



TAMIL NADU GOVERNMENT GAZETTE

PUBLISHED BY AUTHORITY

No. 21]

CHENNAI, WEDNESDAY, MAY 30, 2012
Vaikasi 17, Thiruvalluvar Aandu-2043

Part III—Section 2

Statutory Notifications and Orders issued by
Heads of Departments.

NOTIFICATIONS BY HEADS OF DEPARTMENTS, ETC.

CONTENTS

	<i>Pages.</i>
V.O. CHIDAMBARANAR PORT TRUST, TUTICORIN	
Memorandum Settlement for Cargo Handling Division	10-23
Recruitment Rules for Cargo Handling Division	23-49

NOTIFICATIONS BY HEADS OF DEPARTMENTS, ETC.

V.O. CHIDAMBARANAR PORT TRUST, TUTICORIN.

Cargo Handling Division

Memorandum of Settlement.

(No. VOCPT-CHD/GEN/GAZ/20/249/2012/D-406.)

No. SRO. C-4/2012.

Memorandum of Settlement arrived at under Section 12(3) of the Industrial Disputes Act, 1947, before Shri M.M. Jagannadha Rao, Regional Labour Commissioner (Central), Chennai (Camp at Tuticorin) on 27-07-2011, between the Management of V.O. Chidambaranar Port Trust, Workmen of Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) Represented by Five Unions viz.. (1) Tuticorin National Harbour Workers Union (INTUC) (2), Tuticorin Port & Dock Workers Union (HMS), (3) Tuticorin Harbour Workers Union (AITUC) (4) Tuticorin Harbour Dock Workers Union (CITU) and (5) Tuticorin Steamer Workers Progressive Union (DMK) Over the Issue of Merger of Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) With V.O.Chidambaranar Port Trust

Parties Present

*Representing the Management of
V.O.Chidambaranar Port Trust
(1)*

1. Shri. A. Subbiah, I.A.S.,
Chairman
2. Shri. P. Muthu,
Traffic Manager
3. Shri. R. Srinivasa Kannan
Secretary I/c

**The Management of Tuticorin
Stevedores Association**

1. Shri. T. Velshankar,
Vice-President
2. Shri. P. Joe Villavarayar,
EC Member
3. Shri. C. Karthikeya Prabhu
EC Member

*Representing Workmen
(2)*

**Tuticorin National Harbour
Workers Union (INTUC)**

1. Shri. A. Palanichamy,
President
2. Shri. P. Kathirvel,
General Secretary

Tuticorin Port & Dock Workers Union (HMS)

1. Shri. S. Mariappan,
President
2. Shri Antony Fernando,
General Secretary

Tuticorin Harbour Workers Union (AITUC)

1. Shri. R. Pandi,
President
2. Shri. S. Vidyaharan,
Joint Secretary

**Tuticorin Harbour & Dock Workers
Union (CITU)**

1. Shri. K. Ponraj,
President
2. Shri. T. Muniyasamy,
General Secretary

**Tuticorin Steamer Workers
Progressive Union (DMK)**

1. Shri. K. Dinakaran
President
2. Shri. F. Michael,
Secretary

Short Recital of the case**1. Cargo Handling Work prior to formation of Tuticorin Port Trust:**

Prior to the formation of the Tuticorin Port Trust (Now V.O. Chidambaranar Port Trust) in 1979, the cargo handling work in Tuticorin Port was carried out by the individual stevedores themselves on their own by engaging persons drawn from various sources according to their convenience, as was being done at the erstwhile Minor Port of Tuticorin.

2. Cargo Handling Work after formation of Tuticorin Port Trust

Consequent on the formation of the Tuticorin Port Trust (Now V.O.Chidambaranar Port Trust), it was felt that there should be a regular labour force for the cargo handling work at the Port and their employment should be regulated. The cargo handling workers were also agitating for increased wages, attendance money, etc. At the instance of the Central Government, the management of Tuticorin Port Trust (Now V.O.Chidambaranar Port Trust) initiated steps to have a listed pool of cargo handling workers.

3. Management by Tuticorin Stevedores Association (Labour Pool)

A tripartite Settlement under Section 12(3) of the Industrial Disputes Act, 1947, was arrived at on 31-1-1981, according to which pending establishment of a suitable Agency/Institutional arrangement for regulating employment of workers, the Tuticorin stevedores Association, the Tuticorin Steamer Agents Association and the Union representing the cargo handling workers were entrusted with the management of the labour pool. However, the Steamer Agents and the Unions withdraw from this arrangement and the Tuticorin Stevedores Association was left to manage the Labour Pool.

Over a period of time, various Settlements for extending several benefits and other service conditions to the cargo handling workers were arrived at between the Tuticorin Stevedores Association (Labour Pool) and the representatives of the Unions representing the cargo handling workers under the Industrial Disputes Act, 1947, before the Regional/Assistant Labour Commissioner (Central), Madras, etc., wherein the management of Port Trust was a witness.

At the local/National level, the Unions/Federations of the Port and Dock Workers continued to demand the absorption of cargo handling workers into the Port Trust. As a result, in the national level WRC settlement made on 06-12-1994, between the Port Managements and the Major Federations of Port and Dock Workers before the Chief Labour Commissioner (Central), New Delhi, a provision was made that the cargo handling workers would be absorbed and duly employed in the Port Trusts of Tuticorin, New Mangalore, Vishakapatnam and Jawaharlal Nehru Port.

4. Formation of Tuticorin Port Trust Cargo Handling Labour Pool

On 01-01-1998, the cargo handling labourers went on a strike to press for their demand for absorption in Tuticorin Port (now V.O.Chidambaranar Port) as provided for in the wage revision settlement dated 07-12-1994. A settlement was arrived at under Section 12(3) of the Industrial Disputes Act, 1947 before the Assistant Labour Commissioner (Central), Chennai, on 06-01-1998 between the Management of the Tuticorin Stevedores Association, the Management of the Tuticorin Port Trust and the Unions representing the cargo handling workers wherein it was agreed in principle to extend the status of 'Port Employee' to the cargo handling workers and staff members of Tuticorin Stevedores Association (Labour Pool) as per certain terms and conditions.

Accordingly, a Committee consisting of Traffic Manager, Secretary and Financial Adviser & Chief Accounts Officer of the Tuticorin Port Trust (now V.O.Chidambaranar Port Trust), was constituted by the Chairman, Tuticorin Port Trust (now V.O.Chidambaranar Port Trust) to study and recommend as to how the decasualization of the cargo handling workers can be brought about in Tuticorin Port (now V.O.Chidambaranar Port Trust). The Committee submitted its report on 29-9-1998.

The five unions who were signatory to the Settlement dated 06-01-1998 issued a joint strike notice on 23-01-1999 demanding implementation of terms of the settlement dated 06-01-1998 and complete the process of decasualisation and absorption of cargo handling workers and staff workers under Tuticorin Stevedores Association (Labour Pool) into the rolls of the Tuticorin Port Trust (now V.O.Chidambaranar Port Trust).

In the meantime, Tuticorin Port Trust (now V.O.Chidambaranar Port Trust) held a series of discussions with representatives of five Unions of cargo handling workers from time to time. Necessary guidelines from the Central Government has also been sought. After protracted discussions, a conciliation settlement was arrived on 22-12-1999 between the Tuticorin Port Trust (now V.O.Chidambaranar Port Trust) and representatives of five unions of cargo handling workers.

By virtue of the 12(3) settlement dated 22-12-1999, the cargo handling workers and staff of the erstwhile Tuticorin Stevedores Association (Labour Pool) have been brought under Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) and managed by an officer under the Traffic Manager of Tuticorin Port Trust (now V.O.Chidambaranar Port Trust) from 1-1-2000.

The functioning of the Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) was reviewed by Tuticorin Port Trust (now V.O.Chidambaranar Port Trust). From the review, it was found that the legal status of Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) is vague.

As desired by the Government, while approving the draft Scheme of take over, a One-Man Committee was appointed to make an assessment of the optimum requirement of cargo handling workers. The One-Man Committee recommended an optimum strength of 1200 Cargo Handling Workers. This was accepted by the Ministry *vide* their letter No.LB-13015/2/98-L.IV (Vol.III), dated 7-12-2000. At the time of take over of Labour Pool, the strength of workers was 1926. However, due to introduction of Voluntary Retirement Scheme and superannuation the strength had come down to 1131 and this is well with in the optimum strength accepted by the Government.

5. Proposal of Merger of Tuticorin Port Trust Cargo Handling Labour Pool with Tuticorin Port Trust.

Since the policy of the Government has been to merge the Dock Labour Boards with Port Trust Boards so as to bring about an integrated system of cargo handling, a proposal to merge the Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) with Tuticorin Port Trust (now V.O.Chidambaranar Port Trust), subject to the condition that the Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) will function as a separate administrative unit under the Port Trust and that it will continue to be a self financing cost center was placed before the Board of Trustees in the meeting held on 21-6-2001.

The Board of Trustees approved the proposal to merge the Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) with the Port Trust, subject to the conditions that the Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) would function as a separate administrative unit under the Port Trust and that it would continue as self financing cost center. The proposal was sent to the Ministry for approval *vide* Port's Letter No.S-17/2/2007-EI(Vol-II), dated 23-06-2008.

In the Meanwhile, the five Unions operating in Tuticorin Port Trust Cargo Handling Labour Pool namely (1) National Harbour Workers Union (INTUC); (2) Tuticorin Port & Dock Workers Union (HMS); (3) Tuticorin Harbour Workers Union (AITUC); (4) Tuticorin Harbour & Dock Workers Union (CITU); and (5) Kappal Thozhilalar Munnetra Sangam. (DMK) have issued Joint Strike Notice on 5-2-2005, over charter of demands including merger of TPTCHLP with the Port.

Due to intervention and initiation of Conciliation Proceedings by the Regional Labour Commissioner (C), Chennai and the Assistant Labour Commissioner (C)/Madurai, the strike was deferred. During subsequent conciliation proceedings, the demands as per the Charter of Demand raised expect the demand of merger of Tuticorin Port Trust Cargo Handling Labour Pool with Tuticorin Port Trust (now V.O.Chidambaranar Port Trust) were settled.

Meanwhile, in pursuance of the Board's Resolution No.293, dated 30th September, 2006, the Indian Ports Association was requested to prepare a Scheme for Merger of Cargo Handling Labour Pool with Tuticorin Port Trust (now V.O.Chidambaranar Port Trust). Accordingly, the Indian Ports Association had Submitted a Scheme for Merger of Cargo Handling Labour Pool with Tuticorin Port Trust (now V.O. Chidambaranar Port Trust) and the same was placed before the Board.

6. Tuticorin Port Trust Board's Approval for Scheme of merger

The Board, in its Resolution No.84, dated 6th July 2007, resolved to accord in-principal approval for the merger scheme. The issue was discussed during the meetings held on various dates with the representatives of the Trade Unions functioning in Tuticorin Port Trust (now V.O. Chidambaranar Port Trust), Tuticorin Port Trust Cargo Handling Labour Pool and Tuticorin Stevedores' Association.

Apart from other things, the points indicated in the letter No.TPMAGSU/F.No.5(a)/D130/ITF/2007/HMS, dated 24-8-2007 of the Tuticorin Port Mariner's and General Staff Union, letter No. TPT/PETU/INTUC/F.2/ 2007/D.110, dated 20-7-2007 of the Tuticorin Port Employees Trade Union (PETU), Letter dated 20-7-2007 of the Tuticorin Port Trust Democratic Staff Union and letter dated 25-9-2007 of the Tuticorin Stevedores' Association were discussed.

