

THE MARITIME UNION OF INDIA

**TEXT OF MUI - INSA AGREEMENT
(2004-2006)**



**TERMS AND CONDITIONS
OF EMPLOYMENT
OF FOREIGN GOING OFFICERS
ON INDIAN SHIPS**

"UDYOG BHAVAN" 4th Floor, Walchand Hirachand Marg
Ballard Estate, Mumbai - 400 038.

Tel.: 2261 30 52, 2261 55 07 Fax: 2262 06 06

E-mail: oceanite@vsnl.com, oceanite@hathway.com

Kolkata : Tel.: 2220 41 69 E-mail : maroff@vsnl.net

INDEX
FOR MUI/INSA AGREEMENT TEXT

Subject	Clause	Page No.
Memorandum of Agreement between MUI and INSA		
		5
PART I - Application, Effective Date, Duration, Scope		
Application	A	9
Effective Date & Duration	B	10
Recognition	C	10
PART II - Definitions		
Definitions	A	12
Part III - Remunerations & Entitlements		
Wage Schedule	20-21	15
Variable Shipboard Allowance	22	15
Fixed Shipboard Allowance	23	15
Nights on board (Shipkeeping)	23a	16
Travelling & Porterage	24-25	16
Leave wages	26-29	17
Accumulated Leave	30-35	19
Prolonged Service Allowance	36-37	21
On Staff	38-40	22

Subject	Clause	Page No.
Miscellaneous Benefits		
Tuition Fees	41	23
Victualling on board	42	24
Conveyance Expenses	43	24
Air Travel Insurance	44	25
Repatriation	45-49	25
Launch Service	50	27
Storage Tankers	51-52	27
Part IV - Social Benefits		
Provident Fund	53-55	27
Gratuity	56-64	28
Merchant Navy Officers' Welfare Fund	65	32
Part V - Compensatory Benefit		
Loss of Personal Effects	66-68	33
War Emergency Compensation & Bonus	69-70	34
Dangerous Cargo Compensation	71-73	35
Death & Disability Compensation	74-78	37
Medical Treatment / Leave	79-96	38
Retrenchment Benefits	97	44
Compensation to Officers' declared Permanently Unfit for sea service	98-99	46

Subject	Clause	Page No.
Part VI - General		
Manning	100-101 ...	46
Dual Duties & Shorthand Wages	102	47
Retraining of Radio Officers and Purser Officers	103	47
Accommodation on vessels	104	48
Mess Committee	105-107 ...	48
Terms of Employment	108-110 ...	49
Probation and Confirmation	111-113 ...	49
Promotion and Seniority	114-120 ...	51
Allotment	121	53
Advances in Foreign Ports	122-123 ...	53
Medical Examination	124-126 ...	54
Resignation or termination	127-131 ...	55
Forfeiture	132-134 ...	57
Disciplinary action	135-139 ...	58
Age of Retirement	140-141 ...	59
Account of dues	142	60
Settlement of dues	143-144 ...	62
Nomination	145	63
Emergencies	146	64
Arbitration	147	65
Grievances	148	65
Participation in Union activities	149	66

Subject	Clause	Page No.
Wage scale for F.G. Officers — Annexure A		67
Consolidated F.G. Officers Wages (Fully Cellular Container/Bulk Carrier / Tanker) — Annexure B(i)		72
Consolidated F.G. Officers Wages (Cargo Vessel/Passenger Vessels) — Annexure B(ii)		74
Consolidated F.G. Officers wages (On Storage Tankers) — Annexure B(iii)		76
Consolidated staff wages — Annexure C		78
First Class Menu for Ships' Officers Non-Vegetarian — Annexure D		79
Vegetarian — Annexure D		83

~~TABLE~~

Memorandum of Agreement reached between INSA & MUI

Sub.: Revision of Officers' wages on the basis of consolidation for the period from 1st April 2004 to 31st March 2006

This is to confirm that after deliberations and negotiations between the Negotiating Committee of INSA and MUI representatives in a series of meetings, with the last meeting held on 2nd January 2006 in INSA Conference Room, the following has been agreed:

1. Effective from 1.4.2004 there will be an increase of 10% in the basic wages and consequential increase in basic wage related allowances.
2. Effective from 1.4.2004 there will be an increase of 10% in the Fixed Shipboard Allowances viz. UME, UWE, HTE and ACRE and the revised figures in respect of these allowances shall be as follows:

(a) Uniform Making Expenses :

The present Uniform Making Expenses payable will be increased by 10% with appropriate changes in the salary slabs, as shown below :

For those drawing basic wages upto Rs.9,889/-	Rs.18,370/- per annum or pro rata
From Rs.9,890/- to Rs.15,812/-	Rs.25,545/- per annum or pro rata
From Rs.15,813/- and over	Rs.33,030/- per annum or pro rata

(b) Uniform Washing Expenses :

Officers will be reimbursed Uniform Washing Expenses at the rate of Rs.6,015/- per month or pro-rata, when attached to a ship, on or off Articles, whether in overseas or coastal service.

(c) Holiday Travel Expenses :

The present Holiday Travel Expenses payable will be increased by 10% with appropriate changes in the salary slabs, as shown below :

For those drawing basic wages upto Rs.9,889/-	Rs.14,845/- per annum or pro rata
From Rs.9,890/- to Rs.15,812/-	Rs.17,870/- per annum or pro rata
From Rs.15,813/- and over	Rs.20,920/- per annum or pro rata

(d) Academic Research Allowance - Shipboard Service :

The amount of Academic Research Allowance payable to F.G. Officers will be increased by 10% on rates prevailing as on 31.03.2004, as shown below :

Master, Chief Engineer Officer (FG)	Rs.7,830/- per month or pro rata
Chief Officer, 2nd Engineer Officer (FG)	Rs.6,320/- per month or pro rata
2nd Officer, 3rd Engineer, 3rd Officer, 4th Engineer, Electrical Officer, Radio Officer, Purser Officer, Medical Officer and Welfare Officer (FG)	Rs.4,820/- per month or pro rata

3. Effective from 1.4.2004 the increase of 10% will also be applicable to allowances such as Radio Maintenance, Certificate Bonus, Noisy Repair Allowance, Dirty Cargo Allowance, Lighterage Allowance, all of which now have been consolidated and paid as part of Shipboard Allowance.
4. Victualling Expenses of Rs.321/- per day wherever payable, will be increased by 10% effective from 1.4.2004 and paid @Rs.355/- per day. It is agreed that Victualling Expenses on leave will be consolidated alongwith leave basic and other allowances and paid on board.
5. Accumulated Leave standing to the credit of the Officer as on 31.10.2003 shall be treated as a separate account. Leave wages shall comprise of leave basic, HRA (20%), GSA (8.33%), Annuity (10%), and Victualling Expenses.

6. Payment of Arrears :

Arrears arising out of revision of basic wages, basic wage related "variable shipboard allowances" and "fixed shipboard allowances" effective from 1.4.2004 upto 16.1.2006 will be calculated and paid to the Officers by the Company within 30 days of the date of signing the Agreement.

7. Reimbursable allowances, such as Travelling and Porterage, Conveyance, On-Staff expenses etc, already paid upto 2nd January 2006, will neither be recovered from the Officer nor will arrears be payable to the Officer. However, effective from 3rd January 2006, such reimbursable allowances shall be paid at the revised rates.

Signed at Mumbai this 17th day of January 2006.

For THE MARITIME UNION OF INDIA

Sd/-

S.S. KHAN

GENERAL SECRETARY

For INSA NEGOTIATING COMMITTEE

Sd/-

ARUN SHARMA

CHAIRMAN

**THE MARITIME UNION OF INDIA
TEXT OF MUI / INSA AGREEMENT
(2004-2006)**

**TERMS AND CONDITIONS
OF EMPLOYMENT OF
FOREIGN-GOING OFFICERS ON
INDIAN SHIPS**

The Agreement relating to the terms and conditions of employment of foreign going officers by Indian Shipping Companies on the basis of the Memorandum of Agreement settled by the Negotiating Committee of the Indian National Shipowners' Association at 22, Maker Tower-F, Cuffe Parade, Mumbai – 400 005 on behalf of its members on the one hand and the Maritime Union of India, having its Registered Office at Udyog Bhavan, 29 Walchand Hirachand Marg, Ballard Estate, Mumbai 400 038, of the other part on its behalf and on behalf of the Merchant Navy Officers.

**PART -I
(APPLICATION, EFFECTIVE DATE,
DURATION AND SCOPE)**

A) APPLICATION

1. This Agreement shall apply to Officers of the following categories serving on vessels between 3,001 GRT and over whether owned or operated and manned by the Company.

- a) Masters;
- b) Navigating Officers;
- c) Engineer Officers;
- d) Radio Officers;
- e) Electrical Officers;
- f) Pursers;
- g) Medical Officers;
- h) Welfare Officers; and
- i) Any other person or persons who are mutually accepted as Officers.

B) EFFECTIVE DATE AND DURATION

- 2. This Agreement shall come into effect from 1st April 2004 (Except where different dates have been specified) and shall remain in force till 31st March 2006. However, the Agreement shall continue to remain in force and binding on the parties until the date of coming into effect of a fresh Agreement substituting this Agreement,
- 3. Both parties undertake to negotiate revision of this Agreement as expeditiously as possible.

C) RECOGNITION

- 4. The Company recognizes the Union as the sole representative of all the Merchant Navy Officers in its employ.

