

MORMUGAO PORT AUTHORITY
GENERAL ADMINISTRATION DEPARTMENT
ADVERTISEMENT NOTICE

WALK-IN-INTERVIEW FOR CONTRACT ENGAGEMENT

Eligible candidates who are fulfilling following eligibility criteria for engagement as Trainee Pilot (On contract basis) in the Marine Department of Mormugao Port Authority are hereby invited to attend the Walk-in-Interview from 03/10/2023 to 18/10/2023 (excluding Saturdays and Sundays) in the Chamber of the Dy. Conservator/MPA, 1st Floor, Main Administrative Building, Headland Sada, Goa. The details are given hereunder:-

TRAINEE PILOT (ON CONTRACT)

Number of vacancies :- 02 (Two)

Duration of Contract:- 03 years

Qualification:- Must hold a Certificate of Competency as Master of foreign going ship issued by the Ministry of Ports, Shipping & Waterways, Govt. of India or an equivalent qualification recognized by the Ministry of Ports, Shipping & Waterways, Govt. of India.

Note: Indian citizens with foreign Certificate of Competency and recognized by India, must acquire relevant endorsement from the DG Shipping.

Experience:- One year post qualification experience as Master/Chief Officer of Foreign going ship.

Age:- 65 years. However, the Trainee Pilot to be engaged on contract basis should be physically fit enough to perform the duties of a Pilot in this Port, subject to medical fitness issued by CMO/MPA every year.

Remuneration:-

(a) The contract Trainee Pilot will be paid the consolidated remuneration of Rs.1,00,000/- per month during the training period.

(b) During training period, the Trainee Pilot has to carry out piloting in respective tonnage for 6 months and on successful completion of six months and attending of minimum 6 (4 berthing and 2 un-berthing) ships of next higher tonnage with senior pilots to apply for higher tonnage for approval of HM and DC. Subsequently passing the Pilot exams/practical test as certified by DC/MPA, Interim Licence will be issued till Board passes the resolution to this effect subject to formal sanction by the Ministry of Ports, Shipping & Waterways.

(b) The contract Trainee Pilot will satisfactorily complete training/acquire expertise, subject to passing the prescribed test, which should be certified by the Deputy Conservator. Other terms and conditions will be applicable as in vogue.

(c) After licence as Pilot on commencing berthing/un-berthing he shall be entitled for enhance consolidated remuneration when classified as under:-

- (i) To pilot vessels upto 30,000 GT and of draft upto 9 m – Rs. 1,70,000/- per month.
- (ii) To pilot vessels upto 40,000 GT draft upto 11 m. – Rs. 2,00,000/- per month.
- (iii) To pilot vessels upto 50,000 GT draft upto 12.8 m – Rs. 2,25,000/- per month.
- (iv) To pilot vessels upto 60,000 GT draft upto 14 m – Rs. 2,50,000/- per month.
- (v) To pilot all unrestricted tonnage – Rs. 2,75,000/- per month.

Ex-Pilots of this Port and those contract pilots who have already undergone training in this Port will begin with a consolidated remuneration of Rs.2,75,000/- pm subject to fulfilling provisions permitting them to do Pilotage.

The consolidated salary shall be paid from the date they takes over charge of the post. 15% remuneration in every month will be recovered from the monthly consolidated salary, which will be released on satisfactorily completion of three years contract period. However on subsequent renewal/hiring of Pilots with prior experience in MPA there shall be a cap on retention money equivalent to one month salary. As no training needs to be imparted to such Pilots.

The candidates may also take note of the fact that the Management of the Port reserves the right to:

1. Make changes in the number of vacancies.
2. The qualifications and experience mentioned are the minimum requirement. The Administration reserves the right to short list the candidates based on their qualifications and experience.
3. The Administration reserves the right not to fill any position, if suitable candidates are not available. The Administration reserves the right to prepare a panel of candidates and fill the positions falling vacant or the positions in the same or other sponsored projects during the validity of the panel out of the candidates in the panel.
4. Make any additions/deletions of any clause in the Terms and Conditions for the posts mentioned above.
5. Any such changes will be notified in the Port's website only.
6. The Port reserves the right to cancel the recruitment process if need arises, without further notice and/or without assigning any reason

