

Annexure II

Other Terms and conditions of contractual engagement :

1. Period of contract:

The contract will be for a period of 3 years, extendable by another 2 years, at the discretion of Mumbai Port Trust.

2. Medical facility:

Emergency medical treatment will be provided in case of accident while on duty at MbPT hospital/ dispensary. No other medical facilities would be available to the contractual employee and his family.

3. Leave entitlement:

12 days Casual Leave in a year and Public Holidays. No other leave will be admissible and for any absence beyond the said leave, pro-rata deduction will be made from the consolidated remuneration.

4. Duty hours:

Duty hours are from 10.00 A.M. to 6.00 P.M. or as decided by the Administration. In case of requirement, you may have to work beyond the normal duty hours for which there will not any other compensation, monetary or otherwise.

Normally will be entitled to a weekly off (Sunday). If situation warrants, the weekly day of rest may be changed with prior intimation. For work on any weekly day off/ declared national holiday in exigencies of work, a compensatory day of rest conveniently in lieu thereof will be granted and for which no other compensation, monetary or otherwise will be considered.

Failure to report for duty will entail deduction of wages on pro-rata basis.

5. Accommodation:

Accommodation shall be offered in the MbPT quarters subject to availability. If availed, the HRA component will be reduced from the total remuneration and also rent at par with MbPT employees will be deducted. In addition, electricity & water charges are to be paid on consumption basis.

6. The contract can be terminated by giving one month's notice in writing from either side.

7. If the contractual employee leaves without notice or acceptance of notice of termination, the amount due, i.e., consolidated pay payable will be forfeited, to the extent of notice period.

8. The contractual employee shall not claim any right/ title/ interest at par with the regular employees of the Port on similar post doing similar work.
9. Appointment of the contractual employee is subject to verification of antecedents by the Police. If any adverse report is received from the Police, his services are liable to be terminated forthwith.
10. Any other terms and conditions of contractual engagement at MbPT will be applicable.