5. Both the Company and the Union feel that greater harmony and better relations will prevail and that Officers' interest would be more adequately represented and better served if all the officers become members of the Union and continue to remain members in good standing.
6. The company agrees to notify the Union whenever it proposes to make any new appointments and while making new appointments the Company shall give preference to such officers as agreed to be members of the Union. The Company, however, reserves the right to appoint any officer it deems fit.
7. On advice from the Union, the Company shall collect Union Subscriptions and other Union dues and levies from all its Officers by making recoveries thereof and remit to the Union or pay into the Union's Bank Account the amounts so collected. The Company, however, shall not entertain any arguments by Officers regarding the amounts so collected and paid to the Union or deposited into its Bank Account.
8. Subject to the convenience of the Company, leave with pay, if due, shall be allowed to any member of the Union who

is called upon by the Union to serve as a delegate or as an Official of the Union for such period as may be mutually agreed. If no such leave is due to him, he shall be allowed leave without pay without loss of lien on his job.

9. The period of deputation for which no leave wages are paid, will not be considered period of service, and the Officers concerned will not be entitled to leave, bonus, seniority and gratuity etc., in respect of such period nor shall such periods count towards assessing eligibility for gratuity.

PART -II DEFINITIONS

A) DEFINITIONS

10. An Officer "attached to a ship whether on or off Articles" shall mean an Officer staying ashore and is directed to proceed to and work on board a ship.
11. "Ceasing to be in Service" shall mean the date on which an Officer is released from Company's service by written intimation to him.
12. "Certificated Officers" shall mean and include Officers holding Ministry of

Shipping and Ministry of Communications
Certificate of Competency / Proficiency and
also qualified Medical Officers.

13. "Home Trade Limits" shall mean the Home Trade Limits as defined under the Merchant Shipping Act 1958, as amended from time to time.
14. "Night" shall mean and include period between 6 p.m. and 6 a.m. and "Night duty" shall mean any duty done during this period.
15. "Officer" shall mean and include any Master, Certificated or Uncertificated Navigating or Engineer Officer, Radio Officer, Purser, Medical Officer, Welfare Officer and any person or persons who are mutually accepted as Officers.
16. "Probationary Period" shall mean a period six months beginning from the date on which an Officer on joining the Company commences to earn his wages and shall include any period by which the probationary period is extended by the Company as hereinafter provided.
17. "Service" shall mean service on Articles of a Vessel and shall also include periods of paid leave of every kind, periods on staff, periods of journey from one port to another

and all periods for which basic monthly wages are paid or payable.

18. "Vessel" shall mean and include every ship or vessel whether owned or operated and manned by the Company.
19. (a) "Sanctioned leave" shall mean total leave earned by an officer while in employment of the Company. "Leave wages" for such leave earned by the officer shall be paid to him in advance on board the vessel on his signing off and proceeding on leave and in respect of which leave record is maintained by the Company. Therefore, no leave wages shall be paid to the officer during the tenure of his availing sanctioned leave. The period (Months and dates) of his sanctioned leave (ashore) shall be reckoned for continuity in service, seniority and gratuity and shall not be considered as break in service.
 - (b) "Victualling Expenses", wherever payable shall be paid at the rate of Rs.355/- per day and as revised from time to time.
 - (c) Unless the context requires otherwise, Company means shipping companies covered by this Agreement.

(d) "Singular includes Plural" where context so desires.

(e) "He includes She" wherever applicable.

PART - III
REMUNERATIONS & ENTITLEMENTS

WAGE SCHEDULE

20. All Officers shall be paid at the monthly rate of basic wages according to the scales of pay attached to these Service Conditions. (Annexure-A)
21. Each Officer shall be paid every month an advance against his net monthly earnings. Net earnings shall mean earned wages, allowances and all other dues after deduction on account of Provident Fund, Income Tax, loan, allotment and other dues if any.
22. All officers shall be paid as part of their wages, **Variable Shipboard Allowance** (as % of basic wages) which shall be as per annexure B-1, B-2, B-3 and annexure C.
23. All Officers shall be paid as part of their monthly wages, **Fixed Shipboard Allowance** which shall be as per annexure B-1, B-2, B-3 and annexure C .

- (a) Nights on Board:
Nights on Board (Ship-keeping): When a ship is at Indian ports, an Officer who is required to remain on board at night for ship-keeping duties after working his normal hours shall be paid Rs.200/- per such night as articulated wages.

TRAVELLING AND PORTERAGE

24. (a) When an Officer on or after 1-4-2004, is required to travel in India on Company's business he will be entitled to Rs.2310/- on signing on and a further Rs. 2310/- on sign off towards Porterage and Conveyance expenses incurred by him. This includes transit points also.
- (b) In case the Officer is travelling on company account by railway, the Master and Chief Engineer shall be provided first class AC accommodation wherever available and others shall be provided 2nd class AC accommodation. In case Officer is required to travel by lower class, due to non- availability of railway ticket of the class to which he is entitled, the company shall pay difference in the fare.
25. When required to travel by air on Company's business, all Officers will be

entitled to Economy class. In all cases, an Officer shall be allowed to carry at Company's cost upto a maximum of 55 Kgs. of personal baggage including free allowance, if any. However, he shall be entitled to carry personal baggage upto a maximum of 60 Kgs., inclusive of "free allowance", provided he proceeds on leave after serving for 9 months and over.

LEAVE WAGES

26. Effective from 1975, each Officer, for every completed year of service, shall be entitled to (inclusive of privilege leave/earned leave of 30 days p.a. served) Compensatory leave, in lieu of weekends and holidays spent at sea and in port and for additional hours worked as follows:

Leave:

- (a) Effective from 01-4-1986 @ 132 days leave per annum (inclusive of privilege leave earned of 30 days per annum) or pro rata for smaller periods. In addition, each officer will be entitled to one day's leave for 18 days of service or pro rata for small periods when posted on tankers/bulk carriers/container vessels.
- (b) Effective from 01-4-1998 the following six days to be considered as National Holidays

– 26th January, 5th April, 1st May, 15th August, 2nd October and 3rd December (MUI Day).

- (c) Effective from 01-11-2003 for the purpose of calculating leave (including leave on leave) earned on tankers/bulk carriers/fully cellular container vessels, the same shall be reckoned @ 19 days per month of article period and for other vessels it will be reckoned @ 17 days per month of article period.
- 27. Leave wages will be paid to the officer along with shipboard wages on board the ship at the end of every month. The officer will not be paid wages while he is on leave. However, this sanctioned leave will be reckoned for continuity in service, seniority, and payment of gratuity. The Company shall duly maintain record of such sanctioned leave and intimate the officer of the date of reporting at the time the officer signs off.
- 28. Early reporting by an officer prior to the expiry of his sanctioned leave or early requirement by the Company for the officer to report prior to expiry of the officer's sanctioned leave will be subject to either party consenting to the same.

Such unavailed sanctioned leave will be credited to the Leave account of the officer as maintained by the company for the purpose of reckoning gratuity.

29. It is agreed between MUI and INSA that an Officer on permanent employment of the Company, while in service takes up employment elsewhere, if proved, Company may take appropriate action, including dismissal of such errant officer without any terminal benefits being paid. It is further agreed that if an officer on leave (except on medical leave) does not report to the company within a maximum period of 12 months, it will be presumed that the officer has left the services of the company and the company may terminate the services of such officer without any further notice.

ACCUMULATED LEAVE

30. The leave accumulated and standing to the credit of the Officer as on 31-10-2003 shall be treated as a separate Leave Account. The Officer will be allowed to enjoy or encash the leave. Leave on leave for enjoyed leave from the accumulated leave account will be granted only after Officer reports for duty and shall be credited to his account.

31. Encashment of such Accumulated Leave will be allowed @ basic wages of the Officers' substantive rank.
32. However, an Officer in continuous service for a minimum period of fifteen years or on superannuation whichever is earlier shall be eligible for encashment of such accumulated leave over 180 days at twice the basic wages and a Victualling Allowance of Rs. 355/- per day.
33. For each certificate only two months unpaid leave when availed of shall be taken into account for the purpose of seniority, annual increment and assessing eligibility for gratuity.
34. The Company should instruct the Master about the Officer's due date of increment in his posting letter. No payment will be effected while the Officer is on sanctioned Leave. However, if such increment falls due during the period of sanctioned leave, it shall become payable from such due date when Officer reports for duty.
35. Maternity leave of 90 days to be granted to lady Officers upto two pregnancies.

PROLONGED SERVICE ALLOWANCE

36. Foreign Going Vessels or Foreign Going Vessels engaged in Coastal Trade:

An Officer shall be entitled to Prolonged Service Allowance when attached to a ship, whether on or off Articles as provided under :

	Ships except Tankers	Tankers	Storage Tankers
Will be relieved for leave (with repatriation benefits) after expiry of	9 mths.	7 mths.	6 mths.
For Service in excess of 9 Mths. & upto 12 Mths.	10%	—	—
For Service in excess of 7 Mths. & upto 10 Mths.	—	10%	—
For Service in excess of 6 Mths. and upto 9 Mths.	—	—	10%
For Service over 12/10/9 mths. respectively			
For entire period of 12 or 10 or 9 mths. as applicable	15%	15%	15%
For period in excess of 12 or 10 or 9 mths. as applicable	30%	30%	30%

37. Officer's relief shall be arranged as per time schedule, otherwise the Officer will be entitled to PSA if he continue to sail beyond the stipulated period as per Clause 36 above. However, where the Company wants to relieve the Officer and the Officer wants to continue to sail, he shall give due notice to the Company. In any case, the Officer is will not be entitled to PSA

ON STAFF

38. An Officer on or after 1-4-2004 reporting back for duty from leave on expiry of ten days notice or after hospitalization and awaiting posting, is not posted due to non availability of ship will be paid "On Staff" wages for the actual number of days he is on Staff, on the following basis:
- (a) If the Officer has his own accommodation in port where he is kept "On Staff", he shall be paid Rs.375/- per day.
 - (b) If the Company provides accommodation but the Officer chooses to arrange his own messing, he shall be paid Rs.440/- per day.
 - (c) If the Officer chooses to arrange his own board and lodging, he shall be paid Rs.1265/- per day.