Candidates fulfilling the above mentioned eligibility criteria may attend the Walk-in-Interview from 03.10.2023 to 18.10.2023 (excluding Saturdays and Sundays) in the Chamber of the Dy. Conservator, MPA, 1st Floor, Main Administrative Building, Headland Sada, Goa, along with the Bio-Data giving complete details in the following sequence therein: 1) Full Name 2) Mailing address with contact phone/mobile nos. 3) Date of Birth 4) Educational & Professional qualification 5) Category(SC/ST/OBC, etc.) 6) Nationality & State of Domicile along with attested copies of all relevant Certificates with a recent passport size photograph pasted on the top right corner of the application. The crucial date of determining qualification, experience and age shall be the first day of the month in which the vacancy is notified/advertised. Candidates already in Government service or in Public Sector Undertakings must apply through proper channel.

(S. P. Mohan Kumar)
SECRETARY

STANDARD TERMS AND CONDITIONS FOR ENGAGEMENT OF TRAINEE PILOT ON CONTRACT

1. WORKING TIMINGS:

He should report to the DC/HM everyday. His working hours will be decided by the DC. Whenever, he is free during the shift on duty day, he shall assist the Harbour Master/Deputy Conservator in carrying out any other work assigned in the interest of Port.

2. CONSOLIDATED SALARY:

He shall be paid consolidated emoluments as follows:-

<u>Category</u>	<u>Gross emoluments</u>
a) Training Period <u>(Till independent piloting started)</u>	p.m. Rs.1,00,000/-
b) After training <u>(On independent Piloting after passing the practical test as certified by DC/MPA):-</u>	
(i) To pilot vessels upto 30,000 GT and of draft upto 9 m – Rs.1,70,000/- per month.	
(ii) To pilot vessels upto 40,000 GT draft upto 11 m. – Rs.2,00,000/- per month.	
(iii) To pilot vessels upto 50,000 GT draft upto 12.8 m – Rs.2,25,000/- per month.	
(iv) To pilot vessels upto 60,000 GT draft upto 14 m – Rs. 2,50,000/- per month.	
(v) To pilot all unrestricted tonnage – Rs.2,75,000/- per month.	

Ex-Pilots of this Port and those contract pilots who have already undergone training in this Port will begin with a consolidated remuneration of Rs.2,75,000/- pm subject to fulfilling provisions permitting them to do Pilotage.

The consolidated remuneration shall be paid from the date he takes over charge of the post. 15% remuneration in every month will be recovered from the monthly consolidated salary, which will be released on satisfactorily completion of three years contract period. However on subsequent renewal/hiring of Pilots with prior experience in MPA there shall be a cap on retention money equivalent to one month salary. As no training needs to be imparted to such Pilots.

3. MOBILE & TELEPHONE FACILITY

He should be contactable on mobile. He will be provided a mobile with a lumpsum amount of Rs. 5000/- for 6 months.

4. The contract trainee pilots shall be entitled for an increment of Rs.7,500/- for every completed year of service.

5. The above consolidated emoluments is irrespective of movements / acts (including monitoring and shipping movements from VTMS centre) and the size of the ships handled in a shift/duty day.

6. Contract Trainee Pilot will be compensated for extra working hours at the rates proportionately applicable to him. For eg. If a Pilot works on a weekly day of rest for 12 or 24 hours as the case may be, he is entitled for a day's additional remuneration.

7. Wilful refusal to perform above acts, will entail a deduction of Rs.5000/- per act.

8. **CASUAL LEAVE:** He will be permitted to avail 15 days Casual Leave in the calendar year on pro-rata basis @ 1.25 day for each completed calendar month of contract service.

9. **EARNED LEAVE:-** He will be permitted to avail 30 days Earned Leave in the calendar year on pro-rata basis @ 2^{1/2} days Earned Leave for each completed calendar month of contract service.

He will be permitted to avail of encashment of maximum 30 days Earned Leave at the end of the contract period of three years which will be worked out by taking into consideration the basic pay equivalent to minimum of starting Scale of pay admissible to the post of Pilot on regular basis i.e. 70,000/- (pay scale Rs.70000 - 200000) and applicable VDA rate at the time of commencement of contract . In case there is a shortage of Pilots and leave cannot be granted the encashment shall be subject to HOD's prior approval.

