

**THE MARITIME UNION OF INDIA**

**TEXT OF MUI - INSA AGREEMENT**

**(2004-2006)**



**TERMS AND CONDITIONS  
OF EMPLOYMENT  
OF HOME TRADE OFFICERS  
ON INDIAN SHIPS**

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**INDEX**  
**FOR MUI/INSA (HOME TRADE)**  
**AGREEMENT TEXT**

<b>Subject</b>	<b>Clause</b>	<b>Page No.</b>
<b>PART I - Application, Effective Date, Duration, Scope</b>		
Application .....	A	3
Effective Date & Duration .....	B	4
Recognition .....	C	4
<b>PART II - Definitions</b>		
Definitions .....	A	6
<b>Part III - Remunerations &amp; Entitlements</b>		
Wage Schedule .....	21-22	9
Variable Shipboard Allowance .....	23	9
Fixed Shipboard Allowance .....	24	9
Nights on board (Shipkeeping) .....	25	11
Travelling & Porterage .....	26-27	11
Prolonged Service Allowance .....	28-29	12
On Staff .....	30-32	14
Conveyance Expenses .....	33	15
Repatriation .....	34-38	16
Pilotage Allowance .....	39	18
Coastal Allowance .....	40	18
Victualling on board .....	41	19

<b>Subject</b>	<b>Clause</b>	<b>Page No.</b>
F.G. Agreement clauses applicable to H.T. Officers .....	42 .....	19
Saving Clause .....	43 .....	21
Wage scale for H.T. Officers — Annexure A .....		22
Consolidated H.T. Officers Wages (Cargo Vessel/Passenger Vessels/ Research Vessels) — Annexure B .....		27
Consolidated staff wages — Annexure C .....		29
First Class Menu for Ships' Officers Non-Vegetarian — Annexure D .....		30
Vegetarian — Annexure D .....		34

**THE MARITIME UNION OF INDIA**  
**TEXT OF INSA / MUI AGREEMENT**  
**(2004-2006)**  
**TERMS AND CONDITIONS**  
**OF EMPLOYMENT OF**  
**HOME TRADE OFFICERS**  
**ON INDIAN SHIPS**

The Agreement relating to the terms and conditions of employment of Home Trade 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 3,000 GRT and below 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 of 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. "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 days) of his sanctioned leave (ashore) shall be reckoned for continuity in service, seniority and gratuity and shall not be considered as break in service.
20. (a) "Victualling Expenses", wherever payable shall be paid at the rate of Rs.355/- per day and as revised from time to time.  
  
(b) Unless the context requires otherwise, Company means shipping companies covered by this Agreement.

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

(d) "He includes She" wherever applicable.

**PART - III**  
**REMUNERATIONS & ENTITLEMENTS**

**WAGE SCHEDULE**

21. All Officers shall be paid at the monthly rate of basic wages based on an increase of 10%, according to the scales of pay attached to these Service Conditions. (Annexure-A)
22. 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.

**VARIABLE SHIPBOARD ALLOWANCE**

23. All Officers shall be paid as part of their wages, **Variable Shipboard Allowance** (as % of basic wages) which shall be as per Annexure B-4 & Annexure C of F G Agreement.

**FIXED SHIPBOARD ALLOWANCE**

24. All Officers shall be paid as part of their monthly wages, **Fixed Shipboard**

**Allowance** which shall be as per Annexure B-4 & Annexure C of F G Agreement.

In respect of UWE, UME, HTE and ARA, effective from 1.4.2004 there will be an increase of 10% and the revised figures in respect of these allowances shall be as follows :

i. Uniform Washing Expenses : @Rs.6015/- per month or pro-rata

ii. Uniform Making Expenses :

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

iii. Holiday Travel Expenses :

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

iv. Academic Research Allowance (Shipboard Service) :

Master, Chief Engineer Officer (HT)	Rs.5,880/- per month or pro rata
Chief Officer, 2nd Engineer Officer (HT)	Rs.4,745/- per month or pro rata
2nd Officer, 3rd Engineer, 3rd Officer, 4th Engineer,	Rs.3,630/- per month or pro rata

Electrical Officer, Radio Officer, Purser Officer, Medical Officer and Welfare Officer (HT)	
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In respect of Maintenance of Electronic Equipment Allowance, Combined/Superior Certificate Allowance, Noisy Repair Allowance, Dirty Cargo Allowance, Lighterage Allowance, Examination Certificate Bonus, Outport Expenses which form part of the Fixed Shipboard Allowance the same shall also be increased by 10% effective from 1.4.2004.