- (d) Where the Company provides messing but the Officer chooses to arrange his own accommodation, he shall be paid Rs.440/- per day.
39. During hotel stay of Officers, minimum requirement is independent self contained air conditioned room.
40. In the event the Company is unable to post the officer on the vessel due to non availability of vessel, it may advise the Officer to continue to be on leave. Such advice must be communicated to the Officer at least ten days before the expiry of his sanctioned leave. The Company must ensure that in such an exigency, the Officer does not continue to be on leave for unreasonably long period, but is assigned a vessel within 30 days of expiry of the 10 day notice period. Such leave will be adjusted against his accumulated leave. If the Officer does not have accumulated leave, he may be allowed to report for duty.

MISCELLANEOUS BENEFITS

TUITION FEES

41. Tuition fees to Company's Officers for attending courses at recognized institutions for obtaining certificates under

the STCW Convention, will be reimbursed by their Employers on successful completion of the courses and production of the certificate and original receipt of tuition fees paid as proof thereof. However, the Officers will be paid such re-imburement after completion of their service with Company for a minimum period of 1 year thereafter.

VICTUALLING ON BOARD

42. The Master to ensure that satisfactory messing is provided on board (Standard Menu attached Annexure - D).

CONVEYANCE EXPENSES

43. In all cases where an Officer is required to attend any Office on Company's business or to report on a vessel, the Company shall provide transport to the Officer. In the event the Company is unable to provide transport to the Officer, he shall be reimbursed conveyance expenses @ Rs.295/- per day. If attending Office or reporting on a vessel involves more than one return trip, the Officer shall be paid conveyance expenses actually incurred or the stipulated amount, whichever is higher.

AIR TRAVEL INSURANCE

44. In case an Officer is required by his Company to travel by air the Company shall at its own cost insure the life of such Officer for a sum of Rs.18,00,000/- only. This insurance amount shall be payable in addition to the Death and Disability Compensation provided separately in these Service Conditions.

REPATRIATION

45. On completion of every 9 months' service from the date of joining the Company, the Officer is entitled to repatriation to his declared Home town. Each Officer is expected to put in at least 6 months of Ship board service before proceeding on leave. However, in extreme personal emergencies, the Company may relieve the Officer on compassionate grounds. In such cases, the Officer may request for reimbursement of repatriation expenses from any Indian port to his home town as per Clause 49. The shipboard service period for repatriation benefit for officers serving on Tankers, other than Tankers & storage vessels shall be as per the period mentioned in Clause 36.

On Signing Off, the Officer will be entitled to two day's staff wages and his sanctioned leave will commence thereafter.

46. During the journey, he shall be entitled to class of accommodation and traveling allowance as per Clause 24 to and from his Home Town and also full wages of his rank for journey both ways.
47. The Officer shall have the option to be paid cash amount to reimburse the travel expenses, other allowances and journey wages. Otherwise, the Company shall arrange his booking by the class of travel to which he is entitled. Once the company has made such reservation, the officer shall have no objection regarding journey arrangement. In view of the above, repatriation to Home Port will cease.
48. An officer on paid or authorized unpaid leave shall give at least 10 days' notice in writing to the Head Office of the Company of his intention to resume duty specifying therein the date of his readiness to resume. On his return from leave, he shall report in writing and in person to the Head Office of the Company, unless directed other wise in writing by the Company.
49. An officer not relieved on leave as per provisions of the agreement is entitled to carry forward the unavailed benefit of repatriation and avail of the same on

subsequent occasion when otherwise he is not entitled to repatriation.

LAUNCH SERVICE

50. Every effort shall be made to maintain, provide or improve the facility of a free transport service for Officers between vessel and the shore, subject to Port/Custom/National Regulations.

STORAGE TANKERS

51. For Officers posted on Storage tankers, the duty cycle will be 6 months paid off period for 6 months on board on “equal on and equal off” rotation basis.
52. As far as possible the joining and leaving of Storage tankers to be either by Fast Ferry or Helicopter to reduce traveling time. In case of joining/leaving by Helicopter, the baggage to be restricted to 10 kgs.

PART - IV

SOCIAL BENEFITS

PROVIDENT FUND

53. All Officers shall be governed by the Company’s Provident Fund Rules and Regulations applicable to the floating staff

as are in force and as may be amended from time to time.

54. Briefly, the Provident Fund Scheme should cover -
 - a. Officers will contribute 12% of their basic pay and an equal contribution will be made by the Company.
 - b. Effective from 1st April 1998, Company's contribution to Provident Fund will be payable irrespective of period of service.
55. Non-contributory Provident Fund scheme: Subject to approval of Income-tax authorities, Officers who are members of the Provident Fund shall be allowed to make additional contribution to the Provident Fund but the Company will not make any additional contribution.

GRATUITY

56. Officers shall be paid gratuity in accordance with the following scheme and scale detailed hereunder:-
 - a. On the death of Officer while in Company's services or on voluntary resignation after completion of 14 years of continuous service or more, or termination of service due to his becoming physically or mentally

incapacitated for further service, provided, such disability is not due to employee's own fault and is duly certified by a Registered Medical Practitioner approved by the Company, or on retrenchment by the Company due to any reason – One month's basic wage for each completed year of service.

57. On voluntary resignation of an Officer, Gratuity payable shall be as under :
- (i) For continuous service of 10 years or more but less than 13 years – 60% of one month's basic wage for each completed year of service.
 - (ii) For continuous service of 13 years or more but less than 14 years – 75% of one month's basic wage for each completed year of service.
 - (iii) For continuous service of 14 years or more – 100% of one month's basic wage for each completed year of service.
58. On superannuation of an Officer, as per Clause 140 provided on the day of his superannuation he has completed minimum of five years' continuous service, or on termination of service of an Officer by the Company provided he has completed

a minimum of 4 years' continuous service at the time of termination. Gratuity payable shall be as under –

- (i) For continuous service of 4 years or more but less than 6 years – 50% of monthly basic wage for each completed year of service.
- (ii) For continuous service of 6 years or more but less than 7 years – 60% of monthly basic wage for each completed year of service.
- (iii) For continuous service of 7 years or more but less than 8 years – 70% of monthly basic wage for each completed year of service.
- (iv) For continuous service of 8 years or more but less than 9 years – 80% of monthly basic wage for each completed year of service.
- (v) For continuous service of 9 years or more but less than 10 years – 90% of monthly basic wage for each completed year of service.
- (vi) For continuous service of 10 years or more – One month's basic wage for each completed year of service.
- (vii) "Continuous Service" shall mean service as defined in Clause 17 of

Part-II, subject to the provision of Clause 33 above, provided, however, that any authorized unpaid interruption in service though not deemed to be a break in continuous service.

59. "Basic Wage" shall mean the monthly basic wage of the substantive rank last held by the Officer concerned.
60. Notwithstanding anything contained herein above no gratuity shall be payable to an Officer whose total service is less than 12 months from the date of his joining the Company.
61. Subject to provisions regarding Disciplinary Action contained in these Service Conditions, if any Officer with service of 14 years or more, after a proper enquiry is dismissed for having wilfully committed gross misconduct causing financial loss to the Company, he shall not be entitled to gratuity to the extent of the loss caused if such loss has not been recovered otherwise or which in the opinion of the Management is irrecoverable.
62. Subject to provisions relating to Disciplinary Action, if an officer with less than 14 years of service after a proper

enquiry is dismissed for having committed misconduct, he shall not be entitled to any gratuity.

63. In calculating total aggregate service of an Officer for payment of gratuity, the full period of eligibility inclusive of unpaid examination leave as provided under Clause 33 will be taken into account.
64. However, for the purpose of computing, broken period of service at the end, if such period is less than six months, it shall be disregarded, but if the same is six months, or more it shall be reckoned as one completed year of service.

**MERCHANT NAVY OFFICERS'
WELFARE FUND**

65. The Company shall pay into the Merchant Navy Officers' Welfare Fund a sum of Rs.3760/- on the first of January 2004 and every year thereafter for every officer who has completed six months' service and is in their employ on that date. The Fund and the Scheme, made thereunder, shall be administered by Trustees nominated by the I.N.S.A. and the M.U.I. The benefits to be given under the Scheme will be governed by Rules made by the Trustees from time to time.

PART- V
COMPENSATORY BENEFITS

LOSS OF PERSONAL EFFECT

66. Officers shall be paid compensation for loss of personal effects resulting from fire, collision, sinking or similar other marine accidents or occurring while they are being transported by rail, sea or air (provided claim for the lost baggage is made under Airline Rules with the airline at the time of recovery of baggage before leaving the airport) as unaccompanied baggage (excluding loss occasioned by the officer's own fault). The amount payable as compensation for loss of personal effects shall be Rs.50,000/-.

67. Under the Airline Rules, accompanied baggage is defined as the one carried in hand or carried in the hold in the flight by which the passenger travels and which he has the right to demand immediately on landing. Under the IATA rules, loss of accompanied baggage in the hold has to be claimed immediately at the time of clearing off from the Airport. It is essential that before leaving the Airport the necessary complaint has to be lodged with the Airlines, for which the Airlines makes the passenger complete an application

form. It is therefore, imperative that this formality must be completed before, clearing from the Airport.

68. In case of partial loss, compensation shall be paid on a proportionate basis in agreement with the Union. Loss of personal currency will not be reimbursed.

**WAR EMERGENCY COMPENSATION
AND BONUS**

69. An officer serving on a vessel required to proceed to or pass through war zones or areas rendered unsafe by reason of hostilities or emergencies of like nature, which could not be considered necessarily war emergencies or hostilities, and meeting with death or becoming permanently incapacitated on account of hostile action or circumstances connected directly with hostilities shall be deemed to have met with death or becoming permanently incapacitated as a result of an unemployment, injury and shall be paid compensation as provided in Clause 74 but at three times of (with effect from 1.9.1984) the rate specified therein.
70. In circumstances described in Clause 69 above, each officer shall be paid a special bonus at rate, which shall be mutually

agreed upon between the Company and the Union in addition to his normal wages for the period that his vessel remains in the said zones or area. No officer shall however refuse to sail on a vessel proceeding to war zone or area rendered unsafe by reason of hostilities pending agreement between the company and the Union. Every effort shall be made to reach an agreement as expeditiously as possible on vessel's departure for such zones or areas.