7. Discussions with Unions

Before arriving at an agreement on modalities of merger, a number of issues like

1. The benefits which are imminent or forthcoming to the Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) employees on account of the merger,
2. The Port's view points on the issue of merger,
3. Demands made by the unions on welfare matters,
4. Action plan of the Port on the issue of merger
5. Basis for proposal for increase in datum and the corresponding increase in the piece rate incentive earning.

6. Withdrawal of manpower on certain areas considering the need and strength of labour.
7. The reationalized manning scale for all the cargoes.

As such, the agenda to be discussed were presented to the unions and the agreed agenda were as follows:

1. To Increase the existing Datum as per Government norms;
2. Retionalising the existing Manning scale with a view to encourage the Users to bring more vessels/cargoes;
3. To increase the Piece Rate earnings to CHWs;
4. Welfare and Promotional activities of Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) employees;
5. Supplying of gangs for all ships without shortage;
6. Reduction of existing size of gangs;
7. Withdrawal of CHLP labours as per need basis;
8. Allowing users to use their own workers along with Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) gangs;
9. Continuation of existing benefits to CHWs, even after merger as demanded by CHLP Unions;
10. Any other points proposed by both sides.

A Series of meetings were conducted with the Unions operating in TPTCHLP on 15-11-2007, 16-11-2007, 23-11-2007, 30-11-2007, 18-12-2007, 12-2-2008 and 15-4-2008.

Discussions were also held with Tuticorin Port Samatha Workers Union on 15-11-2007, 16-11-2007 and 25-04-2008.

The discussions were around the following two principles:

- (i) Protecting the welfare of workers and
- (ii) All around growth of Port.

Therefore, on the management side, it was highlighted to the unions about the present scenario where Port is not having adequate infrastructure with regard to draft, berths, tugs, barges, the low utilization of T-shed & warehouses due to high labour cost, the audit objections because of under utilization of warehouse, the manpower shortage faced by Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP), diversion of deep draught vessels to other ports in view of the difficulties experienced in anchorage handling, development of minor ports adjacent to Tuticorin Port (now V.O.Chidambaranar Port) and all these factors put the Port to be competitive in all respects particularly with reference to Labour Productivity.

It was imperative and inevitable for the Port to make review of the present datum for all cargoes with corresponding increase in piece rate incentive and rationalize the Manning Scale as per the National Tribunal Award.

The Union were of the view that there should not be any steep increase in the datum and should be moderate with good increase in piece rate earnings and expected that incentive earning of the employee even after first datum to be protected. Unions were of the view that the basic wage output is raised to the current figure of 36.84 fixed in the year 1997 has not been raised till date and good increase must be there when there is revision in datum for all cargoes and from the inception, the works were carried out by the workers when there were inadequate infrastructure in the port and therefore, the option of withdrawing the labour gangs could not be acceptable to them.

Unions were all unanimous on the point that the present welfare measure including the medical facilities enjoyed by the Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) Employees should not be stopped because of the merger.

The meeting with trade was also conducted and their suggestions and expectations were also taken into consideration.

8. Approval of the Scheme of Merger by Ministry of Shipping, Government of India

In the meantime, there was a lot of correspondence between Tuticorin Port Trust (now V.O.Chidambaranar Port Trust) and Ministry of Shipping over issue of merger. Finally, a letter No.TPTCHLP/TPT/Accts/Merger/12/21/2010, 2011/D.119 dated 9-2-2011 was sent to the Ministry explaining the financial status and personnel status on account of Merger of Tuticorin Port Trust Cargo Handling Labour Pool with V.O.Chidambaranar Port Trust.

Based on the above, the Ministry of shipping, Government of India *vide* Letter No.B-13015/2/2007-L-II, dated 18-2-2011 (Copy enclosed in Annexure-I) has approved the merger of Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) with Tuticorin Port Trust (now V.O.Chidambaranar Port Trust) and for decasualization and regularization of

workers of Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP). The Ministry of Shipping conveyed the approval of Competent Authority for Creation of 993 posts in Tuticorin Port Trust (now V.O.Chidambaranar Port Trust) in different grades as proposed for adjusting the worker and staff who were on the Pay rolls of Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) as on 31-01-2011. (List of sanctioned strength enclosed in Annexure-II). Further, the pension liability of 972 pensioners of TPTCHLP will now be taken over by Tuticorin Port Trust (Now V.O.Chidambaranar Port Trust). The above approval will be subject to the condition that the same will take effect prospectively i.e. from the date of issue of this order and also that the merger will not involved any additional financial liability for TPT. The posts created would be abolished as and when they fall vacant by way of retirement, death, resignation, promotion etc.

By taking all the above agreed agenda and the approvals of the ministry of Shipping, Government of India, further discussions were held in the presence of the Regional Labour Commissioner (C), Chennai and Assistant Labour Commissioner (C), Madurai., After Protracted discussions and upon the persuasion by the Regional Labour Commissioner all the parties have agreed to resolve the issues amicably on the following terms and conditions in supersession of the earlier settlements. Accordingly, a memorandum of settlement under Section 12(3) of the Industrial Disputes Act, 1947 is signed as per the following terms and conditins.

Terms of Settlement

Cargo Handling Division

1. The employees of TPTCHLP, upon merger shall function as a separate division titled Cargo Handling Division under the Traffic Department of V.O. Chidambaranar Port Trust. All mandatory regulations and statutory obligations of V.O. Chidambaranar Port Trust and applicable to the other Department of V.O. Chidambaranar Port Trust (erstwhile Tuticorin Port Trust) shall also be applicable to this newly created Cargo Handling Division under Traffic Department. The Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) as established by the Section 12(3) Settlement dated 22-12-1999 cease to exist on creation of this new Cargo Handling Division.

Sanctioned Strength of Cargo Handling Division

2. The sanctioned strength of Officers, Staff and Workers will be incorporated in the Schedule of Employees of V.O. Chidambaranar Port Trust (erstwhile Tuticorin Port Trust).

The Traffic Manager is the Head of Department of this Division and the Senior Deputy Traffic Manager and the Senior Deputy Chief Accounts Officers of the Cargo Handling Division shall report to the Traffic Manager.

3. All employees currently serving under the TPTCHLP shall continue to hold their Office or service under the V.O. Chidambaranar Port Trust Board and the terms and conditions which are not in any way less favorable than those which would have been admissible to them, if they had continued their services in the TPTCHLP and shall continue to do so unless and until their employment in the V.O. Chidambaranar Port Trust Board is duly terminated or until tenure, remuneration, terms and conditions of service are duly altered by the V.O. Chidambaranar Port Trust Board.

4. The Officers, Staff and Workers of the Cargo Handling Division will be governed by Tuticorin Port Employees (Recruitment, Seniority, Promotion) Regulations, 2008. Similarly, all Rules and Regulations governing a service condition of the V.O. Chidambaranar Port Trust Employees shall become applicable to all the Officers, Staff and Workers of the Cargo Handling Division with effect from the date of merger of the services with V.O. Chidambaranar Port Trust (erstwhile Tuticorin Port Trust)

Seniority

5. The employees of erstwhile TPTCHLP would retain their original seniority and promotional opportunities and for this purpose they would continue their services in the Cargo Handling Division formed as a separate entity under the Traffic Department. The period of service as recorded with TPTCHLP will be maintained and would be taken into consideration for all purposes in the newly created Cargo Handling Division under Traffic Department of V.O. Chidambaranar Port Trust.

Promotion

6. Recruitment Rule for every post in the Cargo Handling Division is framed and upon approval by the competent authority, the same shall be implemented. The existing educational qualification and experience of the employees of erstwhile TPTCHLP shall be verified to find out whether they are equivalent to the essential educational qualification/ experience prescribed for the corresponding categories of posts in the Cargo Handling Division under Traffic Department of V.O. Chidambaranar Port Trust (erstwhile Tuticorin Port Trust) so as to determine the eligibility of the employees for their future career advancement. In the event of non possession of essential educational qualification and experience by the employees of TPTCHLP, they have to qualify themselves for future promotion and the management shall organize skill development and enrichment training programmes for the said purpose.

7. Compulsory training, re-skilling, test, skill up-dation shall form part of their service and career advancement and that will be a pre-requisite for future promotions.

8. The existing standing orders and disciplinary proceedings of erstwhile TPTCHLP except or otherwise superseded by Port Regulations shall continue to be enforced to maintain a high degree of discipline among all employees.

Merger of Assets, Finances and Liabilities:

9. Upon merger, the Revenue and Expenditure of erstwhile TPTCHLP and the newly created Cargo Handling Division shall merge with the main stream of the Port Financial Accounting System and shall form part of the Port Revenue and Expenditure. The same shall be brought within the purview of audit by the Comptroller and Auditor General, India. The funds of erstwhile TPTCHLP shall be merged with the Port funds for better Financial Management and Financial Control. All properties, assets and funds vested with the erstwhile TPTCHLP shall be vested with V.O. Chidambaranar Port Trust.

All debts, obligation, liability, contracts entered into and all matters and thing engaged to be done by, with or for erstwhile TPTCHLP, for or in connection with the purpose of erstwhile TPTCHLP shall be deemed to be done by, with or for V.O. Chidambaranar Port Trust after merger.

10. The Cargo Handling Division of the Traffic Department shall continue to collect the levy as prescribed in the Port's Scale of Rates and also the existing practice of collection of time rate wages and piece rate incentive from the indenting stevedores/agents as applicable from time to time, as against the bills raised on them. All sums of money due to erstwhile TPTCHLP immediately before merger shall be deemed to be due to V.O. Chidambaranar Port Trust. All suits and legal proceedings initiated by/or against erstwhile TPTCHLP for any matter in relation to erstwhile TPTCHLP shall be continued by/or against V.O. Chidambaranar Port Trust.

11. The existing system of payment of Gratuity, Pension and GPF shall be continued in accordance with the provisions of Settlements/Acts/Rules and Regulations of the V.O. Chidambaranar Port Trust, relevant and applicable form time to time.

Datum, Manning Scale and Piece Rate Incentive:

12. The existing Datum for each cargo fixed in 1983 shall be hiked by 50% for all cargoes as agreed after series of discussions with the Unions. Datum for the following cargo due to specific request from unions shall be as follows:

(i) Garnet sand by conveyor	-	400 MT
(ii) Barge operations	-	210 MT
(iii) Timber logs by mechanical grabs	-	120 MT

The details of the present and the proposed Datum of various cargo are given in Annexure-III

13. The manning pattern of about 26 cargoes was discussed with the unions and consensus was arrived at as given in **Annexure-IV**. It was agreed to withdraw posting of gangs for container stuffing/de-stuffing operation, trimming work in ships and anchorage handling. The roster of Postings of Workers shall initially start with Ship operations, followed by shore operation and connected transit shed operation, open stack operation at berths and if surplus labour is available, they may be posted for warehouse operation. The existing deployment of man power as agreed with the unions shall continue.

14. The piece rate incentive scheme as agreed (**Annexure-V**) during the discussions with the unions with 110% hike in base rate, 100% as first slab range and 5% increase in existing acceleration points for the existing two slabs shall be implemented. The first slab range shall be 215% from the existing 210% and the Second Slab range shall be 220% from the existing 215%.

Welfare measures:

15. The existing practice of providing uniforms, stitching charges, washing allowances and providing safety shoes, safety helmets shall be continued for the Workers.

16. The existing practice of grant of overtime wages and night weight age allowance shall be continued.

17. The existing practice relating to grant of Housing Loan, Vehicle Loan, Computer Loan and Marriage Loan shall be continued.

