) The pay revision of the Port & Dock officers will be effective from 1.1.1997. Financial implication of about Rs. 40 crores will be for the years 1997 and 1998 and the total increase in expenditure of the ports on emoluments of the officers is approximately Rs. 26 crores per year. The Port & Dock Officers are the employees of the respective Port Trust boards, and therefore all liabilities incurred in respect of these employees will be borne by the respective Port Trust Boards themselves.

**Statement**

*Recommendation of Pay Revision Committee for Port  
& Dock Officers*

INTRODUCTION

1. The Pay Revision Committee for Port & Dock Officers was set up by the Ministry of Surface Transport, Government of India under the Chairmanship of Shri S.P. Bagla, ex-Secretary, Ministry of Surface Transport, on 16.10.1996. According to the terms of reference, the Committee was required to recommend the revised pay structure and allowances for port and dock officers keeping in view the recommendations of the Committee constituted on Classification of Ports and

Government's decision thereon. While making the recommendations, the Committee was required to follow the general guidelines relating to the pay and allowances formulated by the Department of Public Enterprises for public sector executives who were on Industrial D.A. pattern and also to keep in view the Cadre Restructuring Report submitted by the previous Pay Revision Committee.

**Issues Relating to Pay Revision and other Allied Matters Referred to the Committee by the Ministry of Surface Transport**

2. Apart from the terms of reference for pay revision, the Ministry of Surface Transport referred the issues relating to pay revision and other allied matters viz. anomalies arising out of the implementation of the previous pay revision orders de-linking of pay scales of pilots from the general pay revision of port officers, commutation of pension regulations for port trust employees and Indian Ports Association's Report on Degree/Diploma Engineers at Major Ports. The Committee examined all the above issues and submitted separate reports in respect of each of the above 4 issues to the Ministry of Surface Transport. The Committee also considered a report on cadre restructuring and made appropriate recommendations thereon, after a detailed study and discussions with the Officers' Federation.

**BASIC FACTS**

3. The Committee has taken into account the growth of traffic in the major ports *vis-a-vis* total capacity of the ports, estimated traffic to be handled and the proposed augmentation of port capacities at the end of the 9th Five Year Plan, private sector participation in port sector as well as the existing strength of officers, employees and workers in different ports.

**HISTORY OF PAY REVISION OF PORT AND DOCK OFFICERS**

**Classification of ports**

4. With a view to understanding the real impact and significance of pay revision, the Committee closely studied the evolution of the pay structure and allowances of port and dock officers from time to time and classification of ports into different schedules. A special Committee under the chairmanship of Development Advisor (Ports) was

appointed to study the classification of ports. That Committee, after taking into account the quantitative factors like investment, capital employed, number of employees as well as qualitative factors like strategic importance, level of technology employed prospects for expansion etc., has recommended that Mumbai, Calcutta, Chennai, Visakhapatnam, Kandla and JNPT may be classified as Schedule 'A' ports and Cochin, Mormugao, Paradip, Tuticorin and new Mangalore may be classified as Schedule 'B' Ports.

**Discussions with the Officers' Federation/Associations**

5. In response to the Committee's invitation, the Officers' Federation and Officers' memoranda/suggestions regarding pay revision which were closely studied by the Committee. The Committee held wide range discussions on general pay revision, pending issues and anomalies of the previous pay revision, Cadre Restructuring Report and Draft Communication of Pension Regulations with the representatives of the Officers' Federation from time to time. The Committee also visited all the ports and held discussions with the respective port officers' associations.
6. The Committee collected detailed information and data regarding different aspects of pay, allowances and service matters from the Port Trusts and Dock Labour Boards as well as from the major Public Sector Enterprises with a view to analysing the issues pertaining to port and dock industry.

**Financial position of major ports**

7. The Committee has taken note of the source of revenue of Port Trusts and Dock Labour Boards, setting up of an independent Tariff Authority for major Ports for fixing and revising the port tariff and the financial position of all the Port Trusts and Dock Labour Boards for the years from 1994-95 to 1997-98. The total financial implications on account of the last pay revision effective from 1.1.1992 have also been studied. The Committee is of the view that the financial position of all the Port Trusts and Dock Labour Boards is viable to meet the additional expenditure on account of current pay revision, and no financial assistance from the Government of India will be required for this purpose.
8. The Committee has taken into account the other claims on port funds on account of pay revision of

Class III and Class IV workers, upgradation/ replacement of port crafts, equipment and machinery, expansion of port facilities and the size of investment required for increasing the capacity of major ports.

#### **General Principles for pay Revision**

9. With the liberalisation of the country's economy and private sector participation in port sector, the monopoly of major ports is under challenge. Private sector participation would promote competition for the Major Ports requiring efficient services at lesser cost. For this purpose, port executives need to be motivated as professional managers.
10. During the period from 1.1.1992 to 31.12.1996, 682 officers left port service before attaining the normal age of retirement. Private sector participation in the port sector raises apprehensions about flight of officers from Major Ports to private sector. Hence, the Committee felt that there is a need to attract talented and efficient officers and also to retain them in port service.
11. The Committee has taken into account the recommendations of Justice Mohan Committee regarding the relativity of the public sector employees with the officers of the Central Government and has also kept in view the fact that the officers of Major Port Trusts were following the pay scales and allowances of the Central Government till 31.12.1968.

#### **Special Problems of Different ports**

12. During the Committee's visits to different ports, the Committee discussed not only the general issue of pay revision but also the special problems pertaining to each individual port or a group of officers in a particular port. Such problems are highlighted port-wise and the recommendations

therefor, wherever necessary, have been incorporated in the Report on Pay Revision or in the Committee's recommendations on Cadre Restructuring Report.

#### **Pay Scales & Pay Fixation Formula**

13. The Committee has followed Justice Mohan Committee's recommendations in establishing relativity between the pay scales of public sector Executives with the pay scales of the Central Government officers on implementation of the 5th Pay Commission's recommendations. On the basis of the classification of Major Ports into Schedule 'A' and Schedule 'B' Ports, the Committee recommends the following pay scales for Chairman and Deputy Chairman of the Major Port Trusts:—
  - (i) Chairmen of Mumbai, Rs. 27750-750-31500  
Calcutta,  
Chennai, Visakhapatnam,  
Jawaharlal Nehru and  
Kandla Ports.
  - (ii) Deputy Chairmen of Rs. 25750-650-30950  
Mumbai, Calcutta, Haldia,  
Chennai, Visakhapatnam,  
Jawaharlal Nehru, and  
Kandla Ports; and  
Chairmen of  
Cochin, Mormugao,  
Paradip, Tuticorin and  
New Mangalore Ports.
  - (iii) Deputy Chairmen of Rs. 22500-600-27300  
Cochin, Mormugao,  
Paradip, Tuticorin and  
New Mangalore Ports.
14. The Committee Recommends the following revised pay scales for Executives below Board level w.e.f.

1.1.1997:—

Sl.No.	Existing Pay Scales Effective from 1.1.1992		Revised Pay Scales Effective from 1.1.1997	
	Rs.		Rs.	
1.	4000-175-7150	(18)	8600-250-14600	(24)
2.	4350-175-7500	(18)	9100-250-15100	(24)
3.	4800-200-6000-225-8475	(17)	10750-300-16750	(20)
4.	5400-225-6300-250-9300	(16)	13000-350-18250	(15)
5.	6500-250-7500-275-9425	(11)	14500-350-18700	(12)
6.	7000-275-8100-300-9900	(10)	16000-400-20800	(12)
7.	7500-300-10200	(9)	17500-400-22300	(12)
8.	8250-300-10350	(7)	18500-450-23900	(12)
9.	8500-300-10600	(7)	19000-500-24500	(11)
10.	9000-350-10750	(5)	19500-500-25000	(11)
11.	9500-400-11500	(5)	20500-500-26500	(12)
12.	10000-400-12000	(5)	22500-600-27300	(8)
<b>Berthing Masters of CPT &amp; HDC</b>				
	<b>4350-200-5550-225-8475</b>	<b>(19)</b>	<b>9100-250-9850-300-16750</b>	<b>(26)</b>

15. The fitment formula recommended by the Committee is the same as given in Justice Mohan Committee's Report and the same is reproduced below:—

A	B	C	D
Basic Pay including Personal Pay* (if any) as on 31.12.1996.	+ Corresponding Dearness Allowance at All India Consumer Pirce Index of 1668 (base 1960=100)	+ 20% of Basic Pay including Personal Pay* (if any) as on 31.12.1996	= Aggregate Amount**

Personal Pay resulting as a consequence of the Department of Public Enterprises guidelines covering the 1992 Executive Salary Revision.

- \*\* The new basic pay will be determined by placing the Aggregate Amount, at column D, in the revised scale of pay. Where the Aggregate Amount in column D thus arrived at, does not fit into a stage in the revised scale of pay, the new basic pay will be determined by fixing the Aggregate Amount at the next higher stage in the revised scale of pay.

It is possible that as a result of the fitment in the revised scales of pay, in certain scales, executives and non-unionised supervisors with lower basic pay may get clubbed with those drawing higher basic pay in the existing scales. In order to obviate such anomalies, the Committee proposes that, in cases of bunching, one increment in the revised scale should be granted for every three increments drawn in the pre-revised scale subject to a maximum of three increments.

In cases where the formula for fitment places the incumbents at or near the maximum of new scales, the Committee recommends that there can be a suitable elongation of the new scale in the form of stagnation increments, upto a maximum of three increments.