DANGEROUS CARGO COMPENSATION

71. In the event of death or injury resulting in permanent incapacity owing to the vessel carrying cargoes of a dangerous nature, such as Radio-active materials, liquid cargoes, Crude Oil, Petroleum derivatives, Petrol, Black powder, Blasting caps, Detonating caps, Loaded bombs, Hand Grenades, Dynamites, T.N.T. Celignite Loaded Shells of 1 lb and over (but not small arms and ammunition), Torpedoes and Mines, Cordite, Gun powder, Gun cotton, Fordite, Lyddite, or as a result of any fumes or gases caused by any cargoes carried on board, an officer shall be paid compensation as under :

	In the event of death	In the event of total incapacity for employ- ment at sea and ashore	In the event of incapacity for employ- ment at sea only
Officer's holding Master's or 1st Class Engineer's Certificate	Rs.1,31,250/-	Rs.1,68,750/-	Rs.1,12,500/-
All other Officers	Rs.1,12,500/-	Rs.1,50,000/-	Rs.93,750/-

72. Company's liability for payment of compensation under Clause 71 above shall commence from the time the first sling with dangerous cargo comes on board and shall continue till the time the last sling with dangerous cargo has left the ship. This compensation shall be in addition to the Death and Disability Compensation separately provided for, under these Service Conditions.
73. Should an officer become partially incapacitated compensation on a proportionate basis shall be paid in agreement with the Union in accordance with the disability sustained by him. For assessing the percentage of disability, the schedule laid down in the Workmen's Compensation Act may be followed for guidance.

DEATH AND DISABILITY COMPENSATION

74. Payment of compensation for personal injury resulting in permanent incapacity or death arising out of and in the course of employment including death arising from heart attack or that due to any proven cause but not being death or injury caused by officer's own willful act or default or misbehaviour, the Company shall pay a lumpsum compensation as under –

In the event of Death	@ 110 months' basic wages, subject to a minimum of Rs. 9,00,000/-
In the event of permanent incapacity for sea service	@ 120 months' Basic wages, subject to a minimum of Rs. 10,00,000/-

75. Compensation as per amended Clause 74 also applies if death or disability takes place during treatment in hospital for any illness or injury arising out of or in the course of employment on board for which the officer is discharged from ship and is hospitalized.
76. In the case of an officer found missing and presumed lost overboard and where death cannot be conclusively attributed to the

officer's willful act, default or misbehavior, compensation shall be paid as per Clause 74 above.

77. Should an officer become partially incapacitated, compensation on a proportionate basis shall be paid in agreement with the Union in accordance with the disability suffered by him. For assessing percentage of disability the schedule laid down in the Workmen's Compensation Act may be followed for guidance.
78. Monthly wages for purposes of calculating compensation payable under Clause 76 above shall be the basic monthly wages applicable to the officer concerned at the time of the accident.

MEDICAL TREATMENT/LEAVE

79. Subject and in addition to the provisions of Section 141 and 174 of the Merchant Shipping Act, 1958 all officers in the employ of the Company shall be entitled, at the cost of the Company, to full medical treatment, including medical examination, medicines, injections, hospitalization, convalescence and special diet when prescribed in the following circumstances.

- (i) If an Officer is taken ill or injured while on staff or on ship's Articles or when attached to a ship whether on or off duty at the time of accident or illness or while traveling for joining a vessel or on Company's account, but not on shore leave ashore for more than 24 hours, he shall be entitled to full medical treatment until the day of his recovery from such illness or injury including the period of convalescence as advised in writing by either the hospital authorities or the company's Medical Officer or until the day he is declared permanently incapacitated.
 - (ii) In the case of an officer taken ill as provided in (a) above, the period of his illness and/or of convalescence shall be counted as medical leave in respect of which, however, he shall be entitled to wages of his rank and all other allowances under these Service Conditions limited to a period of four months during each period of 12 months of service.
80. Where an officer under prolonged and continuous medical treatment has exhausted his paid medical leave of four months for the year, he may be allowed further paid medical leave for a maximum

period of four months which will be set off against medical leave due to the officer for the following year.

81. However, if the Officer ceases to be in the Company's service before the completion of his next service year from which this additional medical benefit is drawn, the Company shall recover the basic wages so paid to him. This advance utilization of illness leave relating to the immediate subsequent year will not earn any leave on the period for which illness wages are so paid.
82. In the case of an Officer sustaining injury as a result of an accident as provided in Clause 79(i) above, he shall be entitled to wages of his rank and all other allowances provided in these Service Conditions up to the day of his recovery or until he is declared permanently incapacitated by the Company's Medical Officer.
83. In the case of an Officer attached to a ship on or off Articles meeting with an accident while on duty ashore for not more than 24 hours, he shall be entitled to his wages of rank and all other allowances but limited to a period of four months.

84. Treatment of sexually transmitted diseases shall be the responsibility of the Company.
85. Under medical examination and treatment, the Company is not liable to provide and/or pay for dentures and spectacles except in cases of employment accidents.
86. A certificate issued to an officer by the hospital authorities or the Company's Medical Officer recommending convalescence shall state whether the Officer should be put in a Nursing Home or should proceed to a health resort or to his home town. No officer shall be required to spend his convalescence on board a vessel or at a Marine Club. However, for short periods of rest, when advised by the Company's Doctor or any other doctor authorized by Company, he may be accommodated at a Marine Club or on a ship provided the doctor concerned certifies the same as in order.
87. An Officer, who has been advised convalescence at a health resort or at his home shall in addition to the benefits under Clauses 79(ii) and Clause 80 herein, be entitled to traveling expenses as per Clause 24 to and from the place of convalescence.

88. In all cases where the Company's Medical Officer or the hospital authorities submit a medical report and/or advise convalescence, a copy of such report shall normally be furnished to the officer concerned.
89. An Officer who is under treatment as an out-door patient shall be entitled to allowances as provided in Clauses 38 and 43 herein.
90. An Officer who has exhausted and/or is not due medical leave and/or is not otherwise entitled to wages and allowances shall be paid Rs.355/- per day as subsistence allowance until he is declared fit for duty or permanently unfit, except when he is hospitalized.
91. In all cases of hospitalization, an officer shall be entitled to accommodation in a private or first class ward or equivalent accommodation.
92. At the request of the officer, where Company's Medical Officer considers it to be in the medial interest of the officer to be treated at a port other than his port of discharge, where the Company has its own arrangement for medical treatment, the

Medical Officer may recommend the case to the Company for its consideration.

93. On the expiry of medical treatment and/or convalescence leave, the Officer concerned shall report in writing and in person at the nearest office of the company or at its Agent's office unless advised otherwise by the Company and on his such reporting and on being found fit by the company's Medical Officer, he shall be deemed to be as "on staff".
94. An Officer sustaining injury as a result of an accident due to his own willful act or default or misbehavior shall not be entitled to medical benefits as provided above.
95. If an officer refuses to take or continue proper treatment offered by the Company, the Company shall be free from liability in respect of his medical treatment as also for payment of wages and allowances from the day he refuses to take such treatment offered by the Company. If such officer is discharged from his ship or is receiving treatment at a port he shall be entitled to repatriation to his declared hometown.
96. In case of any dispute between the Company and an officer regarding medical treatment offered by the Company being

proper or otherwise, it shall be referred for decision to a Senior Medical Officer of the Public Health Department. In the event of the decision being in favour of the Officer concerned, he shall be entitled to all medical expenses incurred by him, to full wages of his rank for the period of his illness, and shore allowance as per Clause 38.

**RETRENCHMENT BENEFITS
(EFFECTIVE FROM 1.4.1998)**

97. If the Company retrenches the services of an officer who has completed 35 years of age and has with the Company minimum 7 years of continuous service, he shall be entitled to receive Retrenchment Compensation from the Company as follows:
- (a) for Certified Navigating and Engineering Officers.
 - (i) Under the age of 55 years:
@ one month's Basic wages per year of completed service with the Company, subject to minimum of Rs.1,50,000/-
 - (ii) Officers of 55 years of age or above:
@ 15 days Basic Wages per year of prospective service with the

Company, subject to the minimum of Rs.50,000/

-

OR

@ one month's Basic wages per year of completed service with the Company, subject to a maximum of Rs.2,50,000/-, whichever is higher.

(b) for all other Categories of Officers:

(i) Officers under the age of 55 years:
@ one and half months of Basic wages per year of continued service with the Company and @ two month's basic wages per year of prospective service subject to a minimum of Rs.2,00,000/-.

(ii) Officers of 55 years of age or above:@ one and half month's of Basic wages per year of prospective service, subject to a minimum of Rs.50,000/-.

OR

@ one months Basic wages per year of completed service with the Company, subject to a maximum of Rs.4,00,000/- whichever is higher.

**COMPENSATION TO OFFICERS
DECLARED PERMANENTLY UNFIT FOR
SEA SERVICE**

98. An Officer certified by the Company's Medical Officer as permanently unfit for sea service, not arising out of the Officer's own willful act or default or misbehaviour and who is not entitled to Disability compensation and/or Retrenchment benefits, under the provisions of this Agreement, will be paid a compensation of Rs.8,50,000/- provided the Officer has put in a minimum continuous service of 7 years with the Company and is not over the age of 55 years.
99. However, for Officers above the age of 55 years, who have completed 7 years of continuous service with the Company, compensation payable shall be Rs.3,50,000/- subject to his not being entitled to disability compensation as per Clause 74 & Retrenchment benefits as per Clause 97.

PART- VI

General

MANNING

100. For all categories of vessels manning will be as per Safe Manning Certificate

requirement of the Maritime Administration.

