

THE MARITIME UNION OF INDIA

TEXT OF MUI - INSA AGREEMENT

(2004-2006)



**TERMS AND CONDITIONS
OF EMPLOYMENT
OF OFFICERS ON
OFF-SHORE SUPPORT VESSELS
(OSVs)**

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FOR MUI/INSA
(OFF-SHORE SUPPORT VESSELS) (OSVs)
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THE MARITIME UNION OF INDIA
TEXT OF INSA / MUI AGREEMENT
(2004-2006)
TERMS AND CONDITIONS
OF EMPLOYMENT OF OFFICERS
ON
OFF-SHORE SUPPORT VESSELS(OSVs)

The Agreement relating to the terms and conditions of employment of officers employed on board Off-Shore Supply Vessels/Specialized Vessels or any other type of vessels including crane/hook-up/ accommodation barges/MODU engaged for services in the Off-Shore oil industry arrived at 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 the following categories of Officers employed on Off-

Shore Supply/specialized vessels such as anchor handling tug cum supply vessels, MSVs, DSVs, WSVs, GTVs, MODU, cranes/construction/ hook-up/ accommodation barges etc., engaged in the service of Off-Shore oil/gas field industry whether owned/managed/chartered and operated and manned by member Companies of INSA and operated in either Indian waters or Foreign waters :

- a) Masters;
- b) Chief Officers;
- c) Chief Engineer Officers;
- d) Second Engineer Officers;
- e) 3rd Engineer Officers;
- f) 2nd Officers;
- g) Radio Officers;
- h) Crane Engineers;
- i) Electrical Officers;
- j) Electronic Officers;
- k) Dynamic Positioning Officers;
- l) 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. (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

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

22. All Officers shall be paid as part of their wages, **Variable Shipboard Allowance** (as % of basic wages) which shall comprise of the following :

HRA 20%, OSV Allowance 40%, OSV Allowance on leave 40%, Cash Compensation 106.7% for all Officers, GSA 8.33%, Annuity 10%, Outport Expenses 20%, Special Allowance 30% for MSVs, DSVs, WSVs, GTVs (crafts/vessels mentioned in Clause A) or MODU, 40% Overseas Allowance wherever applicable, 40% Overseas Allowance on Leave, 12% F.G. Supplement wherever applicable and 12% F.G. Supplement on Leave. & Staff wages as per Annexure C

FIXED SHIPBOARD ALLOWANCE

23. All Officers shall be paid as part of their monthly wages, **Fixed Shipboard Allowance** which shall be Annexure B-4 & Annexure C.

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.9,8890/-	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.7,830/- per month or pro rata
Chief Officer, 2nd Engineer Officer (HT)	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 (HT)	Rs.4,820/- per month or pro rata

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.

24. 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

25. (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.

- (c) When joining and signing off at Nhava Sheva the Company to provide suitable transport arrangement.

26. 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.

DUTY CYCLE (IN INDIA)

27. For Officers on Off-Shore Support Vessels the duty cycle is maintained at 45 days on and 45 days off.

26 weeks paid off period for 26 weeks service on board off-shore support vessels per annum or pro-rata "on equal on and equal off" rotational basis, which will ordinarily not be more than 45 days

duration. For periods of medical leave, periods "On Staff" and period of journey before posting on the ship, leave will be calculated at the rate of 132 days per year or pro-rata thereof.

DUTY CYCLE (OVERSEAS)

28. For officers on Off-Shore Support Vessels working on assignment overseas, the duty cycle will be 90 days on and 90 days off.

OSVs not employed commercially-Leave

29. When an Officer on Offshore Support vessel is idle (not employed commercially) for the period more than 10 days the leave earned will be at reduced rate of 13 days per month of service and not on the basis of equal on and equal off. Suitable instructions will be given to the Master prior to completion of 10 days of such lay up when duty cycle will be altered accordingly.