16. The interim relief granted to port and dock officers *vide* Government orders dated 28.10.1997 shall be adjusted while making payment of arrears of pay revision w.e.f. 1.1.1997.
17. The above fitment formula will not be applicable to officers appointed on or after 1.1.1997 and they will start at the minimum of the corresponding revised scale. Wherever advance increment was sanctioned to direct recruits in the pre-revised scale appointed on or after 1.1.1997, such advance increment will be ignored.
18. Pending finalisation of the wage settlement of Class III and Class IV employees, the Class III employees who are promoted to officers cadre on or after 1.1.1997 will continue to draw their pay and allowances in the pre-revised pay structure, till such time their wage structure is revised and their pay is revised in the officers' cadre on promotion on that basis. However, they will continue to be eligible for other benefits such as T.A., D.A., and L.T.C. as hitherto enjoyed by them.

#### Allowances

19. The Committee has recommended the pay revision of officers on AICPI 1668 (1960=100) from 1.1.1997. there will be no D.A. on 1.1.1997. Additional D.A. will be payable twice in a year i.e. 1st July and 1st January on the basis of the 12 monthly average of CPI increase above 1668 for the period ending June and December respectively. Neutralisation will be 100% uniformly for all officers.

20. The Committee has recommended following rates of House Rent Allowance for officers in different ports w.e.f. 1.1.1999:—

Classification of Cities/towns	Name of Port	Rates of House Rent Allowance
A-1	Mumbai, JNPT, Calcutta and Chennai	30% of actual basic pay drawn
A	Nil	
B-1	Nil	
B-2	Cochin and Visakhapatnam	15% of actual basic pay drawn
C & below	Mormugao, Haldia, Kandla, New Mangalore, Tuticorin and Pradip	10% of actual basic pay drawn

21. Rent recovery on revised pay shall be made w.e.f. 1.1.1999 and the Committee has reiterated that merely as a consequence of increase in basic pay in the revised scale, there will not be any change with regard to eligibility for allotment of quarters to any officer and that recovery of recovery of rent for the Port and DLB owned quarters will be made on living area basis under Government of India instruction in FR 45(a).

22. The Committee has recommended that the concept of City Compensatory Allowance may be changed to Port City Allowance and the officers may be paid Port City Allowance at the following rates w.e.f. 1.1.1999:—

- (i) Mumbai, JNPT, Chennai and Calcutta (excluding Haldia) — Rs. 300/- per month
- (ii) Visakhapatnam and Cochin — Rs. 200/- per month
- (iii) Mormugao, New Mangalore, Paradip, Tuticorin, Kandla (excluding Vadinar) and Haldia. — Rs. 100/- per month

23. Payment of House Rent Allowance and City Compensatory Allowance is related to the place of posting of the officers concerned. Accordingly officers of Tuticorin Port posted at Chennai and of New Mangalore Port posted at Bangalore are paid these allowances at the rates of Chennai and Bangalore respectively. This practice may continue and the officers and employees of Visakhapatnam Port Trust posted at Hyderabad should be paid HRA and CCA at the following rates with effect from 1.1.1999:—

HRA — 25% of Basic Pay

CCA — Rs. 240/- per month

The officers of Paradip Port posted at Bhubaneswar should be paid HRA @ 10% of Basic Pay. They may also be allowed the Port City Allowance @ Rs. 100/- per month w.e.f. 1.1.1999.

24. Conveyance reimbursement for motor car will be admissible to officers in the pay scale of Rs. 9100-15100 or above @ Rs. 1500/- per month from 1.1.1999. The Class II officers in the pay scale of

Rs. 86000-14600 will be eligible for motor cycle/scooter allowance of Rs. 500/- per month and moped allowance of Rs. 300/- p.m. w.e.f. 1.1.1999.

25. The rates of Fixed Travelling Allowance for marine officers will be enhanced from Rs. 400/- to Rs. 600/- per month and that of non-marine officers to Rs. 300/- per month w.e.f. 1.1.1999.
26. The Committee has recommended that the existing rate of transport reimbursement may be enhanced from Rs. 125/- to Rs. 300/- p.m. w.e.f. 1.1.1999 to all the officers in all the ports. The Committee has reiterated that an officer will be eligible either to draw FTA or transport reimbursement or conveyance reimbursement.
27. Medical Officers in the Port Trusts and DLBs will be eligible for Non-Practicing Allowance @ 25% of the Basic Pay subject to the condition

that the Basic Pay plus NPA shall not exceed Rs. 29,500/- p.m. The revised rates would be effective from 1.1.1997. NPA will be treated as pay for all purposes except for pay fixation on promotion.

28. The Committee has recommended Design Allowance w.e.f. 1.1.1997 at the following rates:—

Sr. Manager	Rs. 750/- p.m.
Manager/Dy. Manager	Rs. 575/- p.m.
Asst. Manager/Jr. Manager	Rs. 300/- p.m.

29. The Committee has recommended adoption of the rates of Children Educational Allowance and reimbursement of tuition fee as admissible to the Central Government Officers w.e.f. 1.1.1999 as indicated below:—

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Educational Assistance	Revised Rate of payment/limit of reimbursement of fee
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(a) Children Educational Allowance	Primary, Secondary, Hr. & Sr. Secondary Class (I to XII)	Rs. 100/- p.m. per child*
(b) Reimbursement of tuition fee	(a) Class I to X	Rs. 40/- p.m. per child*
	(b) Class XI to XII	Rs. 50/- p.m. per child*
	(c) Class I to XII in respect of physically handicapped and mentally retarded children.	Rs. 100/- p.m. per child*

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Subject to a maximum of 2 children.

30. The Committee has recommended that for work on his weekly day of rest or holiday or any other non-working day as a part of pre-determined arrangement for a full day, or more than a full day of 8 hours, the officer will be paid 'out of pocket' expenses of Rs. 300/- per day of such work in addition to a compensatory off. This will take effect from 1.1.1999.

31. As regards supply of uniforms or payment of Uniform Allowance, the Committee has recommended that the existing practice shall continue and wherever the Uniform Allowance is paid, the existing rate of Uniform Allowance will be enhanced by 50% by rounding off the resultant figure to the nearest Rs. 10/- from 1.1.1999.

32. The rate of Washing Allowance will be increased from Rs. 100/- p.m. to Rs. 150/- p.m. w.e.f. 1.1.1999.
33. The Committee has recommended that the officers posted at Vadinar shall be paid Vadinar Allowance @ Rs. 300/- p.m. w.e.f. 1.1.1999.
34. The Committee has recommended introduction of Group Insurance Scheme for all officers and employees by payment of premium on 50:50 basis by the Port Trust and the officers/employees. Wherever Group Savings Linked Insurance Scheme has been introduced, the possibility of replacing it by Group Insurance Scheme by contribution of premium both by the Port Trusts and the officers/employees may be explored.
35. The expenditure on account of purchase of Indian newspapers at the residence of officers shall be reimbursed prospectively after the issue of order as under:—

S.No.	Level of Officers	Maximum Number of Indian Newspapers
1.	Officers other than Head of Department	1
2.	Heads of Department	2
3.	Chairman/Deputy Chairman	No limit

**Advance**

36. The House Building Advance scheme for Central Government officers is being followed by the Port Trusts. Accordingly, the cost ceiling and the quantum of HBA payable to the officers of Port Trusts and Dock Labour Boards may be enhanced prospectively from the date of issue of the Government order. The revised rates and the rate of interest will be as follows:—

- (a) Cost of the house (excluding cost of land) should not exceed 200 times of the basic pay + NPA of the official, subject to a maximum of Rs. 18 lakhs.

- (b) The maximum limit of HBA is 50 months basic pay + NPA subject to a maximum of Rs. 7.5 lakhs or cost of the house or re-paying capacity whichever is the least in the new construction/purchase of new house or flat.
- (c) The limit for improvement, renovations, additions etc. of existing house is revised to 50 months basic pay + NPA or Rs. 1.80 lakhs whichever is less for the above purpose or cost of the improvements, renovations, additions etc. or repaying capacity whichever is the least.
- (d) For rural areas, the existing ceiling of HBA restricted to 80% of the cost of construction, improvement, renovations, additions etc. will remain unchanged.

The rate of interest applicable for HBA may be the same as for the Central Government employees as indicated below:—

Amount of Advance	Rate of Interest
Sanctioned advance upto Rs. 50,000/-	7.5%
Sanctioned advance upto Rs. 1.5 lakhs	9%
Sanctioned advance upto Rs. 5.00 lakhs	11%
Sanctioned advance upto Rs. 7.5 lakhs	12%

All other provisions like eligibility, re-paying capacity, recovery, etc. will remain unchanged.

37. The Committee has recommended that the possibility of introducing a scheme similar to "Madras Port Trust Employees House Building Advance Special Family Benefit Fund Scheme" may be explored by other Port Trusts and Dock Labour Boards so that in case an employee dies in harness, the entire amount due from him towards repayment of the HBA together with the interest due thereon upto the date of his death, is reimbursed from the Fund.



38. The Committee has increased the ceiling amount on purchase of motor cycle/scooter/moped at the following rates:—

	Existing ceiling	Proposed ceiling
For first purchase	Rs. 13,000/- or 8 months' basic pay or the anticipated price of the motor cycle/scooter/moped, whichever is the least.	Rs. 30,000/- or 6 months' basic pay or the anticipated price of the motor cycle/scooter/moped, whichever is the least.
On second occasion	Rs. 10,000/- or 6 months' basic pay or the anticipated price whichever is the least.	Rs. 24,000/- or 5 months' basic pay or the anticipated price whichever is the least.