18. The existing system of provision of medical facilities through referral hospitals for the employees and their dependents, food allowance to employees referred to higher medical treatment, reimbursement of transportation conveyance to the employees/dependents referred for higher medical treatment shall be continued for the serving employees.

19. The retired employees of erstwhile TPTCHLP and their spouse shall get medical facilities from the referral hospitals and for higher medical treatment like surgery etc. The expenditure incurred by them shall be reimbursed at the applicable rates as applicable to the other retired employees of V.O. Chidambaranar Port Trust as per the procedure adopted.

20. The existing practice of payment of canteen subsidy directly to the employees stands withdrawn. However, the employees can avail the facility of subsidized food through the Port Trust Canteen.

21. The existing practice relating to telephone allowance of Rs. 400/- per month for officers drawing Telephone allowance shall be continued.

22. The existing practice of payment of dust allowance of Rs. 10/- per month shall be continued.

23. The existing practice of providing transport allowance shall be continued. With regard to transport facility, the recovery of Rs. 60/- will be stopped and the Port's procedure of issuing tickets/bus passes on payment as per the existing norms of V.O. Chidambaranar Port Trust shall be adopted.

24. Death relief fund shall be constituted immediately as a welfare measure with a pre-fixed budget by the Finance Wing of the Cargo Handling Division.

25. The Port's Family Security Scheme (FSS) may be availed by the willing workers as per the norms of V.O. Chidambaranar Port Trust.

26. The existing facility with regard to Group Janata Insurance Policy shall be continued.

27. All cargoes that are lightened at anchorage operations shall be moved only through the Port and not delivered directly.

28. The manning as per National Tribunal Award dated 19-4-2006 including manning scale and published *vide* Gazette of India Notification No. L/31011/1/2000-IR(M) dated 23-5-2006 shall come into effect as and when the strength of the Workers of the Cargo Handling Division of Traffic Department reaches optimum strength, as per the National Tribunal Award.

29. The system adopted by V.O. Chidambaranar Port Trust with regard to ascertaining the membership of Unions and calling the Unions for discussion on various-issues shall be applicable to the unions operating in the Cargo Handling Division of Traffic Department.

30. The representatives of the five unions namely, (1) Tuticorin National Harbour Workers Union (INTUC); (2) Tuticorin Port and Dock Workers Union (HMS); (3) Tuticorin Harbour Workers Union (AITUC); (4) Tuticorin Harbour and Dock Workers Union (CITU), and (5) Tuticorin Steamer Workers Progressive Union agreed to withdraw strike notice issued by them on 5th December, 2005

31. With effect from the date of merger of TPTCHLP as Cargo Handling Division under Traffic Department in V.O. Chidambaranar Port Trust, all settlements and agreements including the settlements under the Industrial disputes Act, 1947 entered into between the Management of TPTCHLP and the Unions representing the Cargo Handling Workers and Staff as well as those entered into between V.O. Chidambaranar Port Trust (erstwhile Tuticorin Port Trust), Management of TPTCHLP and the Unions representing the Cargo Handling Workers and Staff shall cease to be operative in respect of matters covered by this 12(3) settlement under Industrial Disputes Act, 1947.

In respect of matters specifically not covered by this settlement, the earlier settlements shall continue until altered or modified by another settlement.

32. With respect of merger of TPTCHLP with TPT, out of the four court cases filed by different parties following three cases were dismissed:

1. W.P. 18989/98-Prayed not to absorb administrative staff of TPTCHLP on one to one basis, affecting the seniority of port employees-filed by Tuticorin Port Mariners and General Staff Union.
2. W.P. 18920/99-Prayed not to absorb administrative staff of TPTCHLP on one to one basis, affecting the seniority of port employees-filed by Tuticorin Port Mariners and General Staff Union.
3. W.P. 11583/2002-Prayed not to absorb administrative staff of CHLP without considering the absorption of workers-filed by Shri Murugan and others (Tuticorin Port Samatha Union).

However, W.P. 37322/2002-filed by Shri Raj Fdo and others against Port Chairman praying not to engage 64 staff to manage TPTCHLP and to restrain from spending any amount from the funds of the scheme framed under the 12(3) settlement dated 22-12-1999 is still pending since the same is not listed for hearing.

This settlement is without prejudice to the orders of the Hon'ble High Court of Madras in the above said W.P. 37322/2002.

33. Both the parties agreed to implement the terms of settlement in letter and spirit within two months.

In witness thereof, parties hitherto have agreed and subscribed their respective signatures into the instant settlement on Wednesday, the 27th of July, 2011.

Signatures of the Parties

*Representing the Management of
V.O.Chidambaranar Port Trust*

Representing Workmen

1. Shri. A. Subbiah, I.A.S.
Chairman
2. Shri. P. Muthu
Traffic Manager
3. Shri. R. Srinivasa Kannan
Secretary i/c

**The Management of Tuticorin Stevedores
Association**

1. Shri. T. Velshankar,
Vice-President
2. Shri. P. Joe Villavarayar,
EC Member
3. Shri. C. Karthikeya Prabu
EC Member

**Tuticorin National Harbour
Workers Union (INTUC)**

1. Shri. A. Palanichamy,
President
2. Shri. P. Kathirvel,
General Secretary

Tuticorin Port & Dock Workers Union (HMS)

1. Shri. S. Mariappan
President
2. Shri Antony Fernando
General Secretary

Tuticorin Harbour Workers Union (AITUC)

1. Shri R. Pandi,
President
2. Shri. S. Vidyaharan,
Joint Secretary

Tuticorin Harbour & Dock Workers Union (CITU)

1. Shri. K. Ponraj,
President
2. Shri. T. Muniyasamy,
General Secretary

**Tuticorin Steamer Work Progressive
Union (DMK)**

1. Shri K. Dinakaran,
President
2. Shri. F. Michael,
Secretary

Witness

1.

2.

BEFORE ME

(M.M. Jagannadha Rao)
Regional Labour Commissioner (C),
Chennai (Camp at Tuticorin)

No. LB-13015/2-2007-L-II

New Delhi, the 18th February 2011.

To

The Chairman,
Tuticorin Port Trust,
Tuticorin-682 004.

Subject: Scheme of Merger of TPTCHLP with TPP- regarding

Sir,

I am directed to refer to your letter No. TPTCHLP/TPT/Merger/12/315/2010/D1002, dated 24-09-2010 on the above mentioned subject and to convey the approval of the competent Authority for merger of Tuticorin Port Trust Cargo Handling Labour Pool (TPTCHLP) with Tuticorin Port Trust (TPT) and for decualization and regularization of workers of TPTCHLP.

2. Approval of the competent Authority is also conveyed for creation of 993 posts in TPT in different grades as proposed for adjusting the workers and staff who were on the pay rools of TPTCHLP as on 31-01-2011. Further, the pension liability of 972 pensioners of TPTCHLP will now be taken over the Tuticorin Port Trust.

3. The above approval will be subject to the condition that the same will take effect prospectively i.e, from the date of issue of this order and also that the merger will not involve any additional financial liability for TPT. The posts created would be abolished as and when they all vacant by way of retirement, death, resignation, promotion etc.,

4. This issues with concurrence of Ministry of Finance, Department of Expenditure vide I.d.No.22612/E.C.i (2)/2011 dated 18-2-2011.

Yours faithfully,

(P. Sasikumar)

TRAFFIC DEPARTMENT- LABOUR
SANCTIONED STRENGTH POSTS.

Sl. No.	Category	Scale of Pay	Permanent	Total	Remarks
1.	Sr. Dy. Traffic Manager (L)	Rs.32900-58000	1	1	
2.	Sr. Dy. Chief Accounts Officer (L)	Rs.32900-58000	1	1	
3.	Dy. Chief Accounts Officer	Rs.24900-50500	1	1	
4.	Dy. Traffic Manager	Rs.24900-50500	1	1	
5.	Assistant Traffic Manager (L)	Rs.20600-46500	1	1	
6.	Accounts Officer (L)	Rs.20600-46500	1	1	
7.	Safety Officer (L)	Rs.20600-46500	1	1	
	Total Class-I		7	7	
		Class-II			
8.	Assistant Manager Call Point (L)	Rs. 16400-40500	1	1	
9.	Welfare Officer (L)	Rs.16400-40500	1	1	
10.	Personal Assistant (L)	Rs.16400-40500	1	1	
	Total Class-II		3	3	
		Class-III			
11.	Office Superintendent	Rs.13600-32400	1	1	
12.	Superintendent (L-Accounts)	Rs.13600-32400	1	1	

<i>Sl. No</i>	<i>Category</i>	<i>Scale of Pay</i>	<i>Permanent</i>	<i>Total</i>	<i>Remarks</i>
13.	Head Clerk (L)	Rs.12100-30800	1	1	
14.	Asst. Supervisor (L)	Rs. 12100-30800	8	8	
15.	Senior Assistant (L)	Rs.10200-25700	5	5	
16.	Steno/Typist	Rs.10200-25700	1	1	
17.	Junior Assistant (L)	Rs.9400-22000	15	15	
Total Class – III			<u>32</u>	<u>32</u>	
Class-IV					
18.	Attender	Rs.7800-15800	5	5	
Total Class-IV			5	5	
Total Administrative Employees			47	47	

Cargo Handling Workers

Class-III					
<i>Sl. No</i>	<i>Category</i>	<i>Scale of Pay</i>	<i>Permanent</i>	<i>Total</i>	<i>Remarks</i>
1.	On Board Supervisors	Rs.12100-30800	25	25	
2.	Tally Clerks	Rs.9400-22000	97	97	
3.	Maistry	Rs.8600-19900	18	18	
4.	Winchmen	Rs.8600-19900	155	155	
Total Class III CHWs			<u>295</u>	<u>295</u>	
Class-IV					
5.	Signalman	Rs.8100-18200	76	76	
6.	Mazdoor	Rs.8600-18200	575	575	
Total Class IV CHWs			651	651	
Total CHWs			946	946	
Total Traffic Department Labour Employees			993	993	

Class-wise Break up of Employees of Traffic Department – Labour

Class I	7
Class-II	3
Class-III	327
Class-IV	656
Total	<u>993</u>

<i>Sl.No.</i>	<i>Name of Commodity</i>	<i>Existing Datum</i>	<i>Revised Datum</i>
1	General Carco	40	60
2	Construction Materials	40	60
3	River sand	40	60
4	Iron Scrap	40	60
5	Tea	40	60
6	Agg In Bulk	40	60
7	Cement (Pallet) 1 MT. Ton	40	60
8	Sand In Bulk	40	60
9	Heavy Lifts Below 5. Mt.	40	60
10	Pulses in Bags	40	60
11	Raw Cashew	40	60
12	Fly Ash (J. Bags)	40	60
13	Cement in Jumbo Bags	40	60
14	Salt in Jumbo Bags	40	60
15	Rock Boulders J. Bags	40	60
16	G/Sand By Jumbo Bags	40	60
17	Agg In Jumbo Bags	40	60
18	Illminite Sand By Jumbo Bags	40	60
19	River Sand By Jumbo Bags	40	60
20	Copper Concentrate By Jumbo Bags	40	60
21	Iron Ore Jumbo Bags	40	60
22	Timber Logs	40	60
23	Urea In Bulk	50	75
24	Salt Bulk Loading	65	98
25	Weat Bulk Loading	65	98
26	Maize bulk	65	98
27	Mop By Bulk	75	113
28	Rock Phosphate By Bulk	75	113
29	Feldsper In Bulk	75	113
30	China Clay By Sling	75	113
31	Palm, Gobra Cake Upto 50 Kgs	75	113
32	Salt in Bag Upto 50 Kgs	75	113
33	Wheat Flour	75	113
34	Wheat in Bag Upto 50 Kgs	75	113
35	Maize in Bag Upto 50 Kgs	75	113
36	Sugar in Bag Upto 50 Kgs	75	113
37	Rice in Bag Upto 50 Kgs	75	113