101. Hours of work and Hours of Rest for the Officers will be as per guidelines of the STCW-95 Convention in force.

**DUAL DUTIES AND SHORTHAND
WAGES**

102. Shorthand will be payable if there is any shortage in the minimum Safe Manning requirement as prescribed by the Maritime Administration and will be payable from the day the shortage occurs and until the shortage lasts at three times basic wages of such rank short.

**RETRAINING OF RADIO OFFICERS
AND PURSER OFFICERS**

103. Radio Officers and Purser Officers under the age of 35 years will be given facilities for retraining. If such officers refuse the offer of retraining, retrenchment/ redundancy, compensation will not be payable. However, if any retrenchment is required, same to be done with the consent of MUI which shall not be unreasonably withheld. Radio Officers and Purser Officers who do not meet the qualifying standards set by the Directorate General of Shipping will also be eligible

for the retrenchment compensation as per the provisions of the Clause 97b.

ACCOMMODATION ON VESSELS

104. Shall be applicable as per clause number 105 to 117 as provided in INSA/ MUI agreement 2002–2004.

MESS COMMITTEE

105. The Company shall recognize Mess Committee on board vessels for the supervision of quality of provisions, service, linen, crockery, cutlery, etc.

106. The Master shall be associated with the Mess Committee and shall enquire into and resolve grievances of officers regarding food, provisions, etc. If the Master is unable to settle any such grievances, the same shall be referred to the Company which in agreement with the Union shall settle the same and such settlement shall be binding on all parties.

107. The Master or any officer delegated by him shall, accompanied by the head of the catering department on board, make a weekly inspection of food and other provisions, stores and seastock brought on board the vessel and of spaces for their storage.

TERMS OF EMPLOYMENT

108. No officer shall be employed except on terms and conditions contained herein. No variation thereof in respect of an officer shall be made except in agreement with the Union.
109. Nothing contained in these agreements shall adversely affect or take away any privileges, benefits or amenities currently enjoyed by officers or guaranteed under the Indian Merchant Shipping Act, as revised from time to time, except in so far as they are sought to be revised by these agreements.
110. An officer covered by this foreign going agreement shall not normally be transferred to home trade vessels, for which it is recommended that a separate staff should be maintained. If, in any event an officer is transferred to a home trade vessel, he should continue to get the full benefits of the foreign going agreement.

PROBATION & CONFIRMATION

111. An Officer joining company's service may be on probation for a period of six months from the date of joining, but the Company in its discretion may, on written advice to the officer, extend such period of probation

for a further period not exceeding six months. The Company shall give to such officer a written intimation of the extension of probationary period within a month of the expiry of the initial probationary period.

112. Within a month after completion of initial probationary period, the Company shall intimate in writing to the officer concerned his confirmation or otherwise, failing which he shall be deemed to have been confirmed on the expiry of such probationary period, provided however, that in the case of extension, the Company, on the eve of his completion of the extension, shall intimate in writing to the officer concerned his confirmation or otherwise, failing which he shall be deemed to have been confirmed on the expiry of such extension.

Save as provided elsewhere in these Service conditions, each officer on confirmation shall be entitled to all benefits and privileges provided under the various clauses of these Service Conditions retrospectively from the date of joining.

113. Seniority of newly appointed Certificated Officers shall commence from a date six months subsequent to the date of their

joining Company's services. The Company may waive the probationary period in the case of its Deck Apprentices joining its service as Certificated Officers.

PROMOTION & SENIORITY

114. An Officer shall be promoted to a higher rank on the basis of seniority provided he is duly qualified and sufficiently experienced for service in the higher rank. When an officer is permanently promoted to a higher rank, such higher rank shall be his substantive rank. However, promotion to the rank of Master and Chief Engineer shall be in the sole discretion of the Company.
115. In the case of permanent promotion of an officer to a higher rank as provided in Clause 114 above, the Company shall issue to him a letter to that effect specifying the effective date of such promotion and if no such date is specified, he shall be deemed to have been permanently promoted as from the date of such letter.
116. **Confirmation in Higher Rank after one year of Service:** - An Officer holding Superior Certificate should be confirmed after one year's continuous satisfactory service in such rank provided there are

vacancies (accounting for adequate leave reserve). However, promotion or confirmation in the ranks of Master and Chief Engineer shall continue to be at the sole discretion of the Company.

117. The Company may require an Officer to act or serve temporarily in a higher rank in which case he shall be paid wages of such higher rank and shall also be entitled to other benefits and privileges of such higher rank for the duration of his service in the higher rank. For each continuous period of 12 months of service in the higher rank temporarily held by him, he shall be paid an annual increment under the wage scale applicable to such higher rank, but his acting service in the higher rank shall not count towards seniority in higher rank when such higher rank becomes substantive in his case.
118. No temporary promotion shall, however, confer on an Officer a right to permanent promotion except as provided in Clause 115 above, and an officer temporarily promoted shall have to resume his former (substantive) rank when called upon to do so.
119. Service of an officer while acting in a higher rank shall count for his regular

increments as per the wage scale applicable to his substantive rank and on his resumption of such rank.

120. Rules for seniority shall be settled in agreement with the Union. The Company shall supply to the Union from time to time the Seniority List of Officers.

ALLOTMENT

121. Each officer, if he so desires, shall be allowed to make a monthly allotment upto a maximum of 75% of his net monthly earnings for payment to his dependents. The allotment shall be sent by the Company on the last day of each month to the Officer's nominee at his own cost so as to reach the family within the first week of the following month. The Company shall not be responsible for mis-delivery or non-delivery so long as the allotment is sent to the address given by the Officer.

ADVANCES IN FOREIGN PORTS

122. Each officer shall be allowed to draw in foreign ports advances to the extent of his net earnings in foreign waters, such earnings to be calculated from the last port of his vessel's departure from India.

123. Net earnings for this purpose shall mean earned wages, cash compensation, Shorthand Wages, if any, and other allowances after deduction on account of Provident Fund, Income tax, loan, allotment and other dues, if any.

MEDICAL EXAMINATION

124. Medical Examination shall be as per M.S. (Medical Examination) Rules 2000.
125. When reporting back from leave, if an officer is found temporarily unfit due to ailment contacted during transit, if certified as such by the Company's Medical Officer, the Officer be given the benefit of "On Staff" upto a limit of 6 days for conducting treatment on his own.
126. (a) If however, the company's Medical officer considers that 6 days would be a short period for recovery, the officer be allowed to return to the place of his choice for treatment on his own account.
- (b) An Officer examined by the Doctor of Appellate body, as per provisions of M.S. (Medical Examination) Rules 2000 and if found fit, the cost of such medical examination will be borne by the

Company on the Officer concerned submitting vouchers thereof.

RESIGNATION OR TERMINATION

127. An officer desirous of leaving Company's service shall give the Company at least three months' notice in writing (effective from the date of its receipt by the Company) provided however that such notice of resignation shall not be served while he is on medical or unpaid study leave. An officer who has given notice of resignation shall be released from service on the expiry of three months' notice or should his vessel, at the expiry of notice, be at sea or at a foreign port, as soon as possible on his vessel's arrival at the first Indian port. Where, however, the vessel is not likely to call at an Indian port early, then the officer will be relieved at the most convenient port overseas.
128. If an Officer serves notice of resignation while he is on earned leave, he shall not during such notice period, accept employment with any other employer.
129. The Company may terminate the services of an Officer in the event of his services becoming surplus to requirement as a result of reduction in Company's fleet or

for want of employment for ships. In agreement with the Union, the Company may also terminate the services of an officer in circumstances other than those mentioned herein and excepting those provided in Clause 134. In either case the Company shall give him three months' notice in writing effective from the date or receipt by the Officer. No notice of termination shall however, be given when he is on medical or unpaid examination leave. An officer served with notice of termination shall be released from service on the expiry of notice period of three months, or should his vessel at the expiry of the notice, be at sea or at a foreign port, as soon as possible on his vessel's arrival at the first Indian port.

130. An Officer on probation desirous of leaving Company's service shall give the Company 14 days' notice in writing, effective from the date of its receipt by the Company. Similarly, if the Company is desirous of terminating the services of an Officer on probation, it shall give him 14 days' notice in writing effective from the date of its receipt by the Officer. In both events, however, the Officer shall be released from service on his vessel's arrival at the first Indian port, if his vessel

be at sea at the time of expiry of the notice.

131. An Officer resigning from Company's service or whose services are terminated by the Company shall be entitled to repatriation to his home town and shall be entitled to wages and traveling allowance till his arrival at home town.

FORFEITURE

132. If an officer, who has submitted his resignation desires to be released from services forthwith or before the expiry of the notice period he may be released from service only if he is agreeable to his forfeiting the wages and victualling allowance for the entire period of notice or for the period by which he desires to be released from service earlier than the expiry of notice as the case may be.

133. An officer who has been given notice of termination of service by the Company or who has submitted his resignation to the Company and who is released forthwith or earlier than the expiry of the notice period without his consent, shall be paid for the entire period, wages and victualling allowances.

134. An officer, who has been given notice of termination of service by the Company or who has submitted his resignation and is released from service by mutual consent, forthwith or before the expiry of the notice period shall be paid till the day of his release from service wages and victualling allowance.

DISCIPLINARY ACTION

135. An Officer guilty of misconduct may be –
- (a) Warned or censured; or
 - (b) Reduced in seniority for a specified period; or
 - (c) Reverted to the next lower rank for a specified period; or
 - (d) Deprived of his annual increment for a specified period not exceeding two years but which may be restored by the Company; or
 - (e) Suspended from service for a period not exceeding three months; or
 - (f) Discharged from service with or without notice; or
 - (g) Dismissed from service without notice.
136. No action under (b), (c), (d), (e), (f) and (g) above shall be taken unless the Officer

concerned has been given a charge sheet setting out therein the charges against him and unless he has been given an opportunity to tender his explanation and an inquiry has been held in respect thereof.