39. The Committee has recommended the car advance as follows:

- (i) For purchase of new car — 20 months' basic pay subject to a maximum of Rs. 2½ lakhs or 80% of the cost of new car, whichever is lower.
- (ii) For purchase of second-hand car — 20 months' basic pay subject to a maximum of Rs. 1.80 lakhs or actual cost of the car to be certified by notified assessor, whichever is lower.

40. The Committee has recommended Personal Computer Advance subject to a ceiling of Rs. 80,000/- on the first occasion and Rs. 75,000/- on the second occasion at the same rate of interest as applicable to motor car advance recoverable in not more than 100 instalments.

41. The Committee has recommended payment of a Consumer Durable Advance upto Rs. 50,000/- or 6 months' basic pay, whichever is less, once in service period at the interest rate of 12% per annum recoverable in not more than 60 monthly instalments.

**Travelling Allowance and Leave Travel Concession**

42. The Committee has recommended revised Basic Pay entitlement for travel by air as well as for

travel by rail/road without altering the existing entitlement.

43. The Committee has recommended the rates for road mileage as follows:—

- (i) For journey performed by own car/taxi — Rs. 8.00 per KM
- (ii) For journey performed by Auto Rikshaw/Scooter — Rs. 4.00 per KM

*Note:* Taxi charges paid under prepaid taxi charges system managed by Police/Airport Authority, if availed, may be reimbursed in full, subject to production of a certificate.

44. The Committee has recommended the following rates of Daily Allowance for halt at various stations/

localities:—

Basic Pay + NPA	(Ordinary rates)	
	'A' Class cities	Other Cities
Rs. 15000 and above	Rs. 360/-	Rs. 340/-
Rs. 11500-14999	Rs. 310/-	Rs. 290/-
Rs. 9500-11499	Rs. 300/-	Rs. 275/-
Below Rs. 9500	Rs. 275/-	Rs. 250/-

45. The Committee has recommended travel by air to Chairman and Deputy Chairman of the Port Trusts by National Carriers or AC 1st Class while availing of Leave Travel Concession. The other entitlements for LTC will remain unchanged.

#### Special pay and special allowances

46. The Committee reviewed the cases of all the Special Pays and Allowances. Taking into account the nature of duties and also the effect of cadre restructuring, the Committee is of the considered view that these Special Pays/Allowances need not be continued after the present incumbents on these posts retire or cease to discharge the additional duties, whichever is earlier.

#### Marine Allowances

47. The existing rates of marine allowances such as Actonnage Allowance, Tonnage Allowance, Length Allowance, Cold Move Allowance and Night Weightage Allowance shall be enhanced by 50% by rounding off the resultant figure to the nearest Rs. 5/- or Rs. 10/-. The revised rates will be effective from 30.6.1998 and the 33% increase already allowed will be subsumed in this enhancement. The enhanced rates will be applicable as per the existing norms.
48. The Committee does not find any justification in the demands for new allowances such as Beam allowance, Tanker/LPG Allowance, Double Banking Allowance and Special Allowance for securing ships to mooring buoys.

49. The existing rates of Mess Allowance will be enhanced by 50% by rounding off the resultant figure to the nearest Rs. 5/- or Rs. 10/- w.e.f. 1.1.1999.

50. As regards Outstation Allowance, the Committee has recommended that the existing rates of payments and concessions will continue to apply and has enhanced the *ad hoc ex gratia* payment from Rs. 200/- to Rs. 300/- p.m. w.e.f. 1.1.1999.

51. The Committee has recommended that Away from Base Allowance in Calcutta may be paid @ 1% of the basic pay per day for the period the officer is away from the base w.e.f. 1.1.1999

52. The Committee has recommended that the existing rates of Detention Allowance of 2%/3% of the Basic Pay, in Calcutta, may continue from 1.1.1999 on the revised Basic pay.

53. The Committee has recommended that for Berthing and Unberthing of ships at Haldia and Saugor, the existing rate of Rs. 50/- per act shall be increased to Rs. 100/- per act w.e.f. 1.1.1999 The River Training Allowance may continue to be paid at 15% of the pay subject to a maximum of Rs. 500/- per month w.e.f. 1.1.1999.

54. The Committee has recommended that the existing rates of Mooring/Unmooring Allowance in Calcutta will be enhanced to Rs. 50/- per act of mooring or unmooring w.e.f. 1.1.1999.

55. The Committee has recommended that the existing rate of Continuous Dredging Allowance in Calcutta will be increased to Rs. 50/- per day to all officers w.e.f. 1.1.1999.

56. The Committee has recommended introduction of Group Personal Accident Insurance Policy for the pilots on payment of 50:50 basis both by the Port Trusts and the pilots in all the Ports. However, the existing practice of payment of premium entirely by the Port Trust in Calcutta may continue. The insurance coverage may also cover other categories of officers performing piloting.

#### Demands for upgradation of individual posts in Different ports

57. The Committee has considered various demands for upgradation of pay scales of posts in the hierarchical set up as well as isolated posts in

different ports from time to time. In this Chapter, the Committee has recommended upgradation of

the pay scales of the following posts for reasons given therein:—

S.No.	Name of the Port	Pre-revised Pay Scale w.e.f. 1.1.1992	Recommended Pay Scale Effective from 1.1.1997
		Rs.	Rs.
<b>CALCUTTA PORT TRUST</b>			
1.	Bio-Chemist	4350-7500	10750-16750
<b>CHENNAI PORT TRUST</b>			
2.	Editor	4000-7150	9100-15100
3.	Cost Accounts Officer	4350-7500	10570-16750
4.	Course Instructor/ Course Developer	4000-7150	9100-15100
5.	Bio-Chemist	4350-75000	10750-16750
<b>VISAKHAPATNAM PORT TRUST</b>			
6.	Sr. Hydrographic Surveyor	4800-8475	13000-18250
7.	Hydrographic Surveyor	4000-7150	9100-15100
8.	Dredging Superintendent	7000-9000	17500-22300
<b>PARADIP PORT TRUST</b>			
9.	Hydrographic Surveyor Jr.	4000-7150	9100-15100
<b>KANDLA PORT TRUST</b>			
10.	Cartographer	4000-7150	9100-15100
11.	Hydrographic Surveyor	4000-7150	9100-15100 (Paras 16.1 to 16.15)

58. The Committee has recommended creation of a post of Sr. Hindi Officer in the pay scale of Rs. 10750-16750 in all the ports so as to provide promotional opportunities to the existing Hindi Officers.
59. The Committee reiterates its recommendation for rectification of the anomalies in regard to the pay scales of Harbour Master (Visakhapatnam Port Trust) and Medical Specialist (Calcutta Dock Labour Board) included in the Anomalies Report.
60. The Mumbai Port Trust has represented that while anomalies Report rectified the anomalies in the pay scales of four Assistant Chiefs, viz. Radiology, Surgery, Anesthesia and pathology, it did not include on more Assistant Chief Physician by an oversight. As the case of Assistant Chief Physician is similar to the other cases, this anomaly may be rectified.

#### **Date of Implementation and Duration**

61. Keeping in view the date of implementation of the various recommendations of the Fifth Pay Commission and the recommendations of Justice Mohan Committee, our Committee has recommended that the revised pay scales, 100% neutralisation of Dearness Allowance, rates of Non Practising Allowance and Design Allowance should be effective from 1.1.1997; the Committee's recommendations regarding other allowances, viz. House Rent Allowance, Port City Allowance, Fixed Travelling Allowance, reimbursement of conveyance expenses, transport reimbursement, Uniform Allowance, Washing Allowance, Daily Allowance on Tour, Children's Educational Allowance, reimbursement of Tuition Fees, Vadinar Allowance, etc. should be effective from 1.1.1999. the revised rates of work-related marine allowances, such as Actonnage Allowance, Length Allowance, Tonnage allowance, Cold Move Allowance and Night Weightage Allowance for pilots should be effective from 30.6.1998. Increase in other marine allowances, such as Outstation Allowance, Away from Base Allowance, Detention Allowance, Mess Allowance, Continuous Dredging allowance, Mooring and Unmooring Allowance, River Training Allowance, etc. should take effect from 1.1.1999. The Committee's recommendations regarding work on weekly days of rest or holidays, introduction of Group Insurance Scheme, Personal Accident Policy, revised entitlement of Leave Travel Concessions, advances, such as House Building Advance, Conveyance Advance, Personal Computer Advance,

Consumer Durable Advance and reimbursement of newspaper expenditure should take effect prospectively from the date of issue of orders.

62. As our Committee has recommended 100% neutralisation of Dearness Allowances for all, it has suggested that the next pay revision for port and dock officers should be after a period of ten years from 1.1.1997 or co-terminus with the pay revision of the Central Government employees.

#### **Financial Implications**

63. The total additional financial impact of the Committee's recommendations will be Rs. 26 crores per annum. Arrears for 2 years from 1.1.1997 to 31.12.1998 will be about Rs. 40 crores and the payment already made on account of interim relief and work related allowances to pilots will be adjusted while making payment of arrears.