<i>Sl.No.</i>	<i>Name of Commodity</i>	<i>Existing Datum</i>	<i>Revised Datum</i>
38	Soda Ash in Bag Upto 50 Kgs	75	113
39	Bagged Cargo Upto 50 Kgs	75	113
40	Cement in Bags	75	113
41	Raw Sugar By Grab (Silo Operation)	80	120
42	Wheat By Grab (Silo Operation)	80	120
43	Dunpeas By Grab (Silo Operation)	80	120
44	Project Cargo	80	120
45	Granite Blocks	80	120
46	Lime Stone By Bulk	83	125
47	Palm, Gobra Cake Above 50 Kgs	83	125
48	Salt in Bag Above 50 Kgs	83	125
49	Maize Above 50 Kgs	83	125
50	Mop By Grab	165	248
51	Rock Phosphate By Grab	165	248
52	Sulphur By Grab	165	248
53	AMM. Sulphate By Grab	165	248
54	Urea By Grab	165	248
55	Dap By Grab	165	248
56	Salt By Grab	165	248
57	Wheat By Grab	165	248
58	Dunpeas By Grab	165	248
59	Raw Sugar By Grab Only	165	248
60	Thermal Coal By Coal Jetty	210	315
61	Metcoke By VSL Grab	210	315
62	Petcoke By VSL Grab	210	315
63	Copper Concentrate By VSL Grab	210	315
64	Ind. Coal By VSL. Grab	210	315
65	GEN ORE By VSL Grab	210	315
66	Lime Stone By VSL Grab	210	315
67	Illiminte Ore By Grap	210	315
68	Metcoke By Shore Grab	400	600
69	Petcoke By shore Grab	400	600
70	Copper Concentrate By Shore Grab	400	600
71	Ind.Coal By Shore Grab	400	600
72	Iron Scrab By Grab	400	600
73	Illiminte Ore By Conveyor	400	600

Sl.No.	Name of Comodity	Existing Datum	Revised Datum
74	Iron Ore By Conveyor	400	600
75	Garnet Sand By Conveyor	400	600
76	Lime Stone By Shore Grab	400	600
77	Illiminte Ore By Shore Grab	400	600
78	Roro Operation	400	210
79	Timer Logs By Grab		120

AGREED MANNING SCALE

Sl.No.	Type of Cargoes	OBS	TC	MAIS	WM	SM	MAZ	SH. MAI	SH. MAZ
1	General Carco	1	1+1R	1	1+1R	1+1R	6		4
2	G.C. (Pallatised)	1	1+1R	1	1+1R	1+1R	4		2
3	Raw Cashew	1	1+1R	1	1+1R	1+1R	8		4
4	All Gargoes By Jumbo Bags	1	1+1R	1	1+1R	1+1R	2		4
5	Timber Logs	1	1+1R	1	1+1R	1+1R	4		4
6	Granite Blocks	1	1+1R	1	1+1R	1+1R	4		4
7	AGG/R. Sand	1	1+1R	1	1+1R	1+1R	8		2
8	Iron Scrap/Pieces Bundles (Manual)	1	1+1R	1	1+1R	1+1R	4		2
9	Iron Scrap (Magnetic Disc Discharging)	1	1+1R			1			
10	Heavy Lift/Project. Cargo	1	1+1R	1	1+1R	1+1R	2		2
11	Feldspar in Bulk	1	1+1R	1	1+1R	1+1R	2		4
12	Salt in Bulk	1	1+1R	1	1+1R	1+1R	2		4
13	Wheat, D/Peas in Bulk By Manual	1	1+1R	1	1+1R	1+1R	2		4
14	Wheat, D/Peas In Bulk By Grab	1	1+1R	1	1+1R	1+1R			1
15	Bags (Upto 50 kgs)	1	1+1R	1	1+1R	1+1R	8		2
16	Bags (Above 50 Kgs)	1	1+1R	1	1+1R	1+1R	8		2
17	Bags Bulk Bleeding (Upto 50 Kg)	1	1+1R	1	1+1R	1+1R	8		2
18	Bags Bulk Bleeding (Above 50 Kg.)	1	1+1R	1	1+1R	1+1R	8		2
19	Cement	1	1+1R	1	1+1R	1+1R	8		4
20	R/P, MOP, SULP, DAP, UREA, NPK, CAN, A.M. Sulp, by Grab	1	1+1R	1	1+1R	1+1R			1
21A	Coal, Copper, Bauk, Clinkers, HP Iron & All Ore By Ship Grab	1	1+1R	1	1+1R	1+1R			1
21B	All Cargo By Wharf Grab	1	1+1R	1	1+1R	1+1R			1
22	T. Coal By Coal Jetty II	1			2				
23	All Cargo by Conveyor	1	1+1R	1					1
24	Raw Sugar (Silo)	1	1+1R	1	1+1R	1+1R			4
25	All Carco By Roro Vessel/Barge	1	1+1R	1					1
26	Timber Logs [MECH]	1	1+1R	1	1+1R	1+1R			2

Note:

- 1 1-R-Represents releiver per ship
- 2 In Case of Port Trust Wharf Crane Operation Winchman will not be supplied. However on specific demand of user one winchman will be supplied as "Stand by"
- 3 If Derik with Button System Involved One Additional Winchman shall be supplied on specific demand from user.
4. In Case of Private Shore Crane Operation one winchman will be posted.

ANNEXURE

15-04-2008 (TUESDAY) (FINAL)

PIECE RATE CALCULATION FOR TIMBER LOGS

PROPOSED PATTERN.

(As per existing Piece Rate working pattern Rs.304.0 Piece Rate for average tones handled of 194 MTs during the 2004-07)

Base Rate	=	77.36 (110% increased)
Working Rate	=	(BR/datum)x100
	=	77.36/60 x 100
	=	Rs.128.93
I Slab range (SLR)	=	100% of datum
	=	60 M.T.
II Slab range (SLR)	=	Tons handled-(Datum + I Slab
	=	194-(60+60)
	=	74 MT
Piece rate for Ist Slab	=	W.R. x 215%/ 100 x I SLR
	=	128.93 x 215%/100 x 60 MT
	=	Rs. 166.32
Piece rate for IInd Slab	=	W.R. x 220%/ 100 x II SLR
	=	128.93 x 220%/100 x 74 MT
	=	Rs. 209.90
Total Piece Rate	=	Rs.166.32 + Rs.209.90
	=	Rs.376.22
Overall increase in incentive		Rs.72.20
Overall increase in percentage		23.75

RECRUITMENT RULES OF V.O. CHIDAMBARANAR PORT TRUST-CARGO HANDLING DIVISION

[VOCPT-CHD/GEN/GAZ/20/249/2012.]

No. SRO. C-5/2012.

The Board, after detailed discussion and deliberations, resolved to—

(I) accord approval of RRs in respect of 993 posts including 946 workers and 47 Administrative Staff incorporating the modifications on each category and each RR as per the enclosures;

(II) accord approval to Recruitment Rules with modifications as per the enclosures in respect of 993 employees which includes the sanctioned 946 workers and 47 staff & officers at Annexure VIII as Schedule III to Tuticorin Post Trust (Recruitment, Seniority and Promotion) Regulations, 2008 subject to approval of the Central Government under Section 124 of the Act, ibid under Section 28 of the Major Port Trusts Act, 1963. The RRs in respect of Cargo Handling Division are enclosed as Annexure-1;

(III) accord approval for adoption of the decisions (1)(2)(3)(4)(5)(6) (a)(b)(c)(d) vide page No. 251 to 254 of agenda for

smooth Administration of Merger process and for overall protection of Service benefits of the respective Sections of the employees in V.O. Chidambaranar Port Trust including employees of Traffic Department – Cargo Handling Division of V.O. Chidambaranar Port Trust;

(IV) accord approval for issuance of Regularization order to all the above 993 employees which includes the sanctioned 946 workers and 47 staff & officers as per the list of CHLP employees on rolls as on 31-01-2011 as instructed by Ministry of Shipping Order;

(V) accord approval for inclusion of all the 993 posts in Schedule of Employees of V.O. Chidambaranar Port Trust as on 1-4-2011 already prepared and approved under the head of “Traffic Department - Cargo Handling Division” along with the provisions of benefits as per 12 (3) settlement dated 27-7-2011; and

(VI) accord approval for expeditious examination of anomaly issues on Payscale, Grade and decided that a separate proposal will be placed before the board at the earliest for creation of additional posts for Traffic, General Administration and Medical as per existing rules and regulations.

**RECRUITMENT RULES FOR CLASS I- POSTS OF TRAFFIC DEPARTMENT – CHD.
IN VOC PORT TRUST.**

Name of the Post	Number of Post(s)	Classification	Scale of Pay	Whether selection by merit or selection cum seniority or non selection post.	Age limit for direct recruits	Whether benefit of added years of service is admissible under Rule 30 of the Central Civil Service (Pension) Rules 1972	Educational qualification and other qualification required for direct recruits.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		
Senior Deputy Traffic Manager-(L)	One	Class-I	Rs.32900-58,000	Selection by merit	42	NO	<p>Essential:</p> <p>(i) A Degree from a recognized University.</p> <p>(ii) Twelve years experience in shipping/Cargo Operations/ Railway Transportation in Executive Cadre in an Industrial/Commercial/ Government Undertakings.</p>		
Whether age, educational and other qualification prescribed for direct recruits will apply in the case of promotion	prescribed period of Probation if any	Method of recruitment whether by Direct recruitment or by Deputation/absorption on and percentage of the posts to be filled by various methods	In case of recruitment by Promotion/Deputation absorption, grades from which promotion/deputation to be made	If a Departmental Promotion Committee exists, what is its composition	(9)	(10)	(11)	(12)	(13)
Age: No. Qualification: Yes	N.A.	By absorption through composite method failing which by deputation	For absorption, through composite method, officers holding the post of Senior Deputy Traffic Manager or	(i) chairman - Chairman (ii) Deputy Chairman - Member (iii) Head of Department in charge of the Department in					

<i>Whether age, educational and other qualification prescribed for direct recruits will apply in the case of promotion</i>	<i>prescribed period of Probation if any</i>	<i>Method of recruitment whether by Direct recruitment or by Deputation/absorption on and percentage of the posts to be filled by various methods</i>	<i>In case of recruitment by Promotion/Deputation absorption, grades from which promotion/deputation to be made</i>	<i>If a Departmental Promotion Committee exists, what is its composition</i>
(9)	(10)	(11)	(12)	(13)
		from other Government Organizations and failing both by direct recruitment.	the post of Deputy Traffic Manager and Officers in the respective discipline of Traffic Department in the scale of pay of Rs. 24900/- 50500 with three years regular service in the grade in the respective discipline in a Major Port Trust or	which the vacancy occurs - Member. (iv) Head of Department in charge of the Personnel - member.
			Deputy Traffic Manager and Officers in the respective discipline of Traffic Department with 2 years regular service in the grade and a combined regular service of 7 years in the scale of pay of Rs.20600-46500 and Rs.24900-50500 in the respective discipline of Traffic Department in a Major Port Trust will be eligible.	(v) Representative of Scheduled Caste/Scheduled Tribe and Other Backward class nominated by Chairman - Member.
			For deputation, Officers holding the post of Senior Deputy Traffic Manager or Officers holding post of Deputy Traffic Manager and Officers in the respective discipline of Traffic Department in the scale of pay of Rs.24900-50500 with three years regular service in the grade in the respective discipline in-Government /Semi-Government/ Public Sector Undertakings / Autonomous bodies etc., will be eligible.	
			The selection is by merit for which the bench mark in over all grading in the Annual Confidential Reports will not be below "Very Good".	

