



## **JAWAHARLAL NEHRU PORT TRUST**

### **WALK-IN- INTERVIEWS**

for filling up the posts of **Pilot** and  
to prepare a panel for engagement of **Pilots on Contract Basis**

**The qualifications, experience and age limit are as follows:**

#### **1. Qualifications & Experience :**

##### **Essential :**

- (i) Must hold a certificate of competency as Master of Foreign Going Ship issued by the Ministry of Shipping Govt. of India or an equivalent qualification recognised by the Ministry of Shipping Govt. of India.
- (ii) One year post qualification experience as Master/Chief Officer of a foreign going ship.

**2. Age :** 40 years as on 1<sup>st</sup> July, 2013. Age limit is relaxable upto 5 years in case of SC/ST candidates & 3 years in case of OBC' s.

Interested candidates for appointment as Pilot and/or engagement of Pilots on Contract basis are requested to please bring **original testimonials** in support of age, qualifications, experience and caste status, alongwith **attested copies** and two passport size photographs. Candidates working in Govt./Semi Govt./Other Major Port/Public Sector Undertaking should bring a "No Objection Certificate". Interested candidates are requested to report for interview on **31<sup>st</sup> July, 2013** at following address :

Jawaharlal Nehru Port Trust, Mumbai Office,  
31<sup>st</sup> Floor, Centre-1 Building,  
World Trade Centre,  
Cuffe Parade, MUMBAI- 400 005.  
**Tel. no. : 022 – 66165600 /13.**

**Timing : (1) For un-reserved post of Pilot : 9.00 a.m.**

**(2) For Pilot on contract basis : 9.30 a.m.**

**(3) For post reserved for SC/ST : 2.00 p.m.**

### **OTHER DETAILS FOR REGULAR POSTS OF PILOTS**

**NO. OF POSTS** : 04 (2 reserved for SC, 1 reserved for ST and 1 Un-reserved)

**PAY SCALE** : Rs. 32900 – 3% - 58000

### **REMUNERATION :**

An employee shall draw salary in the scales attached to the post. He/she shall also be eligible for DA, H.R.A. (in case accommodation not provided in JNPT Township), Cafeteria/Pilotage Allowance (if applicable), Port allowances (if applicable) and medical scheme/facilities as per JNPT rules.

### **AGE LIMIT & EXPERIENCE:**

Age & Experience are to be counted as on 1<sup>st</sup> July, 2013.

### **RESERVATIONS & CONCESSIONS :**

Reservation/concession for candidates belonging to SC/ST/OBC/XSM categories would be as under:

1. Upper age limit is relaxable upto five years in respect of SC/ST candidates, three years in respect of OBC candidates. Candidates belonging to OBC category are required to produce, at the time of interview, recently obtained community certificate from a competent authority in the prescribed format, stating that they do not come under the creamy layer, and candidates belonging to the SC/ST category are also required to produce at the time of interview their caste certificate in the prescribed format.
2. In the case of candidate who is an ex-serviceman, i.e. ex-employee of India's Defence Forces, and who has put in not less than six months' continuous service in the Defence Forces, upto the extent of the service rendered by him in the Defence Forces, plus three years where the vacancy to be filled is a vacancy reserved for such ex-servicemen and dependents of those killed in action and upto the extent of the service rendered by him in the Defence Forces, where the vacancy to be filled is an unreserved vacancy.

### **HEALTH:**

Applicants should be of sound health and should meet the medical standards. Appointment of selected candidates shall be subject to receipt of fitness certificate/medical report from the JNPT Hospital.

**PROBATION PERIOD :**

Every person appointed to a post by direct recruitment shall be on probation for a period of two years. The period of probation may, if the Appointing Authority deems fit, be extended for a specific period. During the period of his probation, an employee may be required to undergo such departmental training and pass such departmental tests as the appointing authority may, from time to time, specify in this behalf.

**GENERAL CONDITIONS :**

- (1) Mere attending the walk-in-interviews will not entail any right for claiming employment.
- (2) Before attending the interview, the candidate should ensure that he fulfills the eligibility and other norms mentioned in this advertisement. JNPT may scrutinize the eligibility of the candidates and the documents produced by the candidates at various stages like interview, selection, etc., and the decision of JNPT regarding eligibility of the candidates will be final and binding on the candidates. No correspondence or personal inquiries will be entertained by JNPT in this behalf.
- (3) In case it is detected at any stage of recruitment that a candidate does not fulfill the eligibility norms and/or that he has furnished any incorrect/false information/certificate/documents or has suppressed any material fact(s), his/her candidature will stand cancelled. If any of these shortcoming/s is/are detected even after appointment, his/her services are liable to be terminated.
- (4) JNPT reserves the right to cancel the advertisement and or the selection process at any stage without assigning any reason.
- (5) Candidate serving in Government/Public Sector, Semi Government Organisation should produce "No Objection Certificate(NOC)" at the time of interview, as applicable.
- (6) Canvassing in any form or bringing outside influence will be a disqualification.
- (7) Appointment of selected candidate is subject to verification of caste, character and antecedents from the concerned authorities as per the rule and vigilance clearance(as applicable).
- (8) Candidates who have work experience in the private sector should submit the experience certificate in the letter head of the company, in support thereof.
- (9) Candidate have to bring originals and to submit attested photocopies in proof of age, qualifications, experience(CDC), training, caste, ex-servicemen discharge book(as applicable), etc. and two passport size photograph at the time of interview, failing which the application will not be considered.
- (10) Any resultant dispute arising out of this advertisement shall be subject to the sole jurisdiction of the courts situated at Mumbai.
- (11) In case any dispute arises on account of interpretation of this advertisement in a version other than English, English version will prevail and the version displayed on website shall be final.