### **RECOMMENDATIONS**

#### **Chapter I—Introduction**

1. The terms of reference of the Pay Revision Committee for Port and Dock Officers, *inter alia*, stipulate that the Committee is to consider the Report on Cadre Restructuring of Port and Dock Officers submitted by the previous Pay Revision Committee, and make suitable recommendations, along with the general recommendations on pay revision.
2. The Report was examined in consultation with the Port Trusts and Dock Labour Boards and was also discussed with the representatives of All India Major Ports and Docks Officers' Federation as well as the Officers' Associations in different ports. (Para 1.2).
3. The Report was considered in the Committee's meetings held at New Delhi on 23.4.1997 and 4.7.1998, at New Mangalore on 15.9.1998 and at Mumbai on 18.9.1998 before finalising its recommendations.

#### **Chapter II—Genesis of Cadre Restructuring**

4. The necessity for cadre restructuring in major ports has been emphasised from time to time by various expert Committees and bodies including the Major Ports Reforms Committee, 1986 (Para 2.1)

5. The features and characteristics mentioned in this Chapter have been kept in view by the Committee while making its recommendations.

#### **Functional Directors**

6. The question of appointment of Functional/Executive Directors in the Boards of the Major Port Trusts was not within the terms of reference of the previous Pay Revision Committee nor within the present Committee's terms of reference. Major Port Trusts are not public sector enterprises and their administration is governed in accordance with the Major Port Trusts Act, 1963, which also provides for the composition of their Board of Trustees. A Committee has already been set up by the Ministry of Surface Transport to suggest amendments to this Act and they are looking into this matter.

#### **Chapter IV—Number of Departments**

7. The Cadre Restructuring Report recommended that the number of departments in a port may be restricted to 10 viz. Marine, Traffic, Civil engineering, mechanical Engineering, Finance, Human Resource, Secretary, Materials Management, Planning and Research and Medical with the exceptions for one or two more departments in Mumbai and Calcutta. While this recommendation can be the basis for the general pattern, a flexible approach is considered necessary in the case of certain ports depending on their varying circumstances.
8. The nomenclature of Marine, Traffic, Finance, Medical, Civil Engineering, Mechanical Engineering and Materials Management Departments is self-explanatory. The present nomenclature of Secretary's Department may be changed as General Administration Department and it will look after the Board matters, general administration, public relations, security, legal and estate works (wherever there is no separate department for legal and estate works) and other general matters including Parliamentary work. Human Resource Department is to be set up by, carving out the functions of other departments for dealing with matters relating to personnel, industrial relations, welfare, training, industrial disputes, conciliation, settlement and personnel policy as well as all service matters such as framing of rules and

regulations, their interpretation, implementation, centralised recruitment to all levels, training and promotion of officers. However, the other departments will continue to be responsible for day-to-day establishment matters, such as grant of leave, advances, recommendations for training, grant of promotion and taking disciplinary action for imposing minor penalty in respect of the employees working in the respective departments. The power of imposition of major penalties in respect of employees will, however, vest with the appointing authority.

9. Planning and Research Department will be named as Planning, Development and Research Department and it will consist of two wings—one will be Electronic Data Processing and the other will be General Research & Statistics. Both the wings will work independently under the guidance and overall supervision of the Head of the Department. This department should be entrusted with the functions of compilation of statistical data, generation of management information, planning and monitoring of development works, traffic projections, preparation of perspective development plans and monitoring thereof, EDP, EDI, management information technology, communication computerisation, O&M, other studies and library.
10. The officers of the Vigilance Department may be taken on deputation by retaining their lien and *inter-se* seniority in their respective parent departments. The Chief Vigilance Officer in all the ports may also be on deputation and work directly under the Chairman.
11. Pending complete integration of dock workers in the Port Trusts, the ports may have a separate Division of dock workers under the Traffic Manager of the Port Trust wherever the merger of Dock Labour Boards has taken place.
12. The existing designations of the Heads of Departments of all the Departments excepting Medical, Marine and Vigilance may be changed as General Manager indicating in brackets the name of the respective department. The existing designation of Chief Medical Officer, Chief Vigilance Officer, Deputy Conservator and Director (Marine)

may continue. The existing designation below Head of the Department may be replaced by the following common designations and common pay scales for them in all the Ports:—

Designation	Scale of Pay
Junior Manager	Rs. 4000-7150
Assistant Manager	Rs. 4350-7500
Deputy Manager	Rs. 4800-8475
Manager	Rs. 5400-9300
Senior Manager	Rs. 7000-9900
Assistant General Manager*	Rs. 7500-10200
Deputy General Manager*	Rs. 8500-10600

\*(for Level I Departments in Group A Ports) (Para 4.12)

13. Mumbai Port Trust may have 13 Departments, viz. General Administration, Human Resource, Finance, Civil Engineering, Mechanical Engineering, Marine, Traffic (including ex-DLB workers and employees), Materials management, Planning, Development & Research, Medical, Estate, Vigilance and Welfare.
14. While issuing the previous pay revision orders, the Ministry of Surface Transport stipulated that all posts of Heads of Departments in Calcutta Port Trust would be meant for Calcutta Dock system and Haldia Dock Complex. The question of common heads of departments for both CDS and HDC was comprehensively discussed with all concerned and was examined in depth. The Committee came to the conclusion that the uniform set up being recommended for all the Ports cannot be replicated in full for Calcutta Port Trust because of the two distinct Dock Systems working at a distance of about 150 kms. Hence, the exception evolved from the very inception of the HDC may be continued. The Committee, therefore,

recommended that the present system of having separate Deputy Chairman for CDS and HDC may continue.

15. Calcutta Port Trust may have 15 departments, viz. General Administration, Human Resource, Finance, Traffic, Marine, Civil Engineering, Mechanical Engineering, Hydraulic Study, Medical, Planning, Development and Research, Estate, Operations, Management and Services, Vigilance and Materials Management. The Legal Department in Calcutta Port may be denotified. The deployment of HODs, viz. Operations and Management & Services may be at Haldia and of the remaining 13 Departments at Calcutta. The officers of the Calcutta Dock System and Haldia Dock Complex will be eligible for consideration for appointment at HOD level.
16. Chennai Port Trust may have 10 Departments, viz. General Administration, Human Resource, Finance, Civil Engineering, Mechanical Engineering, Traffic, Marine, Medical, Materials Management and Planning, Development and Research.
17. Visakhapatnam Port Trust may have 10 Departments, viz. General Administration, Human Resource, Finance, Civil Engineering, Mechanical Engineering, Marine, Traffic, Materials-Management, Planning, Development and Research and Medical.
18. Jawaharlal Nehru Port Trust may have 9 Departments, viz. General Administration, Human Resource, Traffic, Civil Engineering, Mechanical Engineering, Marine, Finance, Medical and Legal & Estate.
19. Kandla Port Trust may have 11 Departments, viz. General Administration, Human Resource, Finance, Traffic, Civil Engineering, Mechanical Engineering, Marine, Vadinar Off-Shore Oil Terminal, Materials Management, Planning, Development & Research and Medical.
20. Cochin Port Trust may have 9 Departments, viz. General Administration, Finance, Traffic, Civil Engineering, mechanical Engineering, Marine, Medical, Materials Management and Planning, Development & Research.
21. Mormugao Port Trust may have 9 Departments, viz. General Administration, Finance, Traffic, Civil Engineering, Mechanical Engineering, Marine, Materials, Management, Medical and Planning, Development and Research.

22. Paradip Port Trust may have 9 Departments, viz. General Administration, Finance, Traffic, Civil Engineering, Mechanical Engineering, Marine, Medical, Materials Management and Planning, Development & Research. In addition to the above, Chairman of the Management Committee of the Clearing and Forwarding workers will have the status of Level-II HOD.
23. Tuticorin Port Trust may have 7 Departments, viz. General Administration, Finance, Traffic, Civil Engineering, Mechanical Engineering, Marine and Medical
24. New Mangalore Port Trust may have 7 Departments, viz. General Administration, Finance, Traffic, Civil Engineering, Mechanical Engineering, Marine and Medical.
25. Wherever 10 Departments have not been recommended, Divisions with nucleus of officers for carrying out departmental functions may be evolved within six months to one year after the issue of the Government's orders on the current pay revision. In all such cases, a full-fledged department may be evolved by the end of the year 2001, i.e. by the end of the current pay revision term.
26. Major Ports will have to play a very critical role in the context of increasing volumes of imports and exports and of changing trends in international trade and shipping. It will, therefore, be necessary to upgrade and modernise the technology and equipment, to enhance the quality of human resources, to improve the productivity of labour, to acquire ISO certification for multi-farious services, and to adopt much more sensitive approach to the issues of environmental pollution. All this would imply that the cadre restructuring proposed by the Committee cannot be a 'once for all' exercise. The organisational structures of the ports will have to be reviewed periodically as new challenges arise and technology changes.
- Scales of pay of Heads of Departments**
27. According to the terms of reference, the Committee is to keep in view the Government's decision on the classification of Ports while making its recommendations. Classification of Public Sector Undertakings into Schedule 'A', 'B', 'C' and 'D' is done for fixation of pay scales of Chairmen, Managing Directors and Board-level posts only.
28. Government has proposed classification of Mumbai, Calcutta, Chennai, Visakhapatnam, Jawaharlal Nehru and Kandla as Schedule 'A' Ports and Cochin, Mormugao, Paradip, Tuticorin and New Mangalore as Schedule 'B' Ports. Grouping of Heads of Departments into two levels—level-I and level-II—should also be adopted for determining the pay scales of Heads of Departments.
29. The Cadre Restructuring Report recommended that level-I HOD may be Marine, Civil Engineering, Mechanical Engineering, Traffic, Finance, Administration, Human Resource and Hydraulic Study (only in Calcutta). The Cadre Restructuring Report also recommended that Medical, Planning & Research and Materials Management may be grouped in level-II HODs. While generally agreeing with this recommendation for level-I HODs, we recommend the grouping of Medical as well as Planning, Development and Research departments, wherever they are already existing with two separate wings, namely, Research Wing and EDP Wing as level-I departments. The Committee has also recommended that Materials Management department and Planning, Development and Research departments wherever they are to be newly set up or where only one wing is at present with them, may be grouped as level-II departments.
30. The Cadre Restructuring Report Recommended the following pay scales for Deputy Conservators:—
- |  |                          |
|--|--------------------------|
| (i) Deputy Conservator, Mumbai/ Director, Marine in Calcutta.  | Rs. 10000-400-12000<br>- |
| (ii) Deputy Conservators in other Schedule 'A' Ports of Visakhapatnam, Chennai, JNPT and Kandla.           | Rs. 9500-11500           |
| (iii) Deputy Conservators in Schedule 'B' Ports of Cochin, Mormugao, Paradip, Tuticorin and New Mangalore. | Rs. 8500-10600           |
- Keeping in view the important functions such as safety of shipping and conservation of the Ports performed by Deputy Conservators, their sea experience in the Merchant Navy as well as their existing higher pay scales in most of the Ports