10. CL/EL will be sanctioned by the Dy. Conservator.

11. **PORT ACCOMMODATION:**

He shall be provided with type 'D' quarter on payment of nominal rent, in which case HRA will be deducted from the amount of remuneration at a Basic of Rs.70,000/- which is fixed at the commencement of contract at HRA rate applicable to regular employees..

12. **MEDICAL FACILITIES:**

He shall be entitled to free medical treatment to self and dependents in the Mormugao Port Authority Hospital to the extent the facilities are available in house only.

13. **TRANSPORT FACILITIES:**

If transport is provided from the residence to workplace and back, Rs.1500/- per month will be deducted from the remuneration.

14. Whenever, the Trainee Pilots are free during the shift on duty day, they shall assist the Harbour Master/Deputy Conservator in carrying out any other work assigned in the interest of Port.

15. **TENURE OF APPOINTMENT:**

The tenure of the contract shall be for a period of three years from the date he reports for duty. The contract is renewable at the discretion of the Port Authority.

16. TERMINATION OF THE CONTRACT:

Either side can terminate the contract by giving one month's notice or salary in lieu thereof.

17. TRAINING:

The engagement of contract Pilot shall commence on the date of his joining for duty. He will be required to undergo training for a period of 06 months from the date of his joining for duty. The Board of Members of Mormugao Port Authority can relax this period depending on the merits of the case. However, he should successfully complete the requisite training and re-orient himself to the pilotage requirements.

Training period for the candidates already having Pilot experience/licence of any Port shall be relaxed after a familiarization and up to the satisfaction of the Dy. Conservator.

18. SECURITY BOND:

He shall execute a security bond (in the pro-forma enclosed) to the effect that he shall serve in the Mormugao Port Authority as a Pilot on Contract basis for a period of 03 years from the date of his joining for duty as a Pilot on contract basis.

19. TA/DA FOR TOUR TRAVEL:

For the purpose of the work, as and when he is required to be deputed on official tour, he will be entitled to draw TA/DA as applicable to the category of the post held by him with prior approval of the Chairperson in each occasion through Dy. Conservator/MPA.

20. CLAIM FOR REGULARISATION OF APPOINTMENT:

The contract engagement shall not confer on him any right or claim for regularisation in the Port services against any vacant post whatsoever.

21. OTHER SERVICE BENEFITS:

He shall not be entitled to any other service benefits as applicable to other regular employees of the Port other than those mentioned above.

22. SETTLEMENT OF DISPUTES:

In the event of any disputes arising out of this contract, the interpretation and decision of the Chairperson of Mormugao Port Authority, will be final and binding.

23. INCOME TAX:

Income tax deductions will be made as per the Income tax provisions applicable to professionals subject to submitting GST invoice.

SECURITY BOND

WHEREAS, I Capt. _____, son of Shri _____, resident of _____, _____, in the district of _____, at present employed as a Pilot on contract basis in the Port of Mormugao, on the condition that I bind myself and my heirs, executors and administrators, to pay to the said Port Authority on demand the amount equivalent to pay and allowances paid and/or payable to me during the six months period of probationary training, training fees as also any other expenses incurred by the said Port Authority in this regard together with interest thereon from the date of demand at the rates prescribed by the said Port Authority and together with all costs between attorney and client and all charges and expenses that shall or may have been incurred by the said Port Authority.

AND WHEREAS for the better protection of the interest of the Port Authority, I have agreed to execute this Bond with such conditions as hereunder written:

That in the event of my resigning from services of the Port within a period of three years from the date of issue of Pilotage Licence in my favour, I shall forthwith pay to the said Port Authority or as may be directed by the said Port Authority, on demand the said amount equivalent to the pay and allowances paid and/or payable to me during the period of probationary training, training fees as also any other expenses incurred by the Mormugao Port Authority in respect of my training together with interest thereon from the date of demand at the rates prescribed by the said Port Authority.

AND upon my making such payment the above written obligation shall be void and of no effect, otherwise it shall be and remain in full force.

Signed and delivered by Capt. _____ on this ____th day of _____, 202__ at Headland Sada.

EXECUTANT

In the presence of : 1) _____

2) _____

Accepted
For and on behalf of the Port Authority