

No. A-29018/2/2016-PE-I

Government of India

Ministry of Shipping

(PHRD)

Transport Bhavan,
1, Parliament Street,
New Delhi.

Dated: 5th February, 2020

To,

1. The Chairpersons, All Major Port Trusts
2. The Chairman, Calcutta Dock Labour Board

Subject: Revision of Pay and Allowances of Class I and II officers in the Major Port Trusts and Dock Labour Boards.

Sir/Madam,

I am directed to say that a Pay Revision Committee was set up by the Ministry of Shipping vide OM No. A-29018/2/2016-PE-I dated 20th October, 2016 to formulate a proposal for the pay revision of Class I and Class II officers of the Major Port Trusts and the Dock Labour Board to be effective from 01.01.2017. On a Petition, Hon'ble High Court of Madras vide Order dated 10.06.2019 in Writ Appeal No.1642/2017 directed the Pay Revision Committee to deliberate on the issue of pay revision in two parts, one, with effect from 01.01.2017 and other, from 01.01.2012 to 31.12.2016 and submit report to Hon'ble Court. The report was accordingly submitted to the Hon'ble High Court of Madras. Hon'ble High court of Madras vide order dated 31/10/2019 directed for implementation of the Pay Revision Committee report/recommendations with effect from 01/01/2017 within a period of six weeks from the date of receipt of a copy of the order and granted further extension of four weeks for implementation of PRC recommendation vide order dated 08/01/2020. The

recommendations made by the Pay Revision Committee have been considered and approval of the competent authority is hereby accorded to revise the pay scales, allowances, etc. of the Port and Dock Officers of the Major Port Trusts and Calcutta Dock Labour Board as per the details given below:

1.0 **Revision of Pay Scales**

1.1 Revised pay scales will be as per the details given below:

Sl	Pre-revised pay scales w.e.f. 01.01.1997 (Rs.)	Existing Pay Scales w.e.f. 01.01.2007 (Rs.)	Revised Pay scales effective from 01.01.2017 (Rs.)
1.	8600-14600	16400-40500	40000-140000
2.	9100-15100	20600-46500	50000-160000
3.	10750-16750	20600-46500	50000-160000
4.	13000-18250	24900-50500	60000-180000
5.	14500-18700	29100-54500	70000-200000
6.	16000-20800	32900-58000	80000-220000
7.	17500-22300	36600-62000	90000-240000
8.	18500-23900	43200-66000	100000-260000
9.	20500-26500	51300-73000	120000-280000

1.2 The following will be the pay scales of Chairman and Deputy Chairman of the Major Port Trusts:

Category I Ports

Chairman	Rs. 200000-370000
Dy. Chairman	Rs. 180000-320000

 2

Category II Ports

Chairman

Rs. 180000-320000

Dy. Chairman

Rs. 160000-290000

2.0 **Fitment Formula**

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

A		B		C		D
						Revised Basic Pay as on 01.01.2017
Basic Pay + Stagnation Increment(s) as on 31.12.2016	+	Industrial Dearness Allowance @ 119.8% as applicable on 01.01.2017 (under the IDA pattern computation methodology linked to AICPI 2001=100 series)	+	15% of A + B	=	Aggregate amount rounded off to the next Rs. 10

2.2 The interim relief paid to the officers vide this Ministry's order dated A-29018/3/2013-PE-I (Pt.) dated 09.03.2019 would be adjusted while fixing the pay as above.

2.3 Special Pay of 17.5% which was granted to officers affected by pay anomaly vide this Ministry's order No. A-29018/13/2013-PE-I dated 20.07.2017, is to be subsumed in this pay revision. Accordingly, while working out the fitment benefit w.e.f. 01.01.2017, the element of Special pay of 17.5% is to be ignored. A uniform fitment benefit @ 15% on basic pay + DA as on 01.01.2017 would be provided to all Officers.



2.4 While implementing the pay revision order dated 03.08.2010, some Port Trusts had upgraded the pre revised pay scale of Rs. 9,100-15,100/- to 10,750-16,750/- on 31.12.2006 and then revised the pay scales to Rs. 20,600-46,500/- on 01.01.2007. This issue was examined by this Ministry in consultation with Department of Expenditure and clarification was issued on 23.11.2016. The clarification issued by this Ministry has however, been challenged in the Hon'ble Calcutta High court and Mumbai High Court which is now the subject matter in the pending W.P No. 1128 of 2016 and pending W.P No 1703 of 2017 respectively. The pay of the officers affected by the above mentioned litigation may be revised w.e.f. 01.01.2017 but no arrears shall be paid or recoveries shall be made till the final outcome of the above said Court cases. This fixation is an interim measure. Final settlement of such cases shall be based on the decision of the Hon'ble Courts in the said cases.

2.5 This Pay Revision Order shall be implemented by the Major Port Trusts only after rectifying the anomalies done by some Ports by upgradation of pay scales, grant of bunching increments and stepping of pay to its officers, as directed by this Ministry's letter no. A-29018/4/2019-PE-I dated 01st October, 2019. Ports shall submit a confirmation to this effect to the Ministry.

2.6 In case of CPSEs, the DPE has stipulated that bunching will take place in cases of grant of partial fitment benefit of 5% or 10% only. Since 15% Fitment benefit has been recommended by the Committee, therefore there wouldn't be occurrence of any bunching of pay in the revised pay scales. Hence, no bunching increments are to be granted to any Officer.