Name of the Post	Number of Post(s)	Classification	Scale of Pay	Whether selection by merit or selection cum seniority or non selection post.	Age limit for direct recruits	Whether benefit of added years of service is admissible under Rule 30 of the Central Civil Service (Pension) Rules 1972	Educational qualification and other qualification required for direct recruits.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		
Senior Deputy Chief Accounts Officer-(L)	One	Class-I	Rs.32900-58,000	Selection by merit	42	NO	<p>Essential:</p> <p>(i) Member of Institute of Chartered Accountants of India OR of Institute of Cost and Works Accountant of India.</p> <p>(ii) Twelve years experience in executive cadre in the field of Finance, Accounting in an Industrial / Commercial/ Government Undertakings.</p>		
<i>Whether age, educational and other qualification prescribed for direct recruits will apply in the case of promotion</i>	(9)	<i>prescribed period of Probation if any</i>	(10)	<i>Method of recruitment whether by Direct recruitment or by Deputation/absorption and percentage of the posts to be filled by various methods</i>	(11)	<i>In case of recruitment by Promotion/Deputation absorption, grades from which promotion/deputation to be made</i>	(12)	<i>If a Departmental Promotion Committee exists, what is its composition</i>	(13)
Age: No. Qualification: Yes	Not	Applicable	which by deputation	By absorption through composite method failing from other Government Organizations and failing both by direct recruitment.	For absorption, through composite method, officers holding the post of Senior Deputy Chief Accounts Officer Or Deputy Chief Accounts Officers and Senior Deputy Chief Accounts Officer in the respective discipline of Finance Department in the scale of Pay of Rs. 24900-50500 with three years regular service in the grade in a Major Port Trust or Deputy Chief Account Officer and Senior Deputy Chief Accounts Officer in respective discipline of Finance Department with 2 years regular service in the grade and combined regular service of 7 years In the scales of Pay Rs.20600-46500 and Rs. 24900-50500 in the respective discipline of Finance Department in a Major Port Trust will be eligible.	(i) Chairman - Chairman (ii) Deputy Chairman - Member (iii) Head of Department in charge of the Department in which the vacancy occurs - Member. (iv) Head of Department in charge of the Personnel - Member, (v) Representative of Scheduled Caste/Scheduled Tribe & Other Backward Class nominated by Chairman - Member.			

<i>Whether age, educational and other qualification prescribed for direct recruits will apply in the case of promotion</i>	<i>prescribed period of Probation if any</i>	<i>Method of recruitment whether by Direct recruitment of by promotion or by Deputation/absorption on and percentage of the posts to be filled by various methods</i>	<i>In case of recruitment by Promotion/Deputation absorption, grades from which promotion/deputation to be made</i>	<i>If a Departmental Promotion Committee exists, what is its composition</i>
(9)	(10)	(11)	(12)	(13)

For deputation, Officers holding the post of Senior Deputy Chief Accounts Officer or holding post of Deputy Chief Accounts Officer and Senior Deputy Chief Accounts Officer in the respective discipline of Finance Department in the scale of pay of Rs. 24900-50500 in-Government /Semi-Government/ Public Sector Undertakings or Autonomous body with 3 years regular service in the grade will be eligible.

The selection by merit for which the bench mark in overall grading in the Annual Confidential Reports will not be below "Very Good".

<i>Name of the Post</i>	<i>Number of Post(s)</i>	<i>Classification</i>	<i>Scale of Pay</i>	<i>Whether selection by merit or selection cum seniority or non selection post.</i>	<i>Age limit for direct recruits</i>	<i>Whether benefit of added years of service is admissible under Rule 30 of the Central Civil Service (Pension) Rules 1972</i>	<i>Educational qualification and other qualification required for direct recruits.</i>
Deputy Chief Accounts Officer-(L)	One	Class-I	Rs.24900-50,500	Selection by merit	40	NO (ii)	<p>Essential:</p> <p>(i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.</p> <p>(ii) Nine years experience in executive cadre in the field of Finance, Accounting in an Industrial / Commercial/ Government Undertakings.</p>

<i>Whether age, educational and other qualification prescribed for direct recruits will apply in the case of promotion</i>	<i>prescribed period of Probation if any</i>	<i>Method of recruitment whether by Direct recruitment or by Deputation/absorption on and percentage of the posts to be filled by various methods</i>	<i>Incase of recruitment by Promotion/Deputation absorption, grades from which promotion/deputation to be made</i>	<i>If a Departmental Promotion Committee exists, what is its composition</i>
(9)	(10)	(11)	(12)	(13)
Age: No Qualification No, however, a degree from a recognized university is essential. in	Two years	By Promotion failing which by absorption/deputation, on failing both, by direct recruitment	Promotion from Deputy Chief Accounts Officer/ Senior Accounts Officer in the scale of pay of Rs.20600-46500 with 4 years regular service in the grade failing which Deputy Chief Account Officer/Senior Account Officer in the scale of Rs.20600-46500 with 2 years regular service in the grade and a combined regular service of 9 years in the scale of pay of Rs. 20600-46500 in respective discipline of Finance Department Absorption/deputation will be of Officers holding the post of Deputy Chief Account officer or the post of Senior Accounts Officer in the scale of Pay of Rs. 20600-46500 with 4 years regular service in the grade in a Major Port Trust.	(i) Chairman-Chairman (ii) Deputy Chairman-Member (iii) Head of Department in charge of the Department which the vacancy occurs-Member (iv) Head of Department in charge of the Personnel-Member (v) Representative of Scheduled Caste/Scheduled Tribe and Other Backward class nominated by Chairman-Member

<i>Name of the Post</i>	<i>Number of Post(s)</i>	<i>Classification</i>	<i>Scale of Pay</i>	<i>Whether selection by merit or selection cum seniority or non-selection post.</i>	<i>Age limit for direct recruits</i>	<i>Whether benefit of added years of service is admissible under Rule 30 of the Central Civil Service (Pension) Rules 1972</i>	<i>Educational qualification and other qualification required for direct recruits.</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Deputy Traffic Manager (L)	One	Class-I	Rs.24900-50500	Selection by merit	40	No	<i>Essential:</i> (i) A Degree from a recognized University. (ii) Nine years experience in shipping/Cargo Operations/ Railway Transportation in Executive Cadre in an Industrial/Commercial/ Government Undertakings.

<i>Whether age, educational and other qualification prescribed for direct recruits will apply in the case of promotion</i>	<i>prescribed period of Probation if any</i>	<i>Method of recruitment whether by Direct recruitment or by Deputation/absorption on and percentage of the posts to be filled by various methods</i>	<i>Incase of recruitment by Promotion/Deputation absorption, grades from which promotion/deputation to be made</i>	<i>If a Departmental Promotion Committee exists, what is its composition</i>			
(9)	(10)	(11)	(12)	(13)			
Age: No Qualification Yes	Two years	By Promotion failing which by absorption/deputation, failing both, by direct recruitment	Promotion from Senior Assistant Traffic Manager in the scale of pay of Rs.20600-46500 with 4 years regular service in the grade failing which Senior Assistant Traffic Manager in the scale of pay of Rs.20600-46500 with two years regular service in the grade and a combined regular service of 9 years in the scale of pay of Rs. 20600-46500 in the respective discipline of Traffic Department Absorption/deputation will be of Officers holding the post of Deputy Traffic Manger or the post of Senior Assistant Traffic Manager in the scale of Pay of Rs. 20600-46500 with 4 years regular service in the grade in a Major Port Trust.	(i) Chairman-Chairman (ii) Deputy Chairman-Member (iii) Head of Department in charge of the Department in which the vacancy occurs-Member (iv) Head of Department in charge of the Personnel-Member (v) Representative of Scheduled Caste/Scheduled Tribe and Other Backward class nominated by Chairman-Member			
<i>Name of the Post</i>	<i>Number of Post(s)</i>	<i>Classification</i>	<i>Scale of Pay</i>	<i>Whether selection by merit or selection cum seniority or non-selection post.</i>	<i>Age limit for direct recruits</i>	<i>Whether benefit of added years of service is admissible under Rule 30 of the Central Civil Service (Pension) Rules 1972</i>	<i>Educational qualification and other qualification required for direct recruits.</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Safety Officer-(L)	One	Class-I	Rs.20600-46500	Selection	40	No	<i>Essential:</i> (i) Recognized degree in any branch of Engineering or Technology with practical experience of working in a Major Port/Government Department/Semi Government/Public Sector Undertaking/Autonomous Body in a supervisory capacity for a period of two years, or

(1) Name of the Post	(2) Number of Post(s)	(3) Classification	(4) Scale of Pay	(5) Whether selection by merit or selection cum seniority or non-selection post.	(6) Age limit for direct recruits	(7) Whether benefit of added years of service is admissible under Rule 30 of the Central Civil Service (Pension) Rules 1972	(8) Educational qualification and other qualification required for direct recruits.
<i>Whether age, educational and other qualification prescribed for direct recruits will apply in the case of promotion</i>	<i>prescribed period of Probation if any</i>	<i>Method of recruitment whether by Direct recruitment of by Deputation/absorption on and percentage of the posts to be filled by various methods</i>	<i>Incase of recruitment by Promotion/Deputation absorption, grades from which promotion/deputation to be made</i>	<i>If a Departmental Promotion Committee exists, what is its composition</i>	<p>(ii) Recognized degree in Physics/Chemistry with practical experience of working in a Major Port/Government Department/Semi Government Department/Public Sector Undertaking/Autonomous Body in a supervisory capacity for a period of five years, or</p> <p>(iii) Recognized diploma in any branch of Engineering or/Technology with practical experience of working in a Major Port/Government Department/Semi Government Department/ Public Sector Undertaking/ Autonomous Body in a supervisory capacity for a period of Five years; and</p> <p>(iv) Degree or Diploma in industrial Safety recognized by the Central Government in this behalf; and</p> <p>(v) Adequate knowledge in Tamil.</p>		
(9) Age: No Qualification: Yes However, a degree from a recognized university is essential.	(10) Two years	(11) Up to 21st August 2012: By Direct recruitment-33 1/3 percentage By promotion-66 2/3 percentage	(12) Absorption/deputation will be of Officers holding analogous or next lower posts or any post and possessing a recognized degree or diploma in Engineering or Technology and has had experience of five years in a Major Port/	(13) (i) Deputy Chairman-Chairman (ii) Head of Department in charge of the Department in which the vacancy occurs-Member			

<i>Whether age, educational and other qualification prescribed for direct recruits will apply in the case of promotion</i>	<i>prescribed period of Probation if any</i>	<i>Method of recruitment whether by Direct recruitment or by Deputation/absorption on and percentage of the posts to be filled by various methods</i>	<i>Incase of recruitment by Promotion/Deputation absorption, grades from which promotion/deputation to be made</i>	<i>If a Departmental Promotion Committee exists, what is its composition</i>
(9)	(10)	(11)	(12)	(13)
		<p>After 21st August 2012:— By Direct recruitment-66 2/3 percentage By Promotion-33 1/3 percentage.</p>	<p>Government Department/Semi Government Department/ Public Sector Undertakings/ Autonomous Body which deals with the Administration of the Indian Dock Laborers Act, 1934 and/or the Dock Workers (Safety, Health and Welfare) Act, 1986 and possess recognized degree or diploma in engineering of technology with experience of five years, full time or training, education, consultancy or research in the field of accident prevention in a Major Port/Government Department/Semi Government Department/Public Sector Undertakings/Autonomous Body.</p>	<p>(iii) Head of Department- Personnel-Member (iv) Head of Department in charge of the Personnel-Member (v) Representative of Scheduled Caste/Scheduled Tribe and Other Backward class nominated by Chairman-Member</p>
			<p><i>(Provided that in the case of a person who has been working as a Safety Officer in any Major Port/Government Department/ Semi Government Department Public Sector Undertakings/Autonomous Body for a period of three years the Chairman may, subject to such condition as he may specify, relax all or any of the above said qualifications) (period of deputation ordinarily not exceeding three years)</i></p>	