PROLONGED SERVICE ALLOWANCE (INDIA)

30. Due to exigencies of service when an Officer is not relieved to enjoy off periods after 45 days of service on board an Off-Shore Support Vessel, he will be eligible to Prolonged Service Allowance as under :

For 46 days to 74 days service	20% of basic wages for the period in excess of 45 days.
For service over 74 days	25% of basic wages for the entire period upto 75 days.
For period in excess of 75 days	50% of basic wages for the excess period
Prolonged Service abroad 91 days to 119 days service	20% of basic wages for the period in excess of 90 days.
For service over 119 days	25% of basic wages for the entire period upto 120 days.
For the period in excess of 120 days	50% of basic wages for the excess period

In computing the above period, the duration of time the Officer is "On Staff" in the interim period after discharge from one ship awaiting posting on subsequent ship, shall be included. However, the initial period he is "On Staff" after reporting back to the company for resumption of duties after enjoying his off/leave period and awaiting posting on the first ship shall be excluded.

The Officer on his own request shall be relieved from duty on completion of a total period of 90 days of duty.

ON STAFF

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

34. 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

35. After every active service while attached to Off-Shore Support vessel, the Company will arrange repatriation to every Officer

as per relevant provisions of repatriation.

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

36. During the journey, he shall be entitled to class of accommodation and traveling allowance as per Clause 25 to and from his Home Town and also full wages of his rank for journey both ways.
37. 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.
38. 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.

39. 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.

ENCASHMENT OF LEAVE :

40. If desired by an Officer he shall be allowed to encash leave accumulated in excess of 120 days with an additional amount of 40% of the basic pay with Victualling Allowance (no other allowance will be payable). In the event he resigns within 12 months of such encashment he shall refund the extra 40% already paid to him.

However, an Officer in continued service for a minimum period of 15 years or on Superannuation whichever is earlier shall be eligible for encashment of leave over 120 days at twice the basic wages and Victualling Allowance.

41. The following Clauses in the INSA-MUI Agreement for Foreign-Going Officers of 2004-2006 shall also be applicable to this Agreement for Off-Shore Supply vessels/ Specialized vessels or any type of vessels

including crane/hook-up/accommodation barges/MODU engaged for services in the Off-shore oil industry for 2004-2006.

1. Leave wages	Clause 26 to 29
2. Accumulated Leave	Clause 30 to 35
3. Tuition Fees	Clause 41
4. Victualling on board	Clause 42
5. Air Travel Insurance	Clause 44
6. Launch Service	Clause 50
7. Provident Fund	Clause 53 to 55
8. Gratuity	Clause 56 to 64
9. Merchant Navy Officers' Welfare Fund	Clause 65
10. Loss of Personal Effects	Clause 66 to 68
11. War Emergency Compensation & Bonus	Clause 69 and 70
12. Dangerous Cargo Compensation	Clause 71 to 73
13. Death & Disability Compensation	Clause 74 to 78
14. Medical Treatment/Leave	Clause 79 to 96
15. Retrenchment Benefits	Clause 97
16. Compensation to Officers Declared Permanently unfit for sea service	Clause 98 and 99
17. Manning	Clause 100 and 101
18. Dual Duties and Shorthand Wages	Clause 102

19. Retraining of Radio Officers and Purser Officers	Clause 103
20. Accommodation on vessels	Clause 104
21. Mess Committee	Clause 105 to 107
22. Terms of Employment	Clause 108 to 110
23. Probation and Confirmation	Clause 111 to 113
24. Promotion and Seniority	Clause 114 to 120
25. Allotment	Clause 121
26. Medical Examination	Clause 124 to 126
27. Resignation or Termination	Clause 127 to 131
28. Forfeiture	Clause 132 to 134
30. Disciplinary Action	Clause 135 to 139
31. Age of Retirement	Clause 140 and 141
32. Account of Dues	Clause 142
33. Settlement of Dues	Clause 143 and 144
34. Nomination	Clause 145
35. Emergencies	Clause 146
36. Arbitration	Clause 147
37. Grievances	Clause 148
38. Pilotage Allowance (as per Home Trade Agreement 2004-2006)	Clause 39
39. Participation in Union activities	Clause 149

SAVINGS CLAUSE :

42. 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 OFF-SHORE SUPPORT VESSEL'S From 01.04.2004 to 31.03.2006