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

 4

2.8 Stagnation Increment will be granted @ 3% of Basic pay, in case of reaching the end point of the pay scale, admissible up to maximum of 03 stagnation increments, one after every 2 years, provided the Officer gets a performance rating of 'Good' or above.

3.0 **Dearness Allowance (D.A.)**

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

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

4.0 **House Rent Allowance (HRA)**

4.1 For Port officers not allotted accommodation by the Port Trust and Dock Labour Board, HRA based on the classification of cities issued by the Government of India, will be as follows:

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



4.2 Whenever the Government classification of cities undergoes modifications, the same shall apply to Ports based on the city in which Port is located.

4.3 The rates of HRA will be revised to 27%, 18% & 9% for X, Y & Z cities respectively when IDA crosses 25% and further revised to 30, 20 & 10 % when IDA crosses 50%.

5.0 **Cafeteria Allowance**

Class I & II Officers of Major Port Trusts may be granted perks and allowances subject to a ceiling of 35% of basic pay under the concept of Cafeteria Approach. List of allowances are enumerated at Annexure-I along with ceiling of percentage of basic pay for each such allowance. The recurring cost incurred in running and maintenance of infrastructure facilities like hospitals, colleges, schools etc. would be outside the ceiling of 35% of Basic pay. The House Rent Allowance, Non Practicing Allowance, Outstation Allowance, Marine Allowances and compensation paid for work on holidays and weekly days of rest, if any would be outside the ceiling of 35% of Basic pay.

6.0 **Travelling allowance on tour**

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

By Air/Rail

Pay Scales (Rs.)	Travel Entitlements
160000-290000, 180000-320000 & 200000-370000	Business / Club Class by Air * or AC-I Class By train
100000-260000 & 120000-280000	Economy Class by Air or AC-I Class By train

40000-140000 to 90000-240000	Economy Class by Air or AC-II Class By train
------------------------------	---

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

By Road

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

The road mileage may be calculated at the following rates:

For journey performed by own car/ taxi	Rs. 24.00 per km
For journey performed by Auto Rickshaw/Scooters	Rs. 12.00 per km

The rate per kilometre will further rise by 25% whenever Dearness Allowance increases by 50%

Daily Allowance

Pay Scales (Rs.)	Daily Allowance
Chairmen & Dy. Chairmen	Reimbursement for Hotel accommodation/ guest house upto Rs. 7500 + GST per day, reimbursement of AC taxi charges as per actual expenditure commensurate with official engagement for travel within the city and reimbursement of food bills not exceeding Rs. 1200 + GST per day
90000-240000 100000-260000	Reimbursement for Hotel accommodation / Guest House upto Rs. 4500 + GST per day, reimbursement

120000-280000	of AC taxi fare upto 50 kms per diem for travel within the city and reimbursement of food bills not exceeding Rs. 1000 + GST per day.
50000-160000 60000-180000 70000-200000 80000-220000	Reimbursement for Hotel accommodation/ guest house upto Rs.2250 + GST per day, reimbursement of Non-AC taxi fare upto Rs.338 per diem for travel within the city and reimbursement of food bills not exceeding Rs. 900 + GST per day.
40000 -140000	Reimbursement for Hotel accommodation/ guest house upto Rs.750 + GST per day (except X Class cities where they shall be entitled to a ceiling of Rs. 1000/- + GST per day), reimbursement of non-AC taxi fare upto Rs.225 per diem for travel within the city and reimbursement of food bills not exceeding Rs.800 + GST per day.

Reimbursement of Hotel Charges and Travelling Charges:

- The amount of claim (upto the ceiling) may be paid on production of vouchers.
- The ceiling for reimbursement of hotel charges will further increase by 25% whenever Dearness Allowance increases by 50%.

Reimbursement of Food Charges:

- There will be no separate reimbursement of food bills. Instead, the lumpsum amount payable as above and, depending on the length of absence from head quarters, will be regulated as per the table given below. Since the concept of reimbursement has been done away with, no vouchers will be required. The lumpsum amount will increase by 25% whenever Dearness Allowance increases by 50%.



Length of absence	Amount payable
If absence from HQ is < 6 hours	30% of lumpsum amount
If absence from HQ is between 6 hours to 12 hours	70% of lumpsum amount
If absence from HQ is > 12 hours	100% of lumpsum amount

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

7.0 **Other benefits**

7.1 Advance for Personal Computer: Advance for purchase of Personal Computer may be granted upto Rs. 50,000 or the actual cost of Computer, whichever is lower in terms of Department of Expenditure O.M. No. 12(I) /E.II (A)/2016 dated 07.10.2016.

7.2 Club Membership

Corporate Club Membership upto maximum of 2 clubs may be availed by Chairman and Deputy Chairman co -terminus with their tenure, in line with Board level Executives of CPSEs.

7.3 Rent Free Accommodation:

A Resident Medical Officer may be allowed rent-free accommodation, as per the present practice.

8.0 **Service Conditions**

MACP Scheme as per Central Govt. Orders is to be discontinued from the date of issue of this order. A Scheme of time bound promotion upto a certain level, like in the case of CPSEs shall be evolved in Port sector for which separate