137. In all cases under Clause 136 below, the Officer concerned shall be issued a charge-sheet within the shortest period possible of the incident or conduct of the Officer in respect of his disciplinary action is proposed to be taken and the entire process of charge-sheeting and inquiry shall be completed as early as possible.

138. While holding an inquiry, principles and rules of natural justice shall be followed and observed, and the Union shall have the right to be present at the Inquiry to ensure that the same is conducted in a satisfactory manner.

139. In awarding punishment, the Company shall take into account the gravity of misconduct, the previous record of the Officer and other relevant circumstances.

AGE OF RETIREMENT

140. Age of retirement from service for all officers shall be 60 years complete. The Company may, if it considers necessary,

continue the service of an officer beyond 60 in agreement with the Union. When an Officer retires due to superannuation he shall be entitled at his option, either to encash or to enjoy the whole or any part of all leave accrued and/or accumulated in accordance with these rules. In the event of the Officer wanting to enjoy the leave after retirement, he shall be paid only his wages including victualling allowance, Overseas allowance where applicable, month by month but without deduction of Provident Fund and subject to deduction of Income tax as may be applicable.

141. He shall not be entitled to any further benefits, allowances and privileges including medical benefits during such leave after retirement. In all cases of superannuation, the retirement date for Floating Staff Officers will be either 5th April or 5th October of the Year whichever is nearer following the date of his superannuation.

ACCOUNT OF DUES

142. Each Officer in the employ of the Company shall be furnished in writing with a detailed item wise account of all his dues as and when they are paid to him.

- (a) In the case of an Officer ceasing to be in the employ of the Company and he notifying the Company of the mode of payment all his dues under the various provisions of this Agreement shall be calculated upto the date of his ceasing to be in service and 75% of his undisputed dues, excluding Provident Fund and Gratuity will be paid to him, within one month of cessation. The rest of the monies thereafter will be settled within three months. However, every effort will be made to settle his final dues as quickly as possible. Further Company should recommend to the Trustees of Provident Fund/Gratuity Fund to pay to the officers their dues at the earliest, provided the officer has applied to the respective trustees of the Fund.
- (b) It is agreed that Provident Fund dues shall be settled on the basis of the amount standing to the credit of the Officer in the last audited statement of the company's Provident Fund Account within one month of the Officer ceasing to be in service and provided, the Officer has submitted his claim with the company and the balance of Provident Fund due to the Officer, thereafter, shall be paid within

3 (three) months. Companies shall make within a period of six months, suitable provision in the Provident fund rules for payment of interest, if settlement of Provident Fund is not effected as agreed above.

- (c) It is agreed that Companies who have been operating ships for 5 years shall make suitable arrangements within one year to set up Gratuity Fund for the officers to secure Gratuity payments as and when it becomes due.

SETTLEMENT OF DUES

- 143. In the case of an officer ceasing to be in the employ of the Company, all his dues under the various provisions of these Service Conditions shall be calculated upto the date of his cessation and paid as early as possible. At the time of settlement of his dues, each Officer shall be furnished with a detailed item-wise account of his dues in writing. Except as specially provided in the relevant clauses, all dues under this clause shall be calculated and paid for every month of service and pro-rata for a part of the month.
- 144. Notwithstanding the effective date of these Service Conditions, Officers who subsequent to coming into effect of these

Service Conditions cease to be in company's service shall be entitled to difference in respect of wages and other benefits under the respective clauses of the previous Service Conditions and these Service Conditions.

NOMINATION

145. In the event of death of an Officer, all amounts payable in accordance with the provisions of these Service Conditions shall be paid to the person or persons who obtain legal representation to the estate of the deceased officer. The Company may in its absolute discretion act upon a nomination made by an officer in the prescribed form and pay all such amounts to such person as may be nominated by the officer provided that the nominees furnish such indemnity as in the opinion of the Company will be sufficient to safeguard itself against any claim that may be made in respect of the payment to the nominee or nominees.

(The Provisions of the Merchant Shipping Act in this regard shall have overriding effect to the extent contemplated).

It is not only advisable but imperative for each and every officer to complete the nomination form (available at MUI office)

and send it to their employers. It is also recommended that, if possible, the same may be delivered by hand and an acknowledgement be obtained for the same. It is also very essential that, after marriage, a fresh nomination form must be submitted, as the earlier form can be challenged under law. However, the fresh nomination could be same as the earlier one, as fresh submission only cannot be challenged by virtue of Marriage. Such nomination form on record would help the survivors, in the event of an unfortunate eventuality, to receive the dues expeditiously. Of course even with such a nomination form, if disputes within the family members arise it could lead to some complications, but this form would help in substantially mitigating difficulties that may arise. Secondly, certain obstacles from the legal authorities can be avoided in the assessment and payment of Death and Disability Compensation. We, of course, have to pray that there would be no death, which would necessitate the processing of dues in this manner.

EMERGENCIES

146. Notwithstanding anything contained in these Service Conditions whenever for the safety of the Company's vessels,

passengers, crew or cargo or for the saving of another vessels' lives or cargoes any work is deemed necessary all officers whenever called upon shall do and carry out all such work without payment of extra wages but without prejudice of their right to participate in the salvage award.

ARBITRATION

147. Any disagreement arising out of the interpretation or relating to any provisions of these Service Conditions shall as far as possible be settled by and between the company and the Union, failing which it shall be referred to the Negotiating Committee for settlement. Only on failure to reach settlement at the level of the Negotiating Committee, shall the dispute be referred to an Arbitrator appointed by mutual consent and his award shall be final and binding on both the parties.

GRIEVANCE

148. A Grievance cell to be set up to consider grievances of Officers and Owners. Two persons each to be nominated by INSA and MUI. The cell to meet once in a month.

PARTICIPATION IN UNION ACTIVITIES

149. The Shipowners acknowledge the right of the Officers to participate in Union activities as per ILO Convention Nos. 87 & 98.

Nothing contained in this Agreement shall adversely affect or take away or reduce any privilege and other benefits expressed, implied or currently enjoyed by Officer except in so far as they have been amended under this Agreement.

Signed at Mumbai this 17th day of January 2006.

For THE MARITIME UNION OF INDIA

Sd/-

S.S. KHAN

GENERAL SECRETARY

For INSA NEGOTIATING COMMITTEE

Sd/-

ARUN SHARMA

CHAIRMAN

ANNEXURE A
WAGE SCALE FOR FOREIGN GOING
OFFICERS

From 01.04.2004 to 31.03.2006

1. MASTER

22965 – $\frac{1095}{1}$ – 26060 – $\frac{1100}{2}$ – 28260 – $\frac{1200}{1}$ – 29460 –

$\frac{1220}{1}$ – 30680 – $\frac{1240}{1}$ – 31920 – $\frac{1555}{1}$ – 33475 – $\frac{1560}{2}$ –

36595 – $\frac{1575}{1}$ – 38170 – $\frac{1590}{1}$ – 39760 – $\frac{1595}{1}$ – 41355 –

$\frac{1615}{2}$ – 44585 – $\frac{1620}{3}$ – 49445 – $\frac{1625}{1}$ – 51070

2. CHIEF ENGINEER OFFICER

24865 – $\frac{1095}{1}$ – 25960 – $\frac{1100}{2}$ – 28160 – $\frac{1200}{1}$ – 29360 –

$\frac{1220}{1}$ – 30580 – $\frac{1240}{1}$ – 31820 – $\frac{1555}{1}$ – 33375 – $\frac{1560}{2}$ –

36495 – $\frac{1575}{1}$ – 38070 – $\frac{1590}{1}$ – 39660 – $\frac{1595}{1}$ – 41255 –

$\frac{1615}{2}$ – 44485 – $\frac{1620}{3}$ – 49345 – $\frac{1625}{1}$ – 50970

**3. CHIEF OFFICER WITH MASTER (F.G.)
CERTIFICATE AND 2ND ENGINEER OFFICER
WITH CLASS-I CERT.**

18930 – $\frac{400}{1}$ – 19330 – $\frac{485}{1}$ – 19815 – $\frac{495}{1}$ – 20310 – $\frac{555}{1}$
– 20865 – $\frac{575}{1}$ – 21440 – $\frac{620}{1}$ – 22060 – $\frac{625}{1}$ – 22685
– $\frac{635}{4}$ – 25225 – $\frac{640}{1}$ – 25865

**4. CHIEF OFFICER WITH 1ST MATE CERTIFICATE
AND
2ND ENGINEER OFFICER WITH CL-I I CERT.**

17010 – $\frac{400}{1}$ – 17410 – $\frac{535}{1}$ – 17945 – $\frac{540}{3}$ – 19565 – $\frac{545}{2}$
– 20655

**5. 2ND OFFICER WITH 1ST MATE CERTIFICATE
AND 3RD ENGINEER OFFICER WITH CL-II CERT.**

14420 – $\frac{385}{1}$ – 14805 – $\frac{435}{2}$ – 15675 – $\frac{445}{1}$ – 16120 – $\frac{450}{1}$
– 16570 – $\frac{455}{1}$ – 17025 – $\frac{460}{3}$ – 18405 – $\frac{465}{1}$ – 18870

**6. 2ND OFFICER WITH 2ND MATE (F.G.)
CERTIFICATE AND 3RD ENGINEER OFFICER
WITH CL-IV CERT.**

13460 – $\frac{420}{2}$ – 14300 – $\frac{425}{5}$ – 16425

**7. 3RD OFFICER WITH NWKO CERTIFICATE AND
4TH ENGR. OFFICER WITH CL-IV CERT.**

12045 – $\frac{365}{1}$ – 12410 – $\frac{390}{1}$ – 12800 – $\frac{415}{1}$ – 13215 – $\frac{430}{1}$
– 13645 – $\frac{435}{2}$ – 14515 – $\frac{440}{3}$ – 15835 – $\frac{445}{1}$ – 16280