prior to 1-1-1992, the Committee has recommended the following pay scales for Deputy Conservators:—

- (i) Director, marine of Calcutta and Deputy Conservators of all Schedule 'A' Ports. Rs. 10000-400-12000
- (ii) Deputy Conservators of all Schedule 'B' Ports Rs. 9500-400-11500

31. The Estate, Vigilance and Welfare departments in Mumbai, Vigilance and Estate departments in Calcutta and Legal and Estate departments in JNPT may be grouped as Level II HODs and allowed the pay scale of Rs. 8500-10600.

32. The pay scales of Heads of Departments other than Deputy Conservators and Director, Marine in the different Major Ports will be as follows:—

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- (i) G.M. (Operations), G.M. (Management Services), Haldia, G.M. Vadinar, HODs of General Admn., Human Resource, Traffic, Civil Engineering, Mechanical Engineering, Finance and Medical Departments of Mumbai, Chennai, Calcutta, Visakhapatnam, JNPT and Kandla Ports Rs. 9500-400-11500
- (ii) HODs of Planning, Development & Research Department in Mumbai and Visakhapatnam Ports Rs. 9500-400-11500
- (iii) HOD of Hydraulic Study Department of Calcutta Port Rs. 9500-400-11500
- (iv) HODs of General Admn., Traffic, Civil Engineering, Mechanical Engineering, Finance and Medical Departments of Cochin, Mormugao, Paradip, Tuticorin and New Mangalore Ports Rs. 8500-300-10600
- (v) HOD of Planning, Development and Research Department in Mormugao Port Rs. 8500-300-10600
- (vi) HODs of Materials Management Department in the Ports of Mumbai, Calcutta, Chennai, Visakhapatnam and Kandla and HOD of Planning, Development and Research Department (without computer set-up), Calcutta Rs. 8500-300-10600
- (vii) HODs of Materials Management of Cochin, Mormugao and Paradip Ports Rs. 8250-300-10350
- (viii) HODs of Estate and Vigilance Departments of Mumbai and Calcutta, Legal and Estate Department of JNPT and Welfare Department in Mumbai Rs. 8500-300-10600
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(ix)	HODs of the proposed Planning, Development & Research Department of Chennai and Kandla Ports	Rs. 8500-300-10600
(x)	HODs of the proposed Planning, Development & Research Department of Cochin and Paradip Ports	Rs. 8250-300-10350
(xi)	Chairman, Management Committee, Paradip Port	Rs. 8250-300-10350

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33. The pay scales indicated in the Report are pre-revised pay scales, and the corresponding revised pay scales will be given effect from 1.1.1997 to the HODs who were in position as on 1.1.1997 and also to the HODs subsequently appointed from the date they assume charge of duty.

**A:B:C:D Analysis and re-distribution of Posts in different pay scales**

34. The Cadre Restructuring Report recommended re-distribution of posts in the pay scales of Rs. 4350-7500, Rs. 4800-8475, Rs. 5400-9300 and Rs. 6500-9425 on the basis of A:B:C:D analysis in the ratio of 40:30:20:10. The Report recommended exclusion of isolated categories such as Security, Fire, Legal, Safety, Horticulture etc., out-door Engineers at Mumbai and Calcutta and Marine Officers from the above A:B:C:D analysis. The posts in the regular cadre are only taken into account. The Committee has found that the balance of advantage lies in accepting the above recommendation for re-distribution of posts on A:B:C:D analysis with suitable modifications and marginal improvements.

35. The Committee has agreed with the recommendation made in the Cadre Restructuring Report that the promotional post for the feeder post in the scale of Rs. 5400-9300 may be in the scale of Rs. 7000-9900 since the present promotional pay scale namely Rs. 6500-9425 is not logical; it further recommends that such officers who were earlier promoted from the feeder post in the scale of Rs. 5400-9300 to the promotional post in the scale of Rs. 6500-9425 prior to 1.1.1997 and continued to be in that scale may also be allowed the pay scale of Rs. 7000-9900 w.e.f. 1.1.1997.

36. The Committee has noted a wide gap between the pay scale of HOD and the post next below; so it has recommended that officers next below the HOD should be in the scale of Rs. 8500-10600 in

Schedule 'A' Ports to attract talented, mature and efficient officers.

37. In order to keep the uniformity in the hierarchical pattern of level-I departments of Schedule 'B' Ports and that of level-II departments in Schedule 'A' Ports, the Committee has removed the pay scale of Rs. 7500-10200 below the HOD in level-I departments of Schedule 'B' Ports.

38. The Committee has distinguished between Mechanical Engineers and Electrical Engineers since they have separate promotional channels and has recommended a revised structure of Mechanical Engineers and Electrical Engineers separately upto the level of Senior Managers. Beyond that level both the categories will be merged in one stream and will be considered for further promotion. The Committee has given discretion to the Chairmen of the Port Trusts where the existing practice is to have a common seniority for Mechanical and Electrical Engineers.

39. The Committee has recommended that promotion to the level of General Manager (Planning, Development and Research) may be considered from amongst the officers from both the Research and EDP Divisions.

40. The revised Medical set up recommended by the Committee consists of General Duty Doctors and Specialists. The promotions to the higher posts of General Duty Doctors may be done on the basis of *inter-se* seniority of all the Medical Officers irrespective of their qualifications. The higher posts in the Specialist categories may be filled up by the Medical officers possessing requisite Specialists qualifications and experience irrespective of their seniority.

41. Where there are more than 5 Specialists, there should at least be one Specialist each in the

disciplines of Medicine, Surgery, Obst. & Gynae, Paediatrics and Orthopedics. If the number of Specialists is less than 5, the Specialists may be from any of these disciplines. In case it is not feasible to introduce the discipline of Orthopaedics, suitable arrangements for engaging visiting consultants in Orthopaedics may be made.

42. In some of the Ports, medical facilities are extended to persons other than the port employees for which purpose fees/charges are collected. It is recommended that the amount so collected may be kept in a separate Personal Ledger Account (PLA) for upgrading the Hospital facilities. Suitable arrangements may also be made for laundry and proper cleanliness in the Port Hospitals.
43. With a view to encadring non-cadre posts, the Committee has recommended the inclusion of Assistant Engineer (Electronics) in the cadre of Electrical Engineers, Medical Officer (Health) in the Medical department and Public Relations Officers in the General Administration department. Posts of Cost Accounts Officers have been included in the main hierarchical scheme of Finance Department. Posts of Asst. Architect, Asst. Town Planner, Drawing Superintendent, Sr. Scientific Officer and Senior Marine Surveyor possessing Civil Engineering qualifications have been included in Civil Engineering cadre. Safety Officers with Mechanical Engineering qualifications have been included in Mechanical Engineering Department. In Mechanical Engineering Department of Visakhapatnam Port, a different set up of officers

in Ore Handling Plant has been in existence since 1976 above the level of Assistant Executive Engineer. The hierarchy for officers in Inner Harbour is different. Our Committee recommends a common cadre of officers both for the Inner Harbour and Ore Handling Plant.

44. With a view to improving the promotional opportunities of Personal Assistants/Private Secretaries in the Port Trusts, the Committee has recommended creation of posts of Senior Private Secretaries in the pay scale of Rs. 5400-9300 in Schedule 'A' Ports and in the pay scale of Rs. 4800-8475 in Schedule 'B' Ports. Such Senior Private Secretaries should possess a graduation Degree and proficiency in shorthand and typewriting with a speed of 120/40 w.p.m. respectively. Knowledge of Computer Applications is desirable.
45. On the basis of the A:B:C:D Analysis, the Committee has recommended a revised set up of different departments in various Port Trusts in the Appendices.

#### **Hierarchical set up of Divisions**

##### *Planning, Development & Research Division*

46. Tuticorin and New Mangalore Ports will not have separate Planning, Development and Research Department for the present. The following divisional set up for Planning, Development and Research Division is recommended for these two ports:—

Name of the Post	Scale of Pay	No. of Posts	
		EDP	Research
Manager	Rs. 5400-9300	1	1
Deputy Manager	Rs. 4800-8475	1	1
Assistant Manager	Rs. 4350-7500	1	1
Junior Manager	Rs. 4000-7150	2	2

This Division will function under the Finance Department.