1. MASTER

24965 – $\frac{1095}{1}$ – 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. ELECTRONIC OFFICER

$14635 - \frac{350}{1} - 14985 - \frac{355}{1} - 15340 - \frac{370}{2} - 16080 -$

$\frac{380}{2} - 16840 - \frac{390}{1} - 17230 - \frac{395}{1} - 17625 - \frac{410}{1} -$

$18035 - \frac{435}{1} - 18470 - \frac{440}{2} - 19350 - \frac{445}{1} - 19795 -$

$\frac{480}{1} - 20275 - \frac{500}{1} - 20775 - \frac{515}{1} - 21290 - \frac{535}{1} -$

$21825 - \frac{545}{1} - 22370 - \frac{550}{2} - 23470 - \frac{555}{3} - 25135$

2004-2006 ANNEXURE B					
CONSOLIDATED WAGES FOR OFF SHORE SUPPLY VESSELS/SPECIALIZED VESSELS OR ANY OTHER TYPE OF VESSELS INCLUDING CRANE/HOOK-UP/ ACCOMMODATION BARGES/MODU					
		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%					
OSV all 40%					
OSV all on leave 40%					
GSA 8.33%					
CA 10%					
Out port Exp. 20%					
OT 106.70%		245.03%	245.03%	245.03%	245.03%
3 Shipboard All (fixed)		13993	12483	10983	10983
UWE Rs. 6015 + ACRE + Rs.148*					
4 Leave basic (for 30 days)			As per respective grades		

(contd.)

		MS/CE	CO/2E	2O/3E 3O/4E/EE	RO/PO/ MO/WO
5 Leave All (HRA 20% + GSA 8.33% + CA 10%)	% of leave basic	38.33%	38.33%	38.33%	38.33%
6 Victualling Allowance		10650	10650	10650	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/- + 14845/- = Rs.33215/- p.a.				5460	
Basic from Rs.9890 to Rs.15812/- = Rs.25545 + 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. Extra allowance of 30% for MSVs, DSVs, WSVs, GTVs (Crafts/vessels mentioned in Clause A)
2. Extra 40% overseas allowance, 40% OSA Allowance on Leave, 12% FG Supl., 12% FG Supl. on leave for all the OSVs including MSVs, DSVs, WSVs, GTVs (Crafts/vessels mentioned in Clause A) wherever applicable
3. *In lieu of radar maintenance allowance

2004-2006

ANNEXURE C**CONSOLIDATED STAFF WAGES FOR OSV'S OFFICERS****ALL OFFICERS**

1 Basic Wages	As per respective grades	
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	
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	

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**INDIAN NATIONAL
SHIPOWNER'S ASSOCIATION**

*A non-profit trade association incorporated u/s. 25 of the Companies
Act 1956 to promote Indian shipping*

22, Maker Tower-F, 2nd Floor, Cuffe Parade
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November 18, 2003

Mr. S.S. Khan
General Secretary
The Maritime Union of India
Udyog Bhavan, 4th Floor
29, Walchand Hirachand Marg
Mumbai 400 038.

Dear Sir,

**Sub: Revision of OSV Officers' wages on
the basis of Consolidation for the period
effective from 1st April 2002 to 31st March
2004.**

**With reference to the above, pursuant to
the discussions held between the INSA
Negotiating Committee and The Maritime
Union of India representatives the
following were mutually agreed to
between both the parties :**

1. Payment of Arrears:

Arrears arising out of revision of basic wages, basic wage related "variable shipboard allowances" and "fixed shipboard allowances" effective from 1.4.2002 upto 31.10.2003 will be calculated and paid to the Officers by the Company within 30 days of the date of signing the Agreement.

2. Reimbursible allowances, such as Travelling and Porterage, Conveyance, On-Staff expenses etc. already paid upto 31.10.2003 will neither be recovered from the Officer nor will arrears be payable to the Officer.

3. Implementation of Consolidated system will be effective from 1.11.2003.

We would request you to kindly confirm your acceptance of the above.

Thanking you,

Yours faithfully,

Sd/-

(Arun Sharma)

Chairman

Negotiating Committee

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