Name of the Post	Number of Post(s)	Classification	Scale of Pay	Whether selection by merit or selection cum seniority or non-selection post.	Age limit for direct recruits	Whether benefit of added years of service is admissible under Rule 30 of the Central Civil Service (Pension) Rules 1972	Educational qualification and other qualification required for direct recruits.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		
Accounts Officer Gr.I-(L)	One	Class-I	Rs.20600-46500	Selection by merit	30	No	<p><i>Essential:</i> Member of Institute of Chartered Accountant of India Or of Institute of Cost and Works Accountants of India.</p> <p><i>Desirable:</i> Two years experience in executive cadre in the field of Finance/Accounting in an Industrial/Commercial/Government Undertakings.</p>		
Whether age, educational and other qualification prescribed for direct recruits will apply in the case of promotion	prescribed period of Probation if any	Method of recruitment whether by Direct recruitment of by promotion or by Deputation/absorption on and percentage of the posts to be filled by various methods	Incase of recruitment by Promotion/Deputation absorption, grades from which promotion/deputation to be made	If a Departmental Promotion Committee exists, what is its composition	(9)	(10)	(11)	(12)	(13)
Age: Yes Qualification: No, however a degree from a recognized university is essential.	Two years	<p>Upto 21st August 2012: By Direct recruitment-33 1/3 percentage By promotion-66 2/3 percentage</p> <p>After 21st August 2012: By Direct recruitment-66 2/3 percentage By Promotion-33 1/3 percentage.</p>	<p>Promotion from Accounts Officer Grade II in the scale of pay of Rs.16400-40500 with 3 years regular service in the grade. Existing post of Accounts Officer in the scale of pay of Rs.20600-40500 will be re-designated as Accounts Officer Grade I and the existing Junior Accounts Officer in the scale of pay of Rs.16400-40500 may be re-designated as Accounts Officer Grade II.</p>	<p>(i) Chairman-Chairman</p> <p>(ii) Deputy Chairman-Member</p> <p>(iii) Head of Department in charge of the Department in which the vacancy occurs-Member</p> <p>(iv) Head of Department in charge of the Personnel-Member</p> <p>(v) Representative of Scheduled Caste/Scheduled Tribe and Other Backward class nominated by Chairman-Member</p>					

RECRUITMENT RULES FOR CLASS II, III & IV - POSTS OF TRAFFIC DEPARTMENT - CHD IN VOC PORT TRUST

Name of the Post	Number of Post(s)	Classification	Scale of Pay	Whether selection by merit or selection cum seniority or non-selection post.	Age limit for direct recruits	Whether benefit of added years of service is admissible under Rule 30 of the Central Civil Service (Pension) Rules 1972	Educational qualification and other qualification required for direct recruits.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Personal Assistant to Head of the Department	1	Class II	Rs.16400 -40500	Selection	30 years	<p><i>Essential:</i> 1, <i>Educational Qualifications:</i> (i) Pass in regular plus Two or its equivalent from recognized Board of Studies: and (ii) A degree of a recognized University on regular pattern (or) through correspondence (iii) Minimum speed of 40 words per minute in English type writing (iv) Minimum speed of 120 words per minute in English Shorthand. <i>Desirable:</i> Computer knowledge.</p>	Age: No Qualification: Yes (L)
<i>Prescribed period of Probation if any</i>	<i>Method of recruitment whether by Direct recruitment or by deputation / absorption and percentage of the posts to be filled by various methods</i>	<i>Incase of recruitment by Promotion/Deputation absorption, grades from which promotion/deputation to be made.</i>	<i>If a Departmental Committee exists, what is its composition</i>	(9) Two years	(10) By promotion failing which by transfer on absorption/deputation, failing both, by direct recruitment	(11) Promotion Senior stenographer with three years regular service in the Grade in the Port, failing which Senior Stenographer with total five years regular service put together in the grades of Senior Stenographer and Junior Stenographer, (ii) Transfer on absorption/deputation: officers working in analogous/equivalent cadres in Major Port Trusts with five years regular service and in possession of the qualification as at col.7.	(12) (i) Deputy Chairmen or in his absence, Head of Department nominated by the Chairman of the Board: Chairman (ii) Head of Department incharge of the personnel-Member (iii) Head of Department in which vacancy arises-Member; (iv) Representative of SC/ST and OBCs nominated by the Chairman-Member

Name of the Post	Number of Post(s)	Classification	Scale of Pay	Whether selection by merit or selection cum seniority or non-selection post.	Age limit for direct recruits	Whether benefit of added years of service is admissible under Rule 30 of the Central Civil Service (Pension) Rules 1972.	Educational qualification and other qualification required for direct recruits.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		
Assistant Traffic Manager Gr.I-(L)	One	Class-I	Rs. 20600-46500	Selection by merit	30	No	<p><i>Essential:</i></p> <p>A Degree from a recognized University</p> <p><i>Desirable:</i></p> <p>Two years experience in Shipping/Cargo Operations/Railway Transportation in Executive Cadre in an Industrial/Commercial/Government/Undertaking.</p>		
<i>Whether age, educational and other qualification prescribed for direct recruits will apply in the case of promotion</i>	<i>prescribed period of Probation if any</i>	<i>Method of recruitment whether by Direct recruitment of by promotion or by Deputation/absorption on and percentage of the posts to be filled by various methods</i>	<i>Incase of recruitment by promotion/Deputation/absorption, grades from which promotion/deputation to be made</i>	<i>If a Departmental promotion Committee exists, what is its composition</i>	(9)	(10)	(11)	(12)	(13)
Age: No Qualification: Yes	Two years	<p>Upto 21st August 2012: By Direct recruitment-33 1/3 percentage By promotion-66 2/3 percentage</p> <p>After 21st August 2012: By Direct recruitment-66 2/3 percentage By Promotion-33 1/3 percentage</p>	<p>Promotion from Assistant /Traffic Manager Grade II Assistant Manager (Call Point) in the scale of pay of Rs.16400-40500 with 3 years regular service in the grade-Existing post Wharf Superintendent in the scale of pay of Rs. 16400-40500 will be re-designated as Assistant Traffic Manager Grade II Existing post of Assistant Traffic Manager in the scale of pay of Rs. 20600-40500 will be re-designated as Assistant Traffic Manager Grade I</p>	<p>(i) Chairman-Chairman</p> <p>(ii) Deputy Chairman-Member</p> <p>(iii) Head of Department in charge of the Department in which the vacancy occurs-Member</p> <p>(iv) Head of Department in charge of the Personnel-Member</p> <p>(v) Representative of Scheduled Caste/Scheduled Tribe and Other Backward class nominated by Chairman-Member</p>					

Name of the Post	Number of Post(s)	Classification	Scale of Pay	Whether selection by merit or selection cum seniority or non-selection post.	Age limit for direct recruits.	Whether benefit of added years of service is admissible under Rule 30 of the Central Civil Service (Pension) Rules 1972.	Educational qualification and other qualification required for direct recruits.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		
Welfare Officer(L)	One	Class II	Rs. 16400-40500	Selection	40	No	<p>Essential:</p> <p>(i) A Degree from a recognized University;</p> <p>(ii) Post Graduate Degree/Post Graduate Diploma in Social Science from a recognized university or any institution recognized by Central Government in this behalf;</p> <p>(iii) Post Graduate Degree of Diploma in Human Resources Management from a recognized university or any institution recognized by Central Government in this behalf; and</p> <p>(iv) Has adequate knowledge of the language spoken by majority of dock workers in the port to which he/she attached.</p>		
<i>Whether age, educational and other qualification prescribed for direct recruits will apply in the case of promotion</i>	<i>prescribed period of Probation if any</i>	<i>Method of recruitment whether by Direct recruitment of by promotion or by Deputation/absorption and percentage of the posts to be filled by various methods</i>	<i>Incase of recruitment by promotion/Deputation/ absorption, grades from which promotion/deputation to be made</i>	<i>If a Departmental promotion Committee exists, what is its composition</i>	(9)	(10)	(11)	(12)	(13)
Age: No Qualification: Yes	Two Years	By Promotion through departmental examination failing which by absorption /deputation, failing both, by direct recruitment.	Promotion: Class III Employees in the Cargo Handling Division of Traffic Department in the scale of pay of Rs. 13,600-32400 with three years regular service in the grade possessing the prescribed educational qualification in the Column (8) are eligible.	(i) Deputy Chairman or in his absences, HOD nominated by the Chairman of the Board; Chairman (ii) Head of Department incharge of the Department in which the vacancy occurs-Member;	(9)	(10)	(11)	(12)	(13)

Name of the Post	Number of Post(s)	Classification	Scale of Pay	Whether selection by merit or selection cum seniority or non-selection post.	Age limit for direct recruits	Educational and other Qualifications prescribed for direct recruitments.	Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Assistant Manager-Call Point(L)	1	Class II	Rs. 16400-40500	Selection	Not Applicable	Not Applicable	Not Applicable
<i>Prescribed period of Probation if any.</i>		<i>Method of recruitment whether by Direct recruitment or by promotion or by deputation / absorption and percentage of the posts to be filled by various methods.</i>		<i>Incase of recruitment by Promotion/Deputation/ absorption, grades from which promotion/deputation to be made.</i>		<i>If a Departmental Committee exists, what is its composition</i>	
(9)		(10)		(11)		(12)	
Two years		By Promotion		Promotion Supervisors with five years regular service in the grade in the Port.		(i) Deputy Chairman or in his absence, Head of Department nominated by the Chairman of the Board: Chairman. (ii) Head of Department incharge of the personnel-Member (iii) Head of Department in which vacancy arises-Member; (iv) Representative of SC/ST and OBCs nominated by the Chairman-Member.	
Name of the Post	Number of Post(s)	Classification	Scale of Pay	Whether selection by merit or selection cum seniority or non-selection post.	Age limit for direct recruits	Educational and other Qualifications prescribed for direct recruitments.	Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Office Superintendent (L)	1	Class III	Rs.13600-32400	Selection	Not Applicable	Not Applicable	Not Applicable

Prescribed period of Probation if any.	Method of recruitment whether by Direct recruitment or by deputation / absorption and percentage of the posts to be filled by various methods.	In case of recruitment by Promotion/Deputation/ absorption, grades from which promotion/deputation to be made.	If a Departmental promotion Committee exists, what is its composition.
(9)	(10)	(11)	(12)
Nil	By Promotion	<p>Promotion Head Clerk with five years regular service in the Grade in the port, failing which Head Clerk with Seven years regular service put together in the grades of Head Clerk and Senior Assistant subject to a minimum of two years regular service in the Grade of Head Clerk failing which Head Clerk with ten years regular service put together in the Grades of Head Clerk, Senior Assistant and Upper Division Clerk subject to a minimum of two years regular service in the grade of Head Clerk. Absorption/Deputation will be of Officers holding the analogous Post in any Major Port/ Government Department /Semi-Government/Autonomous Body in the Scale of pay of Rs. 16400-40500 with four years regular service in the grade with the prescribed educational qualification in Column (8).</p>	<p>(i) Deputy Chairman or in his absence, Head of Department nominated by the Chairman of the Board: Chairman (ii) Head of Department incharge of the personnel-Member (iii) A senior officer in the Grade not below Rs. 32900-58000 to be nominated by the Chairman: Member (iv) Representative of SC/ST and OBCs nominated by the Chairman-Member Note: For common/uncommon DPC /SSC(see Rule 12)</p>