**Materials Management Division**

have Materials Management Department for the present. The following divisional set up is recommended for these two ports:—

47. Tuticorin and New Mangalore Ports will not

Name of the Post	Scale of Pay	No. of Posts	
		Tuticorin	New Mangalore
Manager	Rs. 5400-9300	1	1
Deputy Manager	Rs. 4800-8475	3	1
Asstt. Manager	Rs. 4350-7500	8	2
Junior Manager	Rs. 4000-7150	3	4
		15	8

It is recommended that this Division may function as a part of the Mechanical Engineering Department, and the posts in this Division may be manned by drawing officers on deputation from other departments by retaining their lien in their respective departments for the purposes of promotion, etc.

*For Chennai, Cochin, Mormugao, Tuticorin and New Mangalore:*

Dy. Manager	Rs. 4800-8475	1
Asstt. Manager	Rs. 4350-7500	1
Jr. Manager	Rs. 4000-7150	1

**Estate Division**

48. The need for augmenting the staff in Estate Division in the ports where there is no separate department has been felt and the following set up of Estate Division in different ports has been recommended:—

(Para 7.22)

*For Visakhapatnam, Kandla and Paradip:*

Manager	Rs. 5400-9300	1
Deputy Manager	Rs. 4800-8475	1
Asstt. Manager	Rs. 4350-7500	1
Jr. Manager	Rs. 4000-7150	1

49. The Estate Division will function under the General Administration Department. An officer in the Estate Division may be considered for promotion to a higher post in that Division the highest level in the hierarchy. Therefore, he may be made eligible along with his counterparts in the equivalent pay scale in the General Administration Department for promotion to higher posts in that department.

**Legal Division**

50. The work of Legal Division may be under the General Administration Department in view of the growing litigation work in the ports and various

forthcoming lease agreements for construction of berths by private parties on BOT basis, it would be necessary to have well qualified and

experienced persons in the legal decision. In order to attract suitable persons, the following structure for Legal Division has been recommended:-

(i) for Mumbai

Designation	Scale of Pay	No. of Posts
Deputy General Manager	Rs. 8500-10600	1
Senior Manager	Rs. 7000-9900	1
Manager	Rs. 5400-9300	2
Deputy Manager	Rs. 4800-8475	3
Assistant Manager	Rs. 4350-7500	3
		10

(ii) for Calcutta:

Designation	Scale of Pay	No. of Posts
Deputy General Manager	Rs. 8500-10600	1
Senior Manager	Rs. 7000-9900	1
Manager	Rs. 5400-8475	1
Deputy Manager	Rs. 4800-8475	2
Assistant Manager	Rs.4350-7500	2
		7

(iii) for *Chennai, Visakhapatnam and Kandla*:

Designation	Scale of Pay	No. of Posts
Manager	Rs. 5400-9300	1
Deputy Manager	Rs. 4800-8475	1
Asstt. Manager	Rs. 4350-7500	2

(iv) for *Cochin, Mormugao, Paradip, Tuticorin and New Mangalore*

Designation	Scale of Pay	No. of Posts
Manager	Rs. 5400-9300	1
Deputy Manager	Rs. 4800-8475	1
Asstt. Manager	Rs. 4350-7500	1

51. Persons with legal qualification and experience already available in the Port staff may be appointed on deputation/Promotion basis. If suitable persons are not available from within the Port Staff, only then the post may be filled up by direct recruitment.

#### ***Vigilance Division***

52. The vigilance set-up for the ports has been under examination of the Ministry of Surface Transport in consultation with the Central Vigilance Commission and the set-up proposed by them has been examined in consultation with all the Port Trusts and the following vigilance set-up for different ports has been recommended:-

(i) *Chennai, Visakhapatnam, Kandla and Jawaharlal Nehru Ports*:

Designation	Scale of Pay	No. of posts
1	2	3
Chief Vigilance Officer	Rs. 8250—10350 Port Scale Rs. 14300-18300 Central Govt. scale	1
Vigilance Officer	Rs. 5400—9300	2
Jr. Vigilance Officer	Rs. 4000-7150	2

1	2	3
Vigilance Assistant	Rs. 2650-54300	1
Stenographer	Rs.2650-54301	1
Accountant	Rs.2425-47601	
Peon	Rs.2010-2830	3
		11

*(ii) Mormugao, Paradip, Tuticorin, Cochin & New Mangalore Ports*

Designation	Scale of pay	No. of posts
Chief Vigilance Officer	Rs. 7500-10200 Port scale Rs. 12000-16500 Central Govt. scale	1
Vigilance Officer	Rs. 5400-9300	1
Jr. Vigilance Officer	Rs. 4000-7150	1
Vigilance Assistant	Rs. 2650-5430	1
Stenographer	Rs. 2650-5430	1
Accountant	Rs. 2425-4760	1
Peon	Rs. 2010-2830	1
		7

53. The Chief Vigilance Officer may function directly under the Chairman. Officers and staff may, as far as possible, be drawn from other departments of the Port Trust. The Committee, however, noted that the Government of India has recently issued an Ordinance setting up a statutory Central Vigilance Commission. It has, therefore, suggested that the vigilance set up for major ports may be structured, if necessary, in consultation with the Central Vigilance Commission.

**Human Resource Division**

54. Cochin, Mormugao, Paradip, Tuticorin in New Mangalore Ports will not have separate Human Resource Department for the time being. Hence, the following Human Resource Divisional set-up has been recommended keeping in view the labour intensive nature of port industry and the need for maintenance of cordial industrial relations, as also the proposed merger of Dock Labour Boards with

the Port Trusts:—

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<i>(i) Cochin, Mormugao, Paradip and Tuticorin Ports:</i>		
Senior Manager	Rs. 7000-9900	1
Manager	Rs. 5400-9300	1
Deputy Manager	Rs. 4800-8475	1
Asstt. Manager	Rs. 4350-7500	1
 <i>(ii) New Mangalore Port:</i>		
Manager	Rs. 5400-9300	1
Deputy Manager	Rs. 4800-8475	1
Asstt. Manager	Rs. 4350-7500	1

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55. Human Resource Division will function as a separate Division in the General Administration Department.

56. While creating the new divisions as recommended, additional manpower of Class III/IV will be provided by redeployment of existing staff from other departments and no recruitment will be done for this purpose.

**Direct Recruitment to the Junior Class-I Cadre in the Ports**

57. Keeping in view the acute need for attracting competent professionals to meet the multi-dimensional problems faced by the ports due to the liberalisation of the economy, the Committee has made the following recommendations:—

(i) Induction of executives in all the departments shall not be below Class-I entry level (Rs. 4350-7500).

(ii) Minimum qualification for entry into managerial cadre shall be a 1st Class graduate or a 2nd Class Degree holder with Post Graduate qualification in the general stream or any professional streams (Engineering, Medical, Commerce with Accountancy etc.), Chartered/ Cost Accountant, appropriate MOT Certificate for marine officers etc.

(iii) 66<sup>2</sup>/<sub>3</sub>% of the posts at Class-I entry level shall be filled by direct recruitment through competitive examination and interview. The departmental candidates possessing the Degree may be allowed to compete along with open market candidates against the direct recruitment quota and in their cases, the Division in Graduation and age restriction shall not apply.

(iv) 33<sup>1</sup>/<sub>3</sub>% of the posts at Class-I entry level shall be filled by promotion and the selection will be made through written test and viva voce without insisting on the prescribed educational qualifications and age restriction for direct recruitment. However, this would not apply in the case of marine and medical departments where possession of requisite qualifications is essential.

(v) Both the direct recruits as well as the promotees would be required to undergo an in-service orientation course for a month in various departments of the port so that they become acquainted with the different spheres of port working.

(vi) In addition, all the direct recruits and promotees will undergo training programmes at IIPM/NIPM and only on qualifying in the examination prescribed by the Institute at the end of the training, they will be confirmed in service. This should be one of the pre-requisites for confirmation.