**25. 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**

- 26. (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.2,310/- on signing on and a further Rs. 2,310/- 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.

27. 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.

#### **PROLONGED SERVICE ALLOWANCE**

**28. Home Trade Vessels engaged between 500 and 3000 GRT**

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

	After 1.4.2000
Will be relieved for leave (with repatriation benefits) after expiry of	4 months
For Service in excess of 4 months and upto 7 months	10% of basic wage
For Service over 7 months	
For entire period of 7 months as applicable	15% of basic wage
For period in excess of 7 months as applicable	30% of basic wage

**FOR HOME TRADE VESSELS BELOW 500  
GRT WITH VOYAGES LESS THAN 12 HOURS**

	After 1.4.2000
Will be relieved for leave (with repatriation benefits) after expiry of	3 months
For Service in excess of 3 months and upto 6 months	10% of basic wage
For Service over 6 months	
For entire period of 6 months as applicable	15% of basic wage
For period in excess of 6 months as applicable	30% of basic wage

29. Officer's relief shall be arranged as per time schedule, otherwise the Officer will be entitled to PSA if he continues to sail beyond the stipulated period as per Clause 28 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 will not be entitled to PSA.

**ON STAFF**

30. An Officer on or after 1-11-2004 reporting back for duty from leave on expiry of ten days notice or after hospitalisation 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.

31. During hotel stay of Officers, minimum requirement is independent self contained air conditioned room.
32. 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.

#### **CONVEYANCE EXPENSES**

33. 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.

### **REPATRIATION**

34. 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 38. The shipboard service period for repatriation benefit for officers shall be as per the period mentioned in Clause 28.

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

35. During the journey, he shall be entitled to class of accommodation and travelling allowance as per Clause 26 to and from his Home Town and also full wages of his rank for journey both ways.
36. 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.
37. 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.
38. 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.

**PILOTAGE ALLOWANCE :**

39. Pilotage Allowance at the rate of Rs 600/- per each operation, subject to a maximum of Rs 7,000/- per month to be paid to Master if and when a pilot is not available to the vessel and the Master is required to carry out himself the operations of berthing, unberthing and/or shifting from one berth to another.

**COASTAL ALLOWANCE (FOR HOME TRADE OFFICERS ON HOME TRADE**

**SHIPS)**

40. Officers will be paid Coastal Allowance @ 25% of their Basic wages for periods they are attached to the ship on Home Trade/ Coastal vessels, wherever Overseas Allowance is not paid or payable. However, Coastal Allowance will not be payable on Research Vessels, where Officers are paid Research Allowance @ 40% of Basic wages which is also payable on leave, and Special Allowance @ 20% of Basic wages. These allowances are consolidated as part of Variable Shipboard Allowances. Outport Expenses paid on Research Vessels are also Consolidated and will be paid as part of Fixed Shipboard Allowances.

## **VICTUALLING ON BOARD**

41. The Master to ensure that satisfactory mess-  
ing is provided on board (Standard Menu  
attached Annexure - D).
42. The following Clauses in the INSA-MUI  
Agreement for Foreign-Going Officers of  
2004-2006 shall also be applicable to this  
Agreement for Home Trade Officers 2004-  
2006.
  1. Leave wages                      Clause 26 to 29
  2. Accumulated Leave            Clause 30 to 35
  3. Tuition Fees                     Clause 41
  - 4.. Air Travel Insurance          Clause 44
  5. Launch Service                 Clause 50
  6. Provident Fund                 Clause 53 to 55
  7. Gratuity                         Clause 56 to 64
  8. Merchant Navy Officers'  
Welfare Fund                    Clause 65
  9. Loss of Personal Effects      Clause 66 to 68
  10. War Emergency  
Compensation & Bonus          Clause 69 and 70
  11. Dangerous Cargo  
Compensation                    Clause 71 to 73
  12. Death & Disability  
Compensation                    Clause 74 to 78
  13. Medical Treatment/  
Leave                                Clause 79 to 96

14. Retrenchment Benefits	Clause 97
15. Compensation to Officers Declared Permanently unfit for sea service	Clause 98 and 99
16. Manning	Clause 100 and 101
17. Dual Duties and Shorthand Wages	Clause 102
18. Retraining of Radio Officers and Purser Officers	Clause 103
19. Accommodation on vessels	Clause 104
20. Mess Committee	Clause 105 to 107
21. Terms of Employment	Clause 108 to 110
22. Probation and Confirmation	Clause 111 to 113
23. Promotion and Seniority	Clause 114 to 120
24. Allotment	Clause 121
25. Medical Examination	Clause 124 to 126
26. Resignation or Termination	Clause 127 to 131
27. Forfeiture	Clause 132 to 134
28. Disciplinary Action	Clause 135 to 139
29. Age of Retirement	Clause 140 and 141
30. Account of Dues	Clause 142
31. Settlement of Dues	Clause 143 and 144
32. Nomination	Clause 145