**8. RADIO OFFICER WITH 1ST CLASS/GENERAL
CLASS CERTIFICATE**

14280 – $\frac{345}{1}$ – 14625 – $\frac{350}{1}$ – 14975 – $\frac{360}{1}$ – 15335 – $\frac{365}{1}$
– 15700 – $\frac{375}{1}$ – 16075 – $\frac{380}{1}$ – 16455 – $\frac{385}{1}$ – 16840 –
 $\frac{390}{2}$ – 17620 – $\frac{400}{1}$ – 18020 – $\frac{430}{1}$ – 18450 – $\frac{440}{1}$ – 18890 –
 $\frac{450}{1}$ – 19340 – $\frac{455}{1}$ – 19795 – $\frac{475}{1}$ – 20270 – $\frac{495}{1}$ – 20765
– $\frac{515}{1}$ – 21280 – $\frac{530}{1}$ – 21810 – $\frac{550}{2}$ – 22910 – $\frac{555}{4}$ – 25130

**9. RADIO OFFICER WITH 2ND CLASS
CERTIFICATE**

13605 - $\frac{335}{2}$ - 14275 - $\frac{360}{2}$ - 14995 - $\frac{365}{1}$ - 15360 - $\frac{380}{1}$ -

15740 - $\frac{395}{1}$ - 16135 - $\frac{400}{1}$ - 16535 - $\frac{405}{2}$ - 17345 -

$\frac{425}{1}$ - 17770 - $\frac{435}{1}$ - 18205 - $\frac{445}{1}$ - 18650 - $\frac{455}{1}$ - 19105 -

$\frac{480}{1}$ - 19585 - $\frac{490}{1}$ - 20075 - $\frac{500}{1}$ - 20575 - $\frac{535}{1}$ - 21110 -

$\frac{555}{2}$ - 22220 - $\frac{560}{3}$ - 23900 - $\frac{565}{1}$ - 24465

10. ELECTRICAL OFFICER

10680 - $\frac{345}{1}$ - 11025 - $\frac{350}{2}$ - 11725 - $\frac{360}{2}$ - 12445 - $\frac{380}{1}$

- 12825 - $\frac{395}{3}$ - 14010 - $\frac{400}{1}$ - 14410 - $\frac{405}{1}$ - 14815 -

$\frac{435}{1}$ - 15250 - $\frac{445}{2}$ - 16140 - $\frac{460}{1}$ - 16600 - $\frac{530}{2}$ -

17660 - $\frac{535}{1}$ - 18195 - $\frac{550}{1}$ - 18745 - $\frac{555}{5}$ - 21520

11. PURSER OFFICER / WELFARE OFFICER

9585 - $\frac{335}{1}$ - 9920 - $\frac{360}{2}$ - 10640 - $\frac{365}{1}$ - 11005 - $\frac{370}{1}$ -
11375 - $\frac{375}{2}$ - 12125 - $\frac{380}{1}$ - 12505 - $\frac{390}{1}$ - 12895 -
 $\frac{405}{1}$ - 1300 - $\frac{435}{1}$ - 13735 - $\frac{440}{1}$ - 14175 - $\frac{465}{2}$ - 15105 -
 $\frac{470}{1}$ - 15575 - $\frac{485}{2}$ - 16545 - $\frac{555}{1}$ - 17100 - $\frac{570}{3}$ - 18810 -
 $\frac{575}{3}$ - 20535

12. MEDICAL OFFICER

13605 - $\frac{335}{2}$ - 14275 - $\frac{360}{2}$ - 14995 - $\frac{365}{1}$ - 15360 - $\frac{380}{1}$ -
15740 - $\frac{395}{1}$ - 16135 - $\frac{400}{1}$ - 16535 - $\frac{405}{2}$ - 17345 -
 $\frac{425}{1}$ - 17770 - $\frac{435}{1}$ - 18205 - $\frac{445}{1}$ - 18650 - $\frac{455}{1}$ -
19105 - $\frac{480}{1}$ - 19585 - $\frac{490}{1}$ - 20075 - $\frac{500}{1}$ - 20575 - $\frac{535}{1}$ -
21110 - $\frac{555}{2}$ - 22220 - $\frac{560}{3}$ - 23900 - $\frac{565}{1}$ - 24465

2004-2006 ANNEXURE B (1)					
CONSOLIDATED FOREIGN GOING OFFICERS WAGES -					
FULLY CELLULAR CONTAINER / BULK CARRIER / TANKER WAGES					
		MS/CE	CO/2E	2O/3E 3O/4E/EE	RO/PO/ MO/WO
1 Basic Wages		As per respective grades (Annexure A)			
2 Shipboard All % of basic					
HRA 20%					
OSA/Coastal All 40%					
GSA 8.33%					
CA 10%					
OT 73.33% / 83.33%					
OSA/Coastal All on leave 16.69%					
Tonnage all 22%	Coastal VsIs	190.35%	200.35%	200.35%	190.35%
FG Supplement 12%					
FGS on OSA on leave 5%	FG VsIs	207.35%	217.35%	217.35%	207.35%

(contd.)

		MS/CE	CO/2E	2O/3E 3O/4E/EE	RO/PO/ MO/WO
3 Shipboard All (fixed) UWE Rs. 6015 + ACRE + Rs.361*		Rs.14206	Rs.12696	Rs.11196	Rs.11196
4 Leave basic (for 19 days)		As per respective grades (Annexure A)			
5 Leave All (HRA 20% + GSA 8.33% + CA 10%)	% of leave basic	38.33%	38.33%	38.33%	38.33%
6 Victualling Allowance		Rs.6745	Rs.6745	Rs.6745	Rs.6745
7 Retirals					
PF on Basic + Leave Basic		12%	12%	12%	12%
Gratuity on Basic + Leave Basic		8.33%	8.33%	8.33%	8.33%
8 Annual All: Payable per month of article service (Leave included)				Rs.	
Basic upto Rs.9889 = Rs.18370 + Rs.14845 = Rs.33215 p.a.				4459	
Basic from Rs.9890 to Rs.15812 = Rs.25545 + Rs.17870 = Rs.43415 p.a.				5828	
Basic above Rs.15813 = Rs.33030 + Rs.20920 = Rs.53950 p.a.				7243	

Item No. 7 at close of service

- Note :
1. Officers working on tankers will get additional shipboard Allowance (% of basic) of 60%.
 2. *In lieu of Sup/Combined Cert. All, Radio/Electronic Maint. All, Exam Bonus, Noisy Repair, Dirty Cargo All, Lighterage All
 3. Officers working on LNG/LPG will get additional 40% shipboard allowance and also 60% tanker allowance.

ANNEXURE B (2)					
CONSOLIDATED FOREIGN GOING OFFICERS WAGES -					
CARGO VESSELS / PASSENGER VESSELS					
		MS/CE	CO/2E	2O/3E 3O/4E/EE	RO/PO/ MO/WO
1 Basic Wages		As per respective grades (Annexure A)			
2 Shipboard All % of basic					
HRA 20%					
OSA/Coastal All 40%					
GSA 8.33%					
CA 10%					
OT 73.33% / 83.33%					
OSA/Coastal All on leave 14.46%	Coastal Vsls	166.12%	176.12%	176.12% ₇₈	166.12%
FG Suppliment 12%					
FGS on OSA on leave 4.34%	FG Vsls	182.46%	192.46%	192.46%	182.46%

(contd.)

		MS/CE	CO/2E	2O/3E 3O/4E/EE	RO/PO/ MO/WO
3 Shipboard All (fixed) UWE Rs. 6015 + ACRE + Rs.361*		Rs.14206	Rs.12696	Rs.11196	Rs.11196
4 Leave basic (for 17 days)		As per respective grades (Annexure A)			
5 Leave All (HRA 20% + GSA 8.33% + CA 10%)	% of leave basic	38.33%	38.33%	38.33%	38.33%
6 Leave Victualling		Rs.6035	Rs.6035	Rs.6035	Rs.6035
7 Retirals PF on Basic + Leave Basic		12%	12%	12%	12%
Gratuity on Basic + Leave Basic		8.33%	8.33%	8.33%	8.33%
8 Annual All: Payable per month of article service (Leave included)				Rs.	
Basic upto Rs.9889/- = Rs.18370/- + Rs.14845/- = Rs.33215/- p.a.				4277	
Basic from Rs.9890 to Rs.15812/- = Rs.25545 + Rs.17870 = Rs.43415/- p.a.				5590	
Basic above Rs.15813 = Rs.33030/- + Rs.20920 = Rs.53950/- p.a.				6947	

Item No. 7 at close of service

- Note : 1. Officers working on passenger vessels will get additional shipboard allowance (% of basic) of 12%.
2. *In lieu of Sup/Combined Cert. All, Radio/Electronic Maint. All, Exam Bonus, Noisy Repair, Dirty Cargo All, Lighterage All.

2004-2006 ANNEXURE B (3)
CONSOLIDATED FOREIGN GOING OFFICERS WAGES -
ON STORAGE TANKER

		MS/CE	CO/2E	2O/3E 3O/4E/EE	RO/PO/ MO/WO
1 Basic Wages		As per respective grades (Annexure A)			
2 Shipboard All % of Basic HRA 20% Coastal All 40% GSA 8.33% CA 10% OT 73.33% / 83.33% Coastal All on leave 40% Tonnage All 40% Tanker Outport All 40%	Coastal VsIs	273.66%	283.66%	283.66%	273.66%

(contd.)