**Marine Services**

58. Keeping in view the recommendations made by the Cadre Restructuring Report the suggestions made by the Officers' Federation and various other Officers' Associations, the pay scales for various

categories of marine officers have been recommended taking into account the qualifications required to be possessed by them. The pay scales recommended for various marine categories in all the ports other than Calcutta are as follows:--

Name of the post	Pay scale recommended for Schedule 'A' Ports	Pay scale recommended for Schedule 'B' Ports
1	2	3

**A. DECK OFFICERS**

(i) Entry for uncertified Deck Officers and 4 years Sandwich Diploma holders	Rs. 4000-7150	Rs. 4000-7150
(ii) Entry for 2nd Mate Foreign Going/Home Trade Mates	Rs. 4350-7500	Rs. 4350-7500
(iii) Entry for Mate Foreign Going and Home Trade Masters	Rs. 4800-8475	Rs. 4800-8475
(iv) Promotion for Mate FG/Master HT	Rs. 5400-9300	Rs. 5400-9300
(v) Master Mariners (FG) for pilotage (Pilots) and other marine services with Master (FG) Certificate as prescribed qualification	Rs. 6500-9425	Rs. 6500-9425
(vi) Dock Masters/Master Pilot (Mumbai)	Rs. 7500-10200	Rs. 7500-10200
(vii) Harbour Masters	Rs. 8500-10600	Rs. 8250-10350
(viii) Dy. Conservators	Rs. 10000-12000	Rs. 9500-11500



1	2	3
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## B. ENGINEERING SIDE

(i) Entry for uncertified Marine Engineers and 4 years sandwich Diploma holders	Rs. 4000-7150	Rs. 4000-7150
(ii) Entry for Marine Engineers with Inland Certificate, DMET Graduate Engineers without Marine Certificate, and Mechanical/Electrical Degree Engineers with Post-Graduate one year Marine Apprenticeship	Rs. 4350-7500	Rs. 4350-7500
(ii) Entry for Marine Engineers with 2nd Class MOT Certificate, Engineer-in-Charge (Inland Engineers)	Rs. 4800-8475	Rs. 4800-8475
(iv) Promotion for 2nd Class MOT Engineers, 2nd Class Engineers C1-I Vessel	Rs. 5400-9300	Rs. 5400-9300
(v) Entry for MOT 1st Class Engineers	Rs. 6500-9425	Rs. 6500-9425
(vi) Chief Engineers C1. 1 vessel/Ch. Engineers/ promotion for 1st Class MOT Engineers	Rs. 7000-9900	Rs. 7000-9900

There are a few posts in Mumbai port which do not fall within the above recommended chart and they are as follows:—

S.No.	Designation	Scale of Pay
1.	Sr. Dock Master	Rs. 8250-10350
2.	Dredging Supt.	Rs. 7500-10200
3.	Sr. Dredging Master	Rs. 7000-9900

The Committee has recommended that the existing pay scales may continue for these posts.

59. The Committee considered the representations for upgradation of the pay scale of Berthing Masters possessing Home Trade Certificate. In view of the fact that 8 years sea experience is required for obtaining Home Trade Certificate and also in view

of the fact that only 3 years sea training certificate is required for in-house trained Berthing Masters in Calcutta, the Committee has recommended the following pay scales for Berthing Masters and their promotional categories in Mumbai Port:—

S.No.	Designation	Pay Scale
1.	Berthing Master with Home Trade Certificate	Rs. 5400-9300
2.	Assistant Dock Master	Rs. 6500-9425
3.	Sr. Asst. Dock Master/ Port Department Inspector	Rs. 7000-9900

60. The in-house trained Berthing Masters and their promotional posts in Calcutta may be allowed the following pay scales:—

(i)	For new entrants on completion of in-house training.	Rs. 4350-7500
(ii)	Existing Berthing Masters who were in the Scale of Rs. 4350-8475 and are having less than 5 years service as berthing Masters	Rs. 4800-8475
(iii)	Existing incumbents and new entrants on completion of 5 years service as Berthing Masters as well as Berthing Masters with Home Trade Certificate	Rs. 5400-9300
(iv)	Assistant Dock Master	Rs. 6500-9425
(v)	Deputy Dock Master	Rs. 7000-9900

61. With a view to improving the promotional opportunities among Marine Engineers, it is recommended that the post of Chief Engineer (Marine) may be created in all the ports in the ratio of 1:2 and the Marine Engineers as promoted against the newly created post will continue to perform the same job as assigned to them in the lower grade.

With a view to augmenting the existing marine set up as well as for improving the promotional opportunities of marine categories, the Report has recommended the following measures:—

- (i) At the Ports of Kardia, Mormugao, Tuticorin and New Mangalore, there is a gap between Pilots and Harbour Master, two posts of Dock Masters may be provided in the scale of Rs. 7500-10200.

- (ii) 4 posts of Dock Masters at Visakhapatnam may be upgraded from the scale of Rs. 7000-9900 to Rs. 7500-10200 to fall in line with Mumbai, Calcutta, Chennai, JNPT and Cochin Ports.
- (iii) The Harbour Masters at the Ports of Kandla, Mormugao, Tuticorin, New Mangalore and Paradip should be in the scale of Rs. 8250-10350 and the Harbour Masters in Chennai and Visakhapatnam may be given the scale of Rs. 8500-10600.

Our Committee also endorses the above recommendation excepting Harbour Master, Kandla Port who will be in the scale of pay of Rs. 8500-10600.

62. With a view to augmenting the Marine Department in Calcutta Port, which consists of 5 independent Sections, it is necessary to create a post of Additional Director (Marine) in the pay scale of Rs. 9500-11500 in lieu of Deputy Director, Marine Department at Calcutta.

63. With a view to augmenting the marine set up in Haldia Dock Complex, a post of Additional Director (Marine) in the pay scale of Rs. 9500-11500 may be created.

64. Keeping in view the prescribed qualifications and nature of duties, the future set up of Radio Officers at Calcutta may be as follows:—

S.No.	Name of the Post	Scale of Pay	No. of Posts
1.	Chief Radio Officer	Rs. 5400-9300	1
2.	Dy. Chief Radio Officer	Rs. 4800-8475	1
3.	Sr. Radio Officer	Rs. 4350-7500	8
4.	Radio Officer	Rs. 4000-7150	17

65. Even though the post of Sr. Assistant Manager (Dry Docks) is a promotional post from the post of Assistant Manager (Dry Docks), both are in the same pay scale of Rs. 4800-8475 and Sr. Assistant

Manager (Dry Docks) gets a charge pay of Rs. 100/- per month. In view of the justification for allowing a higher pay scale for the promotional post, the Committee has recommended the following set up for these categories:—

Existing Designation and Pay Scales	Recommended Designation and Pay Scales
1. Sr. Asstt. Manager (Dry Docks) Rs. 4800-8475+Charge Pay of Rs. 100 p.m. — 2 posts	Manager (Dry Docks) Rs. 5400-9300 (without any charge pay) — 2 posts
2. Asstt. Manager (Dry Docks) Rs. 4800-8475 — 3 posts	Deputy Manager (Dry Docks) Rs. 4800-8475 — 3 posts

66. At present, a computer set up consisting of 26 personnel is functioning under the Chief Hydraulic Engineer. It is recommended that this computer set up may be transferred to Planning, Development and Research Department of Calcutta Port Trust.
67. Subject to the above modifications, the marine set up for Calcutta Port may be the same as given in relevant chart in para 9.2
68. At present non-marine officers are working in Marine Departments at various levels and marine officers are working in other departments. In order to protect the promotional opportunities of such non-marine officers as working in the Marine Department, it has been recommended that such officers should be taken on deputation by retaining their lien in their respective parent department.
69. Marine Officers on the Dredgers, at present under different departments, in some ports may be transferred to the Marine Department so that a common pool is maintained with a common seniority list.
70. Marine Engineers in the Mechanical Engineering Department will have their promotion upto the Superintending Engineer (Marine) just like the other two streams of Mechanical Engineering and Electrical Engineering and will be considered for promotion along with other Superintending Engineers (Mechanical and Electrical) to higher post in the Mechanical Engineering Department.

#### Miscellaneous

71. The Committee has agreed with the recommendations made in the Cadre Restructuring

Report for upgradation of the pay scales of the following posts:—

- (i) PS to Chairman, NMPT;
- (ii) PA to HOD in NMPT;
- (iii) Radio Officers at Calcutta Port Trust;
- (iv) Jr. Accounts Officer; and
- (v) Librarians.

These upgradations have been recommended by the Committee w.e.f. 1.1.1997 as they are not anomalies arising out of the implementation of the previous Pay Revision Orders.

72. The Committee has considered the recommendations for upgradation of the existing posts of Assistant Traffic Manager and Statistical & Research Officer at New Mangalore Port Trust from Class II to Class I, and has included Class I posts in the hierarchical structure of Traffic Department and Planning, Development & Research division of N.M.P.T.
73. The Committee has made a distinction between Fire Officers and Safety Officers. Fire Officers are engaged in fire fighting and prevention of fire accidents. Safety Officers are required to be appointed under the provisions of the Factories Act and Dock Workers (Safety, Health and Welfare) Act, 1986 and are to look after Industrial Safety.
74. The hierarchical set up recommended for Fire Officers is as follows:—

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#### Schedule 'A' Ports

#### Schedule 'B' Ports

Chief Fire Officer	Rs. 5400-9300
Dy. Chief Fire Officer	Rs. 4800-8475
Fire Officer	Rs. 4350-7500

Chief Fire Officer	Rs. 4800-8475
Dy. Chief Fire Officer	Rs. 4350-7500
Fire Officer	Rs. 4000-7150

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75. Appropriate action for creation of posts of Safety Officers may be taken by all the Port Trusts in the light of the clarification sought from the Ministry of Labour regarding the posts under the Factories Act and Dock Workers (Safety, Health and Welfare) Act, 1986.
76. Port security is entrusted to the CISF except in Mumbai. In Calcutta the CISF is deployed in bonded warehouses only. The hierarchical set up recommended for the Security Division in Mumbai and Calcutta Ports is as follows:—

Designation	Pay Scale	Mumbai	Calcutta
Security Adviser	Rs. 5400-9300	1	1
Sr. Security Officer	Rs. 4800-8475	1	—
Security Officer	Rs. 4350-7500	4	1
Asstt. Security Officer	Rs. 4000-7150	12	3

77. The Trade Promotion Centres at Chennai, Hyderabad, Bhubaneswar and Bangalore may be manned by an officer in the scale of Rs. 4000-7150 or Rs. 4350-7500. The Chairman of the Port Trusts concerned may have the discretion to decide upon the level of post and mode of its appointment. The Liaison Officer of the Tuticorin Port at Chennai may be allowed the scale of Rs. 4800-8475 as personal to him if he is eligible for promotion as Senior P.S. and if his services are still required in the Trade Promotion Centre at Chennai.