33. Emergencies	Clause 146
34. Arbitration	Clause 147
35. Grievances	Clause 148
36. Participation in Union activities	Clause 149

**SAVING CLAUSE :**

43. Nothing contained in this Agreement shall adversely affect or take away or reduce any privilege and other benefits expressed, implied or currently enjoyed by Officers, except in so far as they have been consolidated and 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 HOME TRADE OFFICERS From 01.04.2004 to 31.03.2006

#### 1. MASTER

19040 –  $\frac{935}{2}$  – 20910 –  $\frac{995}{1}$  – 21905 –  $\frac{1000}{1}$  – 22905 –  
 $\frac{1035}{1}$  – 23940 –  $\frac{1100}{1}$  – 25040 –  $\frac{1125}{1}$  – 26165 –  $\frac{1145}{1}$  –  
27310 –  $\frac{1170}{1}$  – 28480 –  $\frac{1180}{1}$  – 29660 –  $\frac{1195}{1}$  – 30855 –  
 $\frac{1275}{1}$  – 32130 –  $\frac{1280}{4}$  – 37250 –  $\frac{1285}{2}$  – 39820

#### 2. CHIEF OFFICER WITH SUP. CERTIFICATE

14905 –  $\frac{435}{1}$  – 15340 –  $\frac{460}{1}$  – 15800 –  $\frac{480}{1}$  – 16280 –  $\frac{555}{1}$  –  
16835 –  $\frac{580}{1}$  – 17415 –  $\frac{600}{1}$  – 18015 –  $\frac{620}{1}$  – 18635 –  
 $\frac{625}{2}$  – 19885 –  $\frac{630}{3}$  – 21775

**3. CHIEF OFFICER WITH CERTIFICATE OF RANK**

12960 –  $\frac{335}{1}$  – 13295 –  $\frac{460}{2}$  – 14215 –  $\frac{465}{1}$  – 14680 –  $\frac{470}{3}$   
– 16090

**4. 2ND OFFICER WITH SUP. CERTIFICATE**

11680 –  $\frac{305}{1}$  – 11985 –  $\frac{375}{1}$  – 12360 –  $\frac{390}{1}$  – 12750 –  $\frac{395}{1}$   
– 13145 –  $\frac{405}{3}$  – 14360 –  $\frac{410}{2}$  – 15180

**5. 2ND OFFICER WITH CERTIFICATE OF RANK**

11010 –  $\frac{335}{2}$  – 11680 –  $\frac{405}{1}$  – 12085 –  $\frac{460}{2}$  – 13005 –  $\frac{465}{2}$  –  
13935 –  $\frac{470}{2}$  – 14875

**6. 3RD OFFICER CERTIFIED**

9945 –  $\frac{305}{1}$  – 10250 –  $\frac{335}{1}$  – 10585 –  $\frac{395}{2}$  – 11375 –  $\frac{405}{5}$  –  
13400 –  $\frac{410}{1}$  – 13810

**7. 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 –  $\frac{435}{1}$  – 18455 –  $\frac{440}{1}$  – 18895 –  
 $\frac{445}{1}$  – 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

**8. 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

**9. ELECTRICAL OFFICER**

10680 – 340 – 11020 – 350 – 11370 – 355 – 11725 – 360  
                  1                  1                  1                  2  
– 12445 – 380 – 12825 – 395 – 14010 – 400 – 14410 –  
                  1                  3                  1  
405 – 14815 – 435 – 15250 – 445 – 15695 – 450 –  
                  1                  1                  1                  1  
16145 – 455 – 16600 – 530 – 17660 – 535 – 18195 –  
                  1                  2                  1  
550 – 18745 – 555 – 21520  
                  1                  5

**10. PURSER OFFICER / WELFARE OFFICER**

9585 – 335 – 9920 – 360 – 10640 – 365 – 11005 – 370 –  
                  1                  2                  1                  1  
11375 – 375 – 12125 – 380 – 12505 – 390 – 12895 –  
                  2                  1                  1  
405 – 13300 – 435 – 13735 – 440 – 14175 – 465 – 15105  
                  1                  1                  1                  2  
– 470 – 15575 – 485 – 16545 – 555 – 17100 – 570 – 18810  
                  1                  2                  1                  3  
– 575 – 20535  
                  3