		MS/CE	CO/2E	2O/3E 3O/4E/EE	RO/PO/ MO/WO
3 Shipboard all (fixed) UWE Rs. 6015 + ACRE + Rs.361*		Rs.14206	Rs.12696	Rs.11196	Rs.11196
4 Leave Basic (for 30 days)		As per respective grades (Annexure A)			
5 Leave All (HRA 20% + GSA 8.33% + CA 10%)	% of leave basic	38.33%	38.33%	38.33%	38.33%
6 Victualling Allowance		Rs.10650	Rs.10650	Rs.10650	Rs.10650
7 Retirals					
PF on Basic + Leave Basic		12%	12%	12%	12%
Gratuity on Basic + Leave Basic		8.33%	8.33%	8.33%	8.33%
8 Annual All: Payable per month of article service (Leave included)				Rs.	
Basic upto Rs.9889/- = Rs.18370/- + Rs.14845/- = Rs.33215/- p.a.				5460	
Basic from Rs.9890 to Rs.15812/- = Rs.25545 + Rs.17870 = Rs.43415/- p.a.				7137	
Basic above Rs.15813 = Rs.33030/- + Rs.20920 = Rs.53950/- p.a.				8868	

Item No. 7 at close of service

Note : 1. *In lieu of Sup/Combined Cert. All, Radio/Electronic Maint. All, Exam Bonus, Noisy Repair, Dirty Cargo All, Lighterage All.

2004-2006		ANNEXURE C
CONSOLIDATED STAFF WAGES		
<u>ALL OFFICERS</u>		
1 Basic Wages		As per respective grades (Annexure A)
2 Staff All (% of basic)		
HRA 20%		
GSA 8.33%		
CA 10%		38.33%
3 Staff All (fixed) as per on staff all. A/B/C/D		Rs. 374 / 440 / 1265 / 440
4 Leave Basic (@17 days per month)		as per respective grades (Annexure A)
5 Leave All (HRA 20% + GSA 8.33% + CA 10%)		38.33%
6 Leave Victualling		Rs. 355 per day
7 Retirals		
PF on Basic + Leave Basic		12%
Gratuity on Basic + Leave Basic		8.33%
8 Annual All: Payable per month of article service (Leave included)		Rs.
Basic upto Rs.9889/- = Rs.18370/- + Rs.14845/- = Rs.33215/- p.a.		4277
Basic from Rs.9890 to Rs.15812/- = Rs.25545 + Rs.17870 = Rs.43415/- p.a.		5590
Basic above Rs.15813 = Rs.33030/- + Rs.20920 = Rs.53950/- p.a.		6947

ANNEXURE D

FIRST CLASS MENU FOR SHIPS' OFFICERS NON-VEGETARIAN

N.B.: The Courses outlined in the Menu below are for general guidance only. Dishes are to be prepared as per taste of officers on board.

- I. CHOTTA HAZARI a) Tea/Coffee as required, tray service in cabin
b) Toast/Bread (2 slices) with butter
- II. BREAKFAST
Ist Course Chilled fruit juice/fruit compote/grape fruit/ stewed fruit :
One variety at a time
OR
Seasonal fresh fruits, as available and for example:
Apples, Apricots,
Bananas, Figs, Grapes,
Leeches, Mangoes,
Oranges, Peaches, Pears,
Sweet Limes
- 2nd Course Cereals with milk
one of the following at a time to be available :
Corn Flakes, Oats, Rice
Krispies, Shredded Wheat,
Wheat Flakes

3rd Course	<p><u>Fish/Meat Course or any one preparation at a time</u></p> <p>(a) Fish boiled, Fish cake with lemon, Fish Fried-plain or masala, Fish smoked, Fish steamed (Sauces as required)</p> <p>(b) Bacon, Brain, Ham, Heart, Kidney, Liver, Sausages, Tongue. Prepared in variety from day to day</p>
4th Course	<p>Two eggs to order</p> <p>Potatoes-Boiled, broiled, baked, fried, mashed etc.</p> <p>Bread Toast butter Jam/ Honey/ Marmalade/other preserves.</p> <p>Tea/Coffee (served in cup)</p>
III. LUNCHEON	
1st Course	<p>Soup prepared from vegetables, fish meats, meat bones, etc. should be served in variety-Consommés, potages, chowders, broths etc.</p>
2nd Course	<p>a) <u>Meat Dish</u> to be served in Indian or Continental style in variety. To consist of mutton, pork, beef (one variety at a time)-fried, braised, stewed, grilled etc.</p> <p><u>N.B.</u> Poultry, i.e. chicken to be served twice a week. Duck/ Turkey on festive occasions</p>

OR

b) Cold Buffet - assorted cold cuts of mutton, pork, beef, Poultry with dressing/sauce. Vegetable Dish prepared from fresh/frozen vegetables available, as accompaniment to (a) or (b) above.

Bread, Butter/Chappaties

3rd Course Rice in varied preparation, biryani, pullau, khichdi, fried rice, plain rice; with dhall and a suitable curry-meat, chicken, fish, vegetable, egg - one variety at a time

Above to be accompanied with pickles, pappadam, salads/raitas

4th Course Fruit-fresh/tinned/stewed. Cheese with Cracker Biscuits.

OR

Curd (in port only-depending upon availability).

Tea/Coffee (served in cup)

IV. AFTERNOON TEA

Tea/Coffee-tray service in cabin.

Cakes/Pastries/Biscuits/
Samossa/Pakodas/Katchori
(one variety at a time)

V. DINNER

1st Course Soup as in lunch above.

2nd Course Fish-Cold or Hot one preparation at a time-Cod, Haddock, Herrings, Mackerel, Pomfrets, Prawns, Sole Surmai-with sauces, masalas, gravies-as appropriate

3rd Course Meat Dish one variety from among 2(a) above for lunch

Vegetable dish one variety from among 2(b) above for lunch. Served as accompaniment to meat dish. Bread/Chappaties/Parathas/Poories-one at a time.

4th Course Dessert-Indian or Continental type-hot/cold, Custard, Fruit Salad, Halwas, Ice-creams, Jellies, Meringues, Sheeras, Souffles, Sundaes etc. Tea/Coffee (served in cup)

VI. SUPPER

Watch Officers and Watch Engineers doing night work :

Tea/Coffee, bread butter OR sandwiches-jam, cheese, eggs, meats (4 slices) any one at a time.

ANNEXURE D

FIRST CLASS MENU FOR SHIPS' OFFICERS VEGETARIAN

N.B.: The Courses outlined in the Menu below are for general guidance only. Dishes are to be prepared as per taste of officers on board.

- I. CHOTTA HAZARI a) Tea/Coffee as required, tray service in cabin
b) Toast/Bread (2 slices) with butter
- II. BREAKFAST
Ist Course Chilled fruit juice/fruit compote/grape fruit/stewed fruit :
One variety at a time
OR
Seasonal fresh fruits, popular fruits are:
Apples, Apricots, Bananas, Figs, Grapes, Guavas, Leeches, Mangoes, Oranges, Peaches, Pears, Sweet Limes
- 2nd Course Cereals with milk
one of the following at a time to be available :
Corn Flakes, Oats, Rice Krispies, Shredded Wheat, Wheat Flakes

3rd Course Vegetable Dish :
To be prepared from fresh/
frozen vegetable as available
and prepared in variety, one
each day.
For example as below :
Ambat Sookha bhajee with
poories
Cutlets vegetable
Dosa-Plain/Masala with
chutney, Foogath Vegetable,
Omelette Vegetable
Pattice Vegetable
Pie Vegetable
Uppama
Vadas

4th Course Two eggs to order
Potatoes-Boiled, broiled,
baked, mashed etc.
Bread Toast butter Jam/
Honey/ Marmalade/other
preserves.
N.B.: One extra fruit to be
provided to veg. eaters.
Tea/Coffee (served in cup)

III. LUNCHEON

1st Course Soup prepared from various
vegetables and served in
variety-Broth, Chowder,
Cream, Soup, Potage.

2nd Course a) Vegetable Dish to be
prepared in Indian style from
fresh/frozen vegetables as

available. Preparations to vary such as braised, fried stuffed etc.etc.

Popular Vegetables are :

Beans, Brinjals, Cabbage,

Capsicum, Carrots,

Cauliflower, Ladies fingers,

Methi Bhajee, Peas, Pumpkin,

Radish, Snake Gourd,

Spinaches, Suran etc.

b) Additional Vegetables :

One more vegetable to be

served in a gravied form

varied from meal to meal.

Chappaties to be served with

above.

3rd Course Rice in varied preparation, biryani, pullau, kitchdi, fried rice, plain rice; with dhall and a suitable vegetable, OR egg curry. One variety at a time

Above to be accompanied with pickles, pappadam, salads/raitas

4th Course Fruit-fresh/tinned/stewed. Cheese with Cracker Biscuits.
OR
Curd (in port only-depending upon availability).
Tea/Coffee (served in cup)

IV. AFTERNOON TEA

Tea/Coffee-tray service in cabin.

Cakes/Katchori/Pakodas/

Pastries/Samosa etc.(one variety at a time)

V. **DINNER**

1st Course Soup as in lunch above.

2nd Course **Dry or Stuffed :**
Paratha Rolls, Vegetable
Croquettes, Stuffed Capsicum,
Stuffed Parathas, Stuffed
Tomato, Vegetable Cutlets,
Vegetable Rolls
One variety at a time.
One vegetable in gravied form,
varied from meal to meal.

3rd Course **Beans/Pulses**
Rajma/Chole/Chauli beans etc.
to be served in different types
of Preparation, one variety at a
time.
Chappaties/Parathas/Poories
to be served with above.

4th Course **Dessert**-Indian or Continental
type-hot/cold, Custard, Fruit
Salad, Halwas, Ice-creams,
Jellies, Meringues, Sheeras,
Souffles, Sundaes etc.
Tea/Coffee (served in cup)

VI. **SUPPER** Watch Officers and Watch
Engineers doing night work :
Tea/Coffee, bread butter OR
sandwiches-jam, cheese, egg,
vegetable (4 slices) any one
type at a time.

02/06–2,000
H.J. Commercial Printers
Mumbai-400 012.
Tel.: 2411 4823

Printed and Published by :
THE MARITIME UNION OF INDIA
"UDYOG BHAVAN" 4th Floor,
Walchand Hirachand Marg,
Ballard Estate, Mumbai - 400 038.