Name of the Post	Number of Post(s)	Classification	Scale of Pay	Whether selection by merit or selection cum seniority or non-selection post.	Age limit for direct recruits.	Educational and other Qualifications prescribed for direct recruitments.	Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Superintendent Accounts (L)	1	Class III	Rs.13,600 -32400	Selection	Not Applicable	Not Applicable	Not Applicable

<i>Prescribed period of Probation if any.</i>	<i>Method of recruitment whether by Direct recruitment or by deputation / absorption and percentage of the posts to be filled by various methods.</i>	<i>In case of recruitment by Promotion/Deputation/ absorption, grades from which promotion/deputation to be made.</i>	<i>If a Departmental promotion Committee exists, what is its composition.</i>
(9)	(10)	(11)	(12)
Nil	By Promotion	<p>Promotion Head Clerk with five years regular service in the Grade in the Port, failing which Head Clerk with Seven years regular service put together in the grades of Head Clerk and Senior Assistant subject to a minimum of two years regular service in the Grade of Head Clerk failing which Head Clerk with ten years regular service put together in the Grades of Head Clerk, Senior Assistant and Upper Deivision Clerk subject to a minimum of two years regular service in the grade of Heard Clerk.</p>	<p>(i) Deputy Chairman or in his absence, Head of Department nominated by the Chairman of the Board: Chairman. (ii) Head of Department incharge of the personnel-Member. (iii) A senior officer in the Grade not below Rs. 32900-58000 to be nominated by the Chairman: Member. (iv) Representative of SC/ST and OBCs nominated by the Chairman Member Note: for Common/uncommon DPC /SSC (see Rule 12)</p>

<i>Name of the Post</i>	<i>Number of Post(s)</i>	<i>Classification</i>	<i>Scale of Pay</i>	<i>Whether selection by merit or selection cum seniority or non-selection post.</i>	<i>Age limit for direct recruits</i>	<i>Educational and other Qualifications prescribed for direct recruitments.</i>	<i>Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion.</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Head Clerk	1	Class III -30800	Rs. 12100-	Selection	Not Applicable	Not Applicable	Not Applicable

<i>Prescribed period of Probation if any.</i>	<i>Method of recruitment whether by Direct recruitment or by deputation / absorption and percentage of the posts to be filled by various methods.</i>	<i>In case of recruitment by Promotion/Deputation/ absorption, grades from which promotion/deputation to be made.</i>	<i>If a Departmental promotion Committee exists, what is its composition.</i>
(9)	(10)	(11)	(12)
Nil	By Promotion	Promotion Senior Assistant with two years regular service in the grade in the Port, failing which Senior Assistant with five years regular service in the grades of Senior Assistant and Upper Division Clerk Put together.	(i) Deputy Chairman or in his absence Head of Department nominated by the Chairman of the Board: Chairman. (ii) Head of Department incharge of the personnel-Member. (iii) A senior officer in the Grade not below Rs. 32900-58000 to be nominated by the Chairman-Member. (iv) Representative of SC/ST and OBCs nominated by the Chairman-Member
Note: for Common/uncommon DPC/ SSC (see Rule 12)			

<i>Name of the Post</i>	<i>Number of Post(s)</i>	<i>Classification</i>	<i>Scale of Pay</i>	<i>Whether selection by merit or selection cum seniority or non-selection post.</i>	<i>Age limit for direct recruits.</i>	<i>Educational and other Qualifications prescribed for direct recruitments.</i>	<i>Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion.</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Senior Assistant (L)	5	Class III	Rs. 10200-25700	Non-Selection	Not Applicable	Not Applicable	Not Applicable

<i>Prescribed period of Probation if any.</i>	<i>Method of recruitment whether by direct recruitment or by promotion or by deputation / absorption and percentage of the posts to be filled by various methods.</i>	<i>In case of recruitment by promotion/deputation/ absorption, grades from which promotion/deputation to be made.</i>	<i>If a Departmental promotion Committee exists, what is its composition.</i>
(9)	(10)	(11)	(12)
Nil	By Promotion	Promotion Lower Division Clerks / Junior Assistant (L) with five years regular service in the Grade in the Port.	(i) Deputy Chairman or in his absence, Head of Department nominated by the Chairman of the Board: Chairman (ii) Head of Department incharge of the personnel-Member (iii) A Senior Officer in the Grade not below Rs. 32900-58000 to be nominated by the Chairman: Member (iv) Representative of SC/ST and OBCs nominated by the Chairman-Member Note: For common/uncommon DPC/SSC (see Rule 12)

<i>Name of the Post</i>	<i>Number of Post (s)</i>	<i>Classification</i>	<i>Scale of Pay</i>	<i>Whether selection by merit or selection cum seniority or non-selection post.</i>	<i>Age limit for direct recruits</i>	<i>Educational and other Qualifications prescribed for direct recruitments.</i>	<i>Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion.</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Assistant Supervisor (L)	8	Class III	Rs.11,000-24,900	Selection	Not Applicable	Not Applicable	Not Applicable

<i>Prescribed period of Probation if any.</i>	<i>Method of recruitment whether by direct recruitment or by promotion or by deputation / absorption and percentage of the posts to be filled by various methods.</i>	<i>In case of recruitment by promotion/deputation/ absorption, grades from which promotion/deputation to be made.</i>	<i>If a Departmental promotion Committee exists, what is its composition.</i>
(9)	(10)	(11)	(12)
Nil	By Promotion	Promotion Senior Assistant with two years regular service in the Grade in the Port, Failing which	(i) Deputy Chairman or in his absence, Head of Department nominated by the Chairman of the Board: Chairman (ii) Head of Department incharge of the personnel-Member

<i>Prescribed period of Probation if any.</i>	<i>Method of recruitment whether by direct recruitment or by deputation / absorption and percentage of the posts to be filled by various methods.</i>	<i>In case of recruitment by promotion/deputation/ absorption, grades from which promotion/deputation to be made.</i>	<i>If a Departmental promotion Committee exists, what is its composition.</i>
(9)	(10)	(11)	(12)
		Senior Assistant with five years regular service in the grades of Senior Assistant and Upper Division Clerk put together.	(iii) A Senior officer in the Grade not below Rs. 32900-58000 to be nominated by the Chairman: Member (iv) Representative of SC/ST and OBCs nominated by the Chairman-Member
			Note: For common/uncommon DPC/SSC (see Rule 12)

<i>Name of the Post</i>	<i>Number of Post(s)</i>	<i>Classification</i>	<i>Scale of Pay</i>	<i>Whether selection by merit or selection cum seniority or non-selection post.</i>	<i>Age limit for direct recruits.</i>	<i>Educational and other Qualifications prescribed for direct recruitments.</i>	<i>Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion.</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Steno Typist	1	Class III	Rs.10200-25700	Not Applicable	25 years	Essential: (i) Pass in regular plus two or its equivalent from recognised Board of Studies; (ii) A degree, of a recognised University on regular pattern (or) through correspondence; (iii) Minimum speed of 40 words per minute in English type writing; and (iv) Minimum speed of 80 words per minute in English Shorthand. Desirable: (i) Speed of 100/120 words per minute in English Shorthand; (ii) Computer knowledge.	Not Applicable

<i>Prescribed period of Probation if any.</i>	<i>Method of recruitment whether by direct recruitment or by deputation / absorption and percentage of the posts to be filled by various methods.</i>	<i>In case of recruitment by promotion/deputation/ absorption, grades from which promotion/deputation to be made.</i>	<i>If a Departmental promotion Committee exists, what is its composition.</i>
(9) One year	(10) By Direct Recruitment	(11) Not Applicable	(12) (i) Deputy Chairman or in his absence, Head of Department nominated by the Chairman of the Board: Chairman (ii) Head of Department incharge of the personnel-Member (iii) A Senior officer in the Grade not below Rs. 32900-58000 to be nominated by the Chairman: Member (iv) Representative of SC/ST and OBCs nominated by the Chairman-Member

Note: For common/uncommon DPC /SSC (see Rule 12)

<i>Name of the Post</i>	<i>Number of Post(s)</i>	<i>Classification</i>	<i>Scale of Pay</i>	<i>Whether selection by merit or selection cum seniority or non-selection post.</i>	<i>Age limit for direct recruits.</i>	<i>Educational and other Qualifications prescribed for direct recruitments.</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Junior Assistant (L)	15	Class III	Rs. 9400-22000	Not applicable	25 years	<p data-bbox="948 1375 1059 1404">Essential:</p> <p data-bbox="948 1404 1410 1487">(1) A Pass in regular Plus two or its equivalent from recognised Board of studies and</p> <p data-bbox="948 1509 1484 1563">(2) A degree of a recognised University on regular pattern or through correspondence.</p> <p data-bbox="948 1585 1442 1639">(3) Minimum speed of 30 WPM in English type writing. Provided that,</p> <p data-bbox="970 1662 1484 1917">(a) The following persons not possessing the said qualifications in type writing may be appointed subject to the condition that he/she shall not be eligible for drawal of increments in the pay scale or for permanency till he/she shall not be eligible for drawal of increments in the pay scale or for permanency till he/she acquires a speed of 30 WPM in English type writing;</p> <p data-bbox="1008 1939 1484 1993">(i) Persons appointed on compassionate grounds;</p> <p data-bbox="1008 2011 1209 2040">(ii) Ex-serviceman</p>

(1) Name of the Post	(2) Number of Post(s)	(3) Classification	(4) Scale of Pay	(5) Whether selection by merit or selection cum seniority or non-selection post.	(6) Age limit for direct recruits.	(7) Educational and other Qualifications prescribed for direct recruitments.
						<p>(b) Physically handicapped persons who is otherwise qualified to hold a clerical posts does not possess the said qualifications of type writing may be appointed subject to the conditions that the Medical Board attached to the Special Employment Exchange for the handicapped or when there is no such Board, the Port Medical Board certifies that the said handicapped person is not in a fit condition to be able to type and</p> <p>(c) Meritorious sportsmen who had represented State or Country in the National or International competition and who had represented Universities in the Inter-University tournaments or exempt from the requirement of type writing qualification.</p> <p>Desirable: Possession of National Apprenticeship Certificates issued under Apprenticeship training scheme by the Regional Director, Apprenticeship Training Scheme.</p>
<p>Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion</p>	<p>prescribed period of Probation if any</p>	<p>Method of recruitment whether by Direct recruitment or by Deputation/absorption on and percentage of the posts to be filled by various methods</p>	<p>Incase of recruitment by Promotion/Deputation/ absorption, grades from which promotion/deputation to be made</p>	<p>If a Departmental Promotion Committee exists, what is its composition</p>		
<p>(8) Age: No. Qualifications : As in col. 11 Applicable only to the existing employees working in Class IV categories on 31-10-2009.</p>	<p>(9) One year for direct recruits. No Probation period for others</p>	<p>(10) (1) 50% by direct recruitment. (2) 25% by transfer on seniority and (3) 25% by promotion on Merit on the basis of Marks obtained in Departmental Examination.</p>	<p>(11) Transfer Employees working in equivalent Grades. Promotion Employees working in Class IV categories of posts in the Port, who are in possession of Matriculation or its equivalent qualification with atleast three years regular service in the Port b) The Minimum recruits by this methods would be limited to 25 % of the vacancies of Lower Division Clerks occurring in a year and unfilled vacancies shall not be carried over.</p>	<p>(12) (i) Deputy Chairman or in his absence, Head of Department nominated by the Chairman of the Board: Chairman (ii) Head of Department in-charge of the personnel - Member (iii) A senior officer in the Grade not below Rs. 32900 - 58000 to be nominated by the Chairman: Member (iv) Representative of SC/ST and OBCs nominated by the Chairman-Member Note: For common/uncommon DPC/SSC (see Rule 12)</p>		

