

Policy guidelines for engagement of Flying Squad(on contractual basis)

(1) Qualifications , Age & Experience:-

➤ For Flying Squad (Welder-cum-Fitter):

- (a) Qualification: ITI Mechanical / Fitter / Welder Trade / Diploma in Mechanical Engineering.
- (b) Experience: 12 months sailing experience on board a vessel or Marine Workshop for a period of 3 to 5 years. Welding experience will be an added advantage.
- (c) Age limit: 18 to 30 years.

➤ For Instrumentation Engineer (Flying Squad):

- (a) Qualification: B.E or B.Tech in Instrumentation/ Electronics Engineering.
- (b) Age limit: Age should be less than 35 years.

(2) Nature of duties of Flying Squad:

➤ Welder-cum-Fitter:-

1. Decarbonisation of Main Engine, Aux Engine at dry docks/maintenance & other ports.
2. Dredge pumps
3. All types of coolers
4. Overhauling of sea/fresh water, lub oil attach pumps & booster pumps
5. A type welding jobs, gas cutting and fitting
6. Attending CSM surveys items
7. Drag heads, cutter etc.,

➤ Instrumentation Engineers:- These personnel will attend all types of electrical and electronics/instrumentation and allied works of both Deck & Engine room departments.

Apart from the above, they are also required to visit the vessels for attending break down or emergency repairs, maintenance/layup repairs etc.

(3) **TA, DA etc.:-**

(i) Daily Allowance:Rs.375 per day.

(ii) Lodging expenses:.....Rs.2,500/- per day for New Delhi, Kolkata, Chennai, Mumbai, Hyderabad and Bangalore ; and
.....Rs.1,875/-- per day for other cities.(iii) Conveyance expenses:.....Rs.111/- per day in "A" class cities;
.....Rs. 67/- per day for other cities

The existing rates may be continued till the said allowances are revised for shore based employees.

(4) **Wages:**

Wages in respect of Flying Squad personnel may be regulated as per the pay scale, indicated below:																									
Years of experience	NIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Wage	1606	1622	1638	1766	1784	1847	1865	1884	1927	1946	1966	1985	2005	2025	2046	2066	2087	2108	2129	2150	2171	2193	2215	2237	2260
Rate of increment	Min.	1% inc.	1% inc.	CR	1% inc.	CR	1% inc.	1% inc.	CR	1% inc.	1% inc.	1% inc.	1% inc.	1% inc.	1% inc.	1% inc.	1% inc.	1% inc.	1% inc.	1% inc.	1% inc.	1% inc.	1% inc.	1% inc.	1% inc.

Min. – Minimum, inc. - increase

Further, whenever, the NMB (I) wage Agreement for floating employees (Assistant Machinist) are revised, the wages of flying squad will also be enhanced, basing on the same analogy as above.

(5) **Leave:** By virtue of the nature of duties, the Flying Squad personnel are required to execute/perform as and when their services are required on our vessels and as such they don't have any leave entitlement. However, 05 Holidays with pay will be allowed to them as mentioned below:-

(1) Republic day – 2^{6th} Jan, (2) Dr.Ambedkar's Birthday – 1^{4th} April, (3) May Day-^{1st} May, (4) Independence Day – 1^{5th} August and (5) Gandhi Jayanthi – 2nd October.

Note: In case of exigencies of service, the Flying Squad personnel, whenever required to work on above days, could be allowed compensatory off on any other suitable day, in lieu of performing duty on above holidays.

(6) **Recruitment Procedure:** Recruitment of Flying Squad personnel (welder-cum-fitter & IE) shall be done basing on the online applications received through the web portal of our Corporation. The said post shall be hosted in our web portal along with other posts on Floating Establishment. However, as and when required, necessary changes, if any in the selection criterion etc., will be incorporated. Selections/engagements for the posts of Flying Squad personnel will be made based on the applications received through the web portal only. The Flying Squad, presently on contractual rolls whose contract period expire on completion of one year, shall also submit their application in the web portal, if they wish to renew their contract period. However, at the time of selection, past experience in the relevant post will be taken into account, for the purpose of fixation of wages as mentioned at Para-4 above.