78. 246 officers in all Port Trusts and Dock Labour Boards are working at the entry post from the commencement of their service and are likely to retire in the same post without any promotional prospects. In addition, 158 officers have completed 15 years of their service or more in the same post as on 1.1.1998. However, 15 years service in the same post is too long a period and one promotion should be allowed after 12 years service. With a view to improving the promotional opportunities, the Committee has recommended that Class-I and Class-II officers who have completed 12 years of service may be allowed promotion to the next higher scale as personal to them and on a non-functional basis. The officer so promoted will continue to perform same functions and duties as in the earlier scale. Such promotions may be made after a six monthly review done on 1st January and 1st July every year. The cut-off date for this

purpose will be 1.1.1997; an employee who has completed 12 years of service on any date earlier than 1.1.1997 will have the benefit of higher scale from 1.1.1997 only. This recommendation will not be applicable to HODs.

#### **Dock Labour Boards**

79. Consequent upon the Government's decision to merge Dock Labour Boards with Major Port Trusts, Mumbai, Cochin and Mormugao Dock Labour Boards have been superseded and the process is under consideration regarding remaining four Dock Labour Boards viz., Calcutta, Chennai, Visakhapatnam and Kandla. Even after suppression, officers and staff of Dock Labour Boards (DLBs) maintain their separate identity and it is necessary to consider cadre restructuring of officers of DLBs.
80. The Cadre Restructuring Report recommended that the pay scale of Deputy Chairman of DLB might be at par with that of the Secretary of the respective Port Trust. After merger, DLB officers, staff and workers will be integrated with the Traffic Department and allowing Deputy Chairman the pay scale of Secretary, Port Trust will bring them at par with Traffic Manager, resulting in an anomalous situation. In order to avoid such situation, Deputy Chairman, Mumbai and Calcutta may be allowed to continue in their existing pay scales.
81. The Cadre Restructuring Report recommended changes in the designation of DLB officers as

- Manager, Deputy Manager and Assistant Manager. As the DLB officers are named by existing designation to perform functions under Dock Workers (Regulation of Employment) Schemes, the existing designations may continue till the Schemes are superseded after merger of DLBs.
82. *Mumbai DLB*: As recommended in the Cadre Restructuring Report, Mumbai DLB will have five posts in the general stream in the scale of Rs. 4800-8475, as against the existing one post. The remaining four posts may be filled by promotion from the categories of Asst. Administrative Officer/ Assistant Secretary/Labour Officer/Welfare Officer.
83. The set-up for Accounts stream will be:
- |  |   |        |
|--|---|--------|
| Chief Accounts Officer (Rs. 5400-9300) | — | 1 post |
| Deputy Manager (Rs. 4800-8475)         | — | 1 post |
| Asstt. Manager (Rs. 4350-7500)         | — | 1 post |
84. The isolated post of Hindi Officer in the pay scale of Rs. 4000-7150 may be upgraded to the scale of Rs. 4350-7500.
85. The Executive Engineer in the scale of Rs. 4800-8475 may be given the next higher scale as personal to him on completion of 12 years regular service in the grade.
86. The medical set up of Mumbai DLB will be as follows:—
- |  |   |                   |
|--|---|-------------------|
| (i) Sr. Specialist/Medical Supdt. (GD) | — | Rs. 5400-9300 (4) |
| (ii) Sr. M.O./Jr. Specialist           | — | Rs. 4800-8475 (5) |
| (iii) Medical Officer                  | — | Rs. 4350-7500 (7) |
87. *Calcutta DLB*: The set-up recommended in the Cadre Restructuring Report for General and Accounts stream has been endorsed.
88. The post of Hindi Officer in the scale of Rs. 4000-7150 may be upgraded to the pay scale of Rs. 4350-7500.
89. The Medical set-up recommended by the Committee is as follows:—
- |  |   |
|--|---|
| (i) Chief Medical Officer (Rs. 7500-10200)     | 1 |
| (ii) Surgical Specialist (Rs. 5400-9300)       | 1 |
| (iii) Medical Specialist (Rs. 5400-9300)       | 1 |
| (iv) Medical Supdt. (GD) (Rs. 5400-9300)       | 1 |
| (v) Senior M.O./Jr. Specialist (Rs. 4800-8475) | 8 |
| (vi) Medical Officer (Rs. 4350-7500)           | 7 |
90. The Committee does not find justification in the demand for conferring Class-II status on Section Officers/Inspectors/Accountants.
91. *Chennai DLB*: The Committee endorses the recommendations made in the Cadre Restructuring Report regarding officers in the General, Accounts and Engineering streams.
92. the medical set-up recommended is as below:—
- |  |   |   |
|--|---|---|
| (i) Chief Medical Officer (Rs. 7000-9900)          | — | 1 |
| (ii) Sr. M.s. (GD)/Sr. Specialist (Rs. 5400-9300)  | — | 2 |
| (iii) Sr. M.O. (GD)/Jr. Specialist (Rs. 4800-8475) | — | 3 |
| (iv) Medical Officer (Rs. 4350-7500)               | — | 7 |
93. *Visakhapatnam DLB* : The Committee endores the recommendations contained in the Cadre Restructuring Report regarding General Stream, Accounts Stream, Hindi Officer and Engineering Wing.
94. The medical set-up may be as follows:—
- |  |   |
|--|---|
| (i) Chief Medical officer (Rs. 7000-9900)          | 1 |
| (ii) M.S (GD)/Sr. Specialist (Rs. 5400-9300)       | 1 |
| (iii) Sr. M.O. (GD)/Jr. Specialist (Rs. 4800-8475) | 2 |
| (iv) Medical Officer (Rs. 4350-7500)               | 7 |
95. *Kandla DLB*: The Committee recommends that the post of Secretary-cum-Personnel Officer may be in the scale of Rs. 5400-9300. The Cadre

Restructuring Report's recommendations regarding General and Accounts streams are endorsed.

96. *Cochin DLB*: The Committee endorses the recommendation regarding General and Accounts streams contained in the Cadre Restructuring Report. (Para 11.39).
97. The post of senior M.O. may be upgraded to the level of Rs. 4800-8475.
98. *Mormugao DLB*: The Committee endorses the recommendations regarding General and Accounts streams contained in the Cadre Restructuring Report.
99. The existing medical set-up and the existing A.E. may continue.
100. With a view to augmenting the Human Resource set-up in DLBs, one post of Manager in the pay scale of Rs. 5400-9300 in Mumbai, Calcutta, Chennai and Visakhapatnam DLBs and one post of Deputy Manager in the scale of Rs. 4800-8475 in Cochin, Mormugao and Kandla DLBs may be created and filled in by officers in DLBs with suitable qualifications and experience in personnel management, labour welfare and labour relations.

#### **Date of Implementation**

101. The implementation of the recommendations made in this Report will be with prospective effect, as it will be necessary to frame fresh model uniform RSP regulations in this regard. In many cases, officers may be in position and may work against upgraded/newly created posts after they are appointed against such posts, if they fulfil the requisite qualifications and conditions in accordance with the new RSP regulations with prospective effect.
102. However, there may be cases like HODs who are already in position and whose pay scales have been recommended for upward revision w.e.f. 1.1.1997. Similarly, there may be other officers who are already in position in the posts for which higher pay scales have been recommended. In all such cases, the officers who are already in position will get the benefit of higher pay scale w.e.f. 1.1.1997 or the date from which they assumed the position after 1.1.1997, as the case may be.

103. The pay scales indicated in this Report are effective from 1.1.1992 to 31.12.1996 and they will stand revised by the corresponding pay scales that will be recommended by the Committee in the general pay revision effective from 1.1.1997.

104. The implementation of these recommendations should be monitored by the respective Chairmen at the Ports level and by the Ministry of Surface Transport at the Government level with the assistance of a separate Implementation Cell.

[*Translation*]

#### **LPG Agencies in Hilly Areas of Uttar Pradesh**

1789. SHRI BACHI SINGH RAWAT (BACHDA): Will the Minister of PETROLEUM AND NATURAL GAS be pleased to state:

(a) the number of proposals under consideration of the Government to open new LPG outlets in the hilly and difficult areas of the country, particularly in the hilly districts of Uttar Pradesh;

(b) whether a serious problem of fuel is being faced due to delay in opening such outlets and non-availability of cooking gas for the rural people of hilly areas; and

(c) if so, the measures being taken to remedy the situation?

THE MINISTER OF STATE IN THE MINISTRY OF PETROLEUM AND NATURAL GAS AND MINISTER OF STATE IN THE MINISTRY OF PARLIAMENTARY AFFAIRS (SHRI SANTOSH KUMAR GANGWAR): (a) to (c) Already, large number of people of hilly areas in the country, particularly Uttar Pradesh are being supplied with LPG through a network of LPG distributorships and extension points. With a view to increase the LPG supply network, extension points are allowed upto a distance of 50 KM radius in all the hilly areas. However, in so far as Uttar Pradesh is concerned, in the LPG Marketing Plan 1996-98, 35 additional locations in the hilly areas have been included in the supplementary plan for setting up new LPG distributorships. Further, to meet the fuel requirement of hilly areas, it has been decided to clear the entire waiting list in these areas and accordingly, LPG connections are made available to the consumers across the counter on demand.