**11. MEDICAL OFFICER**

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

**12. CHIEF ENGINEER OFFICER 2ND CLASS / MEO  
CL III CHIEF ENGINEER NCV**

18980 –  $\frac{955}{1}$  – 19935 –  $\frac{975}{2}$  – 21885 –  $\frac{995}{1}$  – 22880 –

$\frac{1025}{1}$  – 23905 –  $\frac{1100}{1}$  – 25005 –  $\frac{1130}{1}$  – 26135 –  $\frac{1145}{1}$  –

27280 –  $\frac{1190}{2}$  – 29660 –  $\frac{1195}{1}$  – 30855 –  $\frac{1245}{1}$  – 32100 –

$\frac{1305}{1}$  – 33405 –  $\frac{1315}{5}$  – 39980

**13. 2ND ENGINEER OFFICER WITH CERT. OF  
MEO CLASS III 2ND ENGINEER NCV**

16095 –  $\frac{415}{1}$  – 16510 –  $\frac{435}{2}$  – 17380 –  $\frac{440}{3}$  – 18700 –  $\frac{445}{1}$   
– 19145

**14. 3RD ENGINEER OFFICER WITH CERT. OF MEO  
CLASS IV NCV**

13520 –  $\frac{340}{1}$  – 13860 –  $\frac{440}{2}$  – 14740 –  $\frac{475}{1}$  – 15215 –  $\frac{480}{1}$   
– 15695 –  $\frac{485}{3}$  – 17150 –  $\frac{490}{2}$  – 18130

**15. 4TH ENGINEER OFFICER WITH CERT. OF MEO  
CLASS IV NCV**

10880 –  $\frac{365}{1}$  – 11245 –  $\frac{375}{1}$  – 11620 –  $\frac{395}{1}$  – 12015 –  $\frac{400}{1}$  –

12415 –  $\frac{405}{5}$  – 14440 –  $\frac{410}{1}$  – 14850

<b>2004-2006</b>		<b>ANNEXURE B</b>			
<b>CONSOLIDATED HOME TRADE OFFICERS WAGES -</b>					
<b>CARGO VESSELS / PASSENGER VESSELS / RESEARCH VESSELS</b>					
		MS/CE	CO/2E	2O/3E 3O/4E/EE	RO/PO/ MO/WO
1 Basic Wages			As per respective grades		
2 Shipboard All % of basic HRA 20% Coastal all 25% GSA 8.33% CA 10% OT 71.66% / 81.66%		134.99%	144.99%	144.99%	134.99%
3 Shipboard All (fixed) UWE Rs. 6015 + ACRE + 195*		12090	10955	9840	9840
4 Leave basic (for 17 days)			As per respective grades		

(contd.)

		MS/CE	CO/2E	2O/3E 3O/4E/EE	RO/PO/ MO/WO	4O/5E
5 Leave All (HRA 20% + GSA 8.33% + CA 10%)	% of leave basic	38.33%	38.33%	38.33%	38.33%	38.33%
6 Victualling Allowance		6035	6035	6035	6035	6035
7 Retirals						
PF on Basic + Leave Basic		12%	12%	12%	12%	12%
Gratuity on Basic + Leave Basic		8.33%	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/- + 14845/- = Rs.33215/- p.a.	4277
Basic from Rs.9890 to Rs.15812/- = Rs.25545 + 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 All (% of basic) of 10%.
  2. Officers (HT) working on research vessels will get additional shipboard all of 49.46% (54.46-25+20) and additional shipboard all (fixed) of Rs. 233 p.m.
  3. Officers (FG) working on research vessels will get additional shipboard all of 20% and additional shipboard all (fixed) of Rs.233 p.m.
  4. \*In lieu of Sup/Combined Cert. All, Noisy Repair, dirty cargo all

<b>2004-2006</b>		<b>ANNEXURE C</b>
<b>CONSOLIDATED STAFF WAGES</b>		
<b>ALL OFFICERS</b>		
1 Basic Wages	As per respective grades	
2 Staff All (% of basic)		
HRA 20%		
GSA 8.33%	38.33%	
CA 10%		
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	
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/- + 14845/- = Rs.33215 p.a.		4277
Basic from Rs.9890 to Rs.15812/- = Rs.25545 + 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 Chilled fruit juice/fruit  
1st Course 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. <b>LUNCHEON</b>	
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**  
**SHIP'S 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 Chilled fruit juice/fruit  
Ist Course compte/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.  
Tea/Coffee (served in cup)  
N.B.: One extra fruit to be  
provided to veg. eaters.

### 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/  
Samossa 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.

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