Name of the Post (1)	Number of Post(s) (2)	Classification (3)	Scale of Pay (4)	Whether selection by merit or selection cum seniority or non-selection post. (5)	Age limit for direct recruits. (6)	Educational and other Qualifications prescribed for direct recruitments. (7)	Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion. (8)
Attender	5	Class IV 15800	Rs. 7800- applicable	Not (ii) knowledge of cycling	25 years (i) 8th Std Pass	Essential:	Not Applicable
<i>Prescribed period of Probation if any</i> (9)	<i>Method of recruitment whether by Direct recruitment or by promotion or by deputation / absorption and percentage of the posts to be filled by various methods</i> (10)		<i>Incase of recruitment by Promotion/Deputation/ absorption, grades from which promotion/deputation to be made.</i> (11)		<i>If a Departmental Promotion Committee exists, what is its composition</i> (12)		
One year for direct recruits. No probation period for others	(1) 75% by transfer failing which by direct recruitment and (2) 25% by direct recruitment		Transfer Transfer from other Class IV employees of equivalent grades with three years regular service and in possession of elementary literacy		(i) Deputy Chairman or in his absence, Head of Department nominated by the Chairman of the Board: Chairman (ii) Head of Department in-charge of the personnel-Member (iii) A senior officer in the Grade not below Rs. 32900-58000 to be nominated by the Chairman: Member (iv) Representative of SC/ST and OBCs nominated by the Chairman-Member		
Note: For common/uncommon DPC/SSC (see Rule 12)							
Name of the Post (1)	Number of Post(s) (2)	Classification (3)	Scale of Pay (4)	Whether selection by merit or selection cum seniority or non-selection post. (5)	Age limit for direct recruits. (6)	Educational and other Qualifications prescribed for direct recruitments. (7)	Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion. (8)
On Board Supervisor	25	Class III	Rs.12100- 30800	Selection	30 Years	Educational Qualification: A degree from recognized university Experience: Five years experience in supervising labour in reputed organization.	Age:No. Educational Qualification: <i>As in Column No. 11</i> Educational qualification is relaxable upto 10th Std. 8th Std.

<i>Prescribed period of Probation if any.</i>	<i>Method of recruitment whether by Direct recruitment or by deputation / absorption and percentage of the posts to be filled by various methods</i>	<i>In case of recruitment by Promotion/Deputation/ absorption, grades from which promotion/deputation to be made.</i>	<i>If a Departmental Promotion Committee exists, what is its composition</i>
(9)	(10)	(11)	(12)
One year for direct recruits and no probation for others.	Promotion failing which by direct recruitment	<p>The existing post of On Board Supervisors in VOCPT CHLP in re-designated as On Board Supervisor in the pay scale of Rs.12100-30800 in Cargo Handling Division of Traffic Department.</p> <p>Promotion: Tally Clerk who have passed 8th standard and possess 10 year of regular service in the grade are eligible.</p>	<p>(i) Head of Department- Chairman (ii) Head of Department in charge of the personnel-Member (iii) A senior officer in the Grade not below Rs. 32900-58000 to be nominated by the Chairman: Member (iv) Representative of SC/ST and OBCs nominated by the Chairman Member Note: for common/uncommon DPC/SSC (see Rule 12)</p>

<i>Name of the Post</i>	<i>Number of Post(s)</i>	<i>Classification</i>	<i>Scale of Pay</i>	<i>Whether selection by merit or selection cum seniority or non-selection post.</i>	<i>Age limit for direct recruits</i>	<i>Educational and other Qualifications prescribed for direct recruitments.</i>	<i>Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion.</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Tally Clerk	97	Class III	Rs. 9400-22200	Non Selection	25 years	Educational Qualification: A degree from recognized university	Age: No. Educational qualification As in Column No. 7 Educational qualification in relaxable upto 8th Standard Pass in deserving cases.

<i>Prescribed period of Probation if any.</i>	<i>Method of recruitment whether by Direct recruitment or by deputation / absorption and percentage of the posts to be filled by various methods</i>	<i>In case of recruitment by Promotion/Deputation/ absorption, grades from which promotion/deputation to be made.</i>	<i>If a Departmental Promotion Committee exists, what is its composition</i>
(9)	(10)	(11)	(12)
One year for direct recruitment No probation period of others.	Promotion failing which by direct recruitment	The existing post of Tally Clerk in VOCPT CHLP is re-designated as Tally Clerks in the pay scale of Rs.9,400-22000 in Cargo Handling Division of Traffic Department. Promotion: Maistry and Winchman who have passed 8th Standard and with 15 years of service.	(i) Head of Department- Chairman (ii) Head of Department in charge of the personnel-Member (iii) A senior officer in the Grade not below Rs.32900-58000 to be nominated by the Chairman: Member (iv) Representative of SC/ST and OBCs nominated by the Chairman Member Note: for common/uncommon DPC/SSC (see Rule 12)

<i>Name of the Post</i>	<i>Number of Post(s)</i>	<i>Classification</i>	<i>Scale of Pay</i>	<i>Whether selection by merit or selection cum seniority or non selection post.</i>	<i>Age limit for direct recruits</i>	<i>Educational and other Qualifications prescribed for direct recruitments.</i>	<i>whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion.</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Winchman	155	Class III	Rs.8600-19900	Non Selection	30 years	Educational Qualification: (a) Diploma in Mechanical or Electrical Engineering and (b) Should pass the Trade Test conducted by Port.	Age: No. Educational Qualification As in Column No. 7

<i>Prescribed period of Probation if any.</i>	<i>Method of recruitment whether by Direct recruitment or by deputation / absorption and percentage of the posts to be filled by various methods</i>	<i>In case of recruitment by Promotion/Deputation/ absorption, grades from which promotion/deputation to be made.</i>	<i>If a Departmental Promotion Committee exists, what is its composition</i>
(9)	(10)	(11)	(12)
One year for direct recruitment No probation period for Others.	Promotion failing which, by direct recruitment	The existing post of Winchman in VOCPT CHLP is re-designated as Winchman in the pay scale of Rs.8,600-19,900 in Cargo Handling Division of Traffic Department. Promotion: Signalman/Mazdoor with 12 years of service.	(i) Head of Department-Chairman (ii) Head of Department in-charge of the personnel-Member (iii) A Senior officer in the Grade not below Rs.32900-58000 to be nominated by the Chairman: Member (iv) Representative of SC/ST and OBCs nominated by the Chairman-Member Note: For common/uncommon DPC/SSC (see Rule 12)

<i>Name of the Post</i>	<i>Number of Post(s)</i>	<i>Classification</i>	<i>Scale of Pay</i>	<i>Whether selection by merit or selection cum seniority or non-selection post.</i>	<i>Age limit for direct recruits</i>	<i>Educational and other Qualifications prescribed for direct recruitments.</i>	<i>Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion.</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Maistry	18	Class III	Rs.8600-19900	Non Selection	30 years	Educational Qualification: Plus Two pass or its equivalent from recognized Board of studies. Experience: Five years experience in supervising labour in reputed organization.	Age: No Educational qualification: No

<i>Prescribed period of Probation if any.</i>	<i>Method of recruitment whether by Direct recruitment or by promotion or by deputation / absorption and percentage of the posts to be filled by various methods</i>	<i>In case of recruitment by Promotion/Deputation/ absorption, grades from which promotion/deputation to be made.</i>	<i>If a Departmental Promotion Committee exists, what is its composition</i>				
(9)	(10)	(11)	(12)				
One year for direct recruitment. No probation period for others.	Transfer from the Category of Winchman failing which promotion, failing which direct recruitment.	The existing post of Maistry in VOCPT CHLP is re-designated as Maistry in the pay scale of Rs.8600-19900 in Cargo Handling Division of Traffic Department. Promotion: Signalman/Mazdoors with 12 years regular service.	(i) Head of Department-Chairman (ii) Head of Department in charge of the personnel-Member (iii) A senior officer in the Grade not below Rs.32900-58000 to be nominated by the Chairman: Member (iv) Representative of SC/ST and OBCs nominated by the Chairman Member Note: For common/uncommon DPC/SSC (see Rule 12)				
Name of the Post	Number of Post (s)	Classification	Scale of Pay	Whether selection by merit or selection cum seniority or non-selection post.	Age limit for direct recruits	Educational and other Qualifications prescribed for direct recruitments.	Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Signalman	76	Class IV	Rs.8100-18200	Non Selection	30 years	Educational Qualification: 10thStd. Pass	Age : No. Educational- No. Qualification:
<i>Prescribed period of Probation if any.</i>	<i>Method of recruitment whether by Direct recruitment or by promotion or by deputation /absorption and percentage of the posts to be filled by various methods</i>	<i>In case of recruitment by Promotion/Deputation/ absorption, grades from which promotion/deputation to be made.</i>	<i>If a Departmental Promotion Committee exists, what is its composition</i>				
(9)	(10)	(11)	(12)				
One year for direct recruitment. No probation. Period for others.	Promotion failing which by direct recruitment	The existing post of signalman in VOCPT CHLP is re-designated as Signalman in the pay scale of Rs.8100-18200 in Cargo Handling Division of Traffic Department Promotion: Mazdoors with 10 years regular service	(i) Head of Department - Chairman (ii) Head of Department in-charge of the personnel-Member (iii) A senior officer in the Grade not below Rs.32900-58000 to be nominated by the Chairman: Member (iv) Representative of SC/ST and OBCs nominated by the Chairman-Member Note: For common/uncommon DPC/SSC (see Rule 12)				

Name of the Post	Number of Post(s)	Classification	Scale of Pay	Whether selection by merit or selection cum seniority or non-selection post.	Age limit for direct recruits	Educational and other Qualifications prescribed for direct recruitments.	Whether Age, Educational and other qualification prescribed for direct recruits will apply in the case of promotion.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Mazdoor	575	Class M	Rs.8100 18200	Non Selection	25 years	Educational Qualification:10th Std. Pass	Not applicable.
<i>Prescribed period of Probation if any.</i>	<i>Method of recruitment whether by Direct recruitment or by promotion or by deputation / absorption and percentage of the posts to be filled by various methods</i>	<i>In case of recruitment by Promotion/Deputation/ absorption, grades from which promotion/deputation to be made.</i>	<i>If a Departmental Promotion Committee exists, what is its composition</i>	(9)	(10)	(11)	(12)
One year	Direct recruitment	The existing post of Mazdoor in VOCPT CHLP is re-designated as Mazdoor in the pay scale of Rs.8100-18200 in Cargo Handling Division of Traffic Department	Promotion: Not Applicable	(i) Head of Department - Chairman (ii) Head of Department in-charge of the Personnel-Member (iii) A senior officer in the Grade not below Rs.32900-58000 to be nominated by the Chairman: Member (iv) Representative of SC/ST and OBCs nominated by the Chairman-Member Note: For common/uncommon DPC/SSC (see Rule 12)			
Tuticorin-628 004 20-04-2012.	P. MUTHU., Traffic Manager, V.O. Chidambaranar Port Trust.						