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Terms & Conditions of contract for  
Engagement of Pilots on Contract Basis

- (1) Pilot will be initially engaged as Trainee Pilot on Contract basis and the period of training will be decided by Dy. Conservator of JNPT.
- (2) Pilot will have to work on 12 hrs on/12 hrs. off basis and long off will be granted in between.
- (3) The gross emoluments payable per month will depend on the category of tonnage slabs, a Pilot is licensed to handle, irrespective of sizes of ships handled during duty hours which will be as under, subject to tax deducted at source.

CATEGORY	GROSS EMOLUMENTS PER MONTH
TRAINING	Rs. 55,000/-
On obtaining a license during the first six months, vessels not exceeding 20000 gross register and draft 9.00 M, but tankers not exceeding 15000 gross register and draft 8.00 M (excluding tanker, men of war, LB02(BPCL) & lagoon vessels).	Rs.1,32,000/-
After six months, vessels not exceeding 30000 gross register and draft 10.00 M, but tankers not exceeding 20000 gross register and draft 9.00 M (excluding men of war, & lagoon vessels).	Rs.1,32,000/-
After 12 months, vessels not exceeding 40000 gross register and draft 11.00 M, but tankers not exceeding 25000 gross register and draft 10.00 M..	Rs.1,43,000/-
After 18 months, vessels not exceeding 50000 gross register and draft 11.00 M, but tankers not exceeding 30000 gross register and draft 10.00 M..	Rs.1,54,000/-
After 24 months, vessels not exceeding 60000 gross register and draft 11.50 M, but tankers not exceeding 35000 gross register and draft 10.50 M..	Rs.1,65,000/-
After 30 months, vessels not exceeding 70000 gross register and draft 12.50 M, but tankers not exceeding 40000 gross register and draft 12.20 M..	Rs.1,65,000/-
FULL TONNAGE	Rs.1,84,800/-

- (4) The above emoluments are applicable subject to, carrying out a minimum number of 150 acts per month. However, if the port certifies that, a pilot has not completed the minimum number of 150 acts for a particular month, as he was not allotted the minimum numbers, he will still be entitled for the full month package. However, if the Pilot performs any act exceeding the minimum 150 acts he will be

entitled for an allowance of Rs. 500/- per act. However, all acts allotted by the Dock Masters will be required to be carried out to the complete satisfaction, as per the directions of the Dock Masters/Harbour Master/Deputy Conservator. Any refusal to carry out any acts will be liable for deduction at the rate of Rs. 2000/- per act and any other action by the Port as approved by the Competent Authority.

- (5) When a Pilot is not engaged on pilotage duty, he may be required to man the Port Control. The two hours duty in the Port Control will be treated as one act and will be counted for the minimum 150 acts, as prescribed in Clause 4 above.
- (6) An increment of Rs. 2,000/-(Two thousand only) per year to a full tonnage Pilot on completion of one year and thereafter every year will be granted if a Pilot signs the contract for a period of 5 years as against 3 years regular contract.
- (7) JNPT will retain 10% from his monthly package of contract. However this will be subject to a ceiling of Rs.1,50,000/-, where after no further monthly deduction will be made from his monthly package. The amount will be released at the end of the contract on the following conditions:
  - a) The contract is terminated by either side as per the terms & conditions of contract i.e. by giving one month's notice.
  - b) No dues of JNPT are outstanding against the contract Pilot. If dues are outstanding the same will be recovered and the remaining amount will be paid to the contract Pilots.
  - c) If any disciplinary action is initiated against the contract Pilot for any gross misconduct the amount may not be refunded.
- (8) Lodging and Boarding in Guest House will be provided free during working hours and in accordance with approved rules. However, cost of meals is restricted to Rs.790/- per month. Excess meal cost will be deducted from Pilot's monthly payment.
- (9) Conveyance from Guest-House to Port and back will be provided by JNPT, subject to proper and optimum use of vehicles provided for this purpose.
- (10) Initially, contract period will be of three/five years from the effective date of this agreement. The period of contract may be extendable upto another two years. However, the terms and conditions will be reviewed at the end of the contract period of 3/5 years
- (11) Contract can be terminated by either side by giving one month's notice.
- (12) 30 days casual leave per year will be allowed to Pilot. Out of these 30 days leave the un-availed leave up to 10 days will be allowed to be carried forward to the next year. No encashment will be allowed for un-availed leave. If a pilot remains absent from duty on any working day/days (without prior permission), a deduction of a proportionate amount calculated on the basis of monthly emoluments divided by 30 will be made.

- (13) Whenever Pilot is called for Pilotage of vessel/s during his off duty hours, Pilotage allowances as applicable to regular Pilots will be paid to him.
- (14) Only emergency medical treatment shall be provided by JNPT in case of an accident while on duty.
- (15) No vehicle will be provided from residence to Guest House and vice versa.
- (16) The commercial rent depending upon the type of accommodation, water charges, electricity charges at actuals will be recovered from him, if accommodation is provided at JNP Township.
- (17) Pilots will be covered by the Group Personal Accident Insurance Policy presently in vogue in JNPT, subject to the deduction of premium paid by JNPT from his pay package.
- (18) The rules and regulations for carrying out pilotage work and the rules and regulations regarding conduct, discipline, etc, as applicable to JNPT, will be applicable to Pilot.

**Sr. Manager(P&IR)**

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