## RTI REQUEST DETAILS

| | | | |
|---|---|---|---|
| **Registration No. :** | CSLTD/R/E/21/00027 | **Date of Receipt :** | 18/06/2021 |
| **Type of Receipt :** | Online Receipt | **Language of Request :** | English |
| **Name :** | | **Gender :** | |
| **Address :** | | | |
| **State :** | | **Country :** | |
| **Phone No. :** | | **Mobile No. :** | |
| **Email :** | | | |
| **Status(Rural/Urban) :** | ] | **Education Status :** | |
| **Is Requester Below Poverty Line ? :** | No | **Citizenship Status** | Indian |
| **Amount Paid :** | 10 ) | **Mode of Payment** | Payment Gateway |
| **Does it concern the life or Liberty of a Person ? :** | No(Normal) | **Request Pertains to :** | |
| **Information Sought :** | Please refer your Vacancy notification No. P&A/18 (204)/2018 Vol II (B) dated 17 Oct 2019 for the various workmen posts for CSL Mumbai Ship Repair Unit (CMSRU), Mumbai, Objective type online test (Phase I) held on 12 January 2020, Certificate Verification & Descriptive type written test (Phase II) held on 19 January 2021 & 20 January 2021 and Circular No. P&A/18 (204)/2018 Vol II (C) dated 29 March 2021 regarding marks (Phase I & Phase II).<br>It is requested to please give suitable reply to the below mentioned queries.<br>1. Did vacancies of all the post mentioned in your notification No. P&A/18 (204)/2018 Vol II (B) dated 17 Oct 2019 are fulfilled and all provisionally selected candidates had joined on duty on their stipulated time.<br>2. If anybody had not joined or refused to join the post, what alternative method for fulfilling the vacancy is being done?<br>3. Do any waitlisted candidates list are maintained by your office (as mentioned in your notification No. P&A/18 (204)/2018 Vol II (B) dated 17 Oct 2019 Para G, Sub Para XII). If yes, how many persons for each post are waitlisted and what is their joining status?<br>4. If no other candidate is available in waitlist, how the vacancy is going to full fill?<br>5. Do the place of posting for mentioned posts will be in CMSRU Mumbai only?<br>6. What will be the comprehensive Present salary for both W-6 and W-7 pay scale posts separately including all allowances like present DA, HRA, and Transportation Allowances etc.?<br>7. What are the eligibility criteria for promotion / Career progression in Workmen category? Is it time period basis or any other criteria? Maximum up to which level a workman can be promoted?<br>8. How many workman category persons are promoted to higher post within Workmen Category and to Supervisor category since last 3 years?<br>9. I will be thank full for your kind reply.<br><br>Thanks | | |

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(भारत सरकार की श्रेणी-1 मिनिरत्न कंपनी, पत्तन, पोत परिवहन और जलमार्ग मंत्रालय)

COCHIN SHIPYARD LIMITED
(A Government of India Category-1 Miniratna Company, Ministry of Ports, Shipping and Waterways)

**CSL/SEC/CS/CORRESP/RTI/2021/7** **July 17, 2021**

**Sub: Information Under Right to Information Act**

Dear Sir,

1. Please refer your RTI request no. CSLTD/R/E/21/00027 dated June 18, 2021. The information sought under the said request relating to selection to the various workmen posts in CSL Mumbai Ship Repair Unit (CMSRU) vide vacancy notification No. P&A/18(204)/2018 Vol II (B) dated October 17, 2019 and Circular No. P&A/18(204)/2018 Vol II (C) dated March 29, 2021, is given below.

(i) Did vacancies of all the post mentioned in your notification No. P&A/18(204)/2018 Vol II (B) dated 17 Oct 2019 are fulfilled and all provisionally selected candidates had joined on duty on their stipulated time.

**Answer**

| Sl. No. | Name of Posts | Nos. Notified | Posts proposed to be filled | Short-fall | Remarks |
|---|---|---|---|---|---|
| 1. | Junior Technical Assistant (Mechanical) | 10 posts (7 UR, 2 OBC, 1 SC) | 10 posts (7 UR, 2 OBC, 1 SC) | 0 | Joining formalities under process |
| 2. | Junior Technical Assistant (Electrical) | 4 posts (3 UR, 1 OBC) | 4 posts (3 UR, 1 OBC) | 0 | |
| 3. | Junior Technical Assistant (Electronics) | 1 post (UR) | 1 post (UR) | 0 | |
| 4. | Junior Technical Assistant (Civil) | 1 post (UR) | 1 post (UR) | 0 | |
| 5. | Junior Commercial Assistant | 7 posts (6 UR, 1 OBC) | 6 posts (UR) | 1 OBC | |
| 6. | Store Keeper | 1 post (UR) | 1 post (UR) | 0 | |
| 7. | Welder Cum Fitter (Mechanic Diesel) | 5 posts (4 UR, 1 OBC) | The short-listing of applicants who attended the objective type online test for the Phase II is under process | | |
| 8. | Fitter (Electronics) | 2 Posts (UR) | | | |
| 9. | Fitter (Electrical) | 5 posts (4 UR, 1 OBC) | | | |
| 10. | Shipwright Wood | 3 posts (UR) | | | |
| 11. | Semi-Skilled Rigger | 2 posts (UR) | | | |
| 12. | Fireman | 2 posts (UR) | | | |
| 13. | Junior Safety Assistant | 2 posts (UR) | | | |

(ii) If anybody had not joined or refused to join the post, what alternative method for fulfilling the vacancy is being done?

**Answer**

If the candidate has not joined or refused to join, the next candidate in the rank list in the order of merit/reservation will be considered.

(iii) Do any waitlisted candidates list are maintained by your office (as mentioned in your notification No. P&A/18(204)/2018 Vol II (B) dated 17 Oct 2019 Para G, Sub Para XII). If yes, how many persons for each post are waitlisted and what is their joining status?

**Answer**

Yes, final merit list is being maintained. The waitlisted and joining status is given in the table below:

| Sl. No. | Name of Posts | Nos. Notified | Posts proposed to be filled | Short-fall | Ranklist (based on securing of Minimum marks in tests) | Status |
|---|---|---|---|---|---|---|
| 1. | Junior Technical Assistant (Mechanical) | 10 posts (7 UR, 2 OBC, 1 SC) | 10 posts (7 UR, 2 OBC, 1 SC) | 0 | 21 | Joining formalities under process |
| 2. | Junior Technical Assistant (Electrical) | 4 posts (3 UR, 1 OBC) | 4 posts (3 UR, 1 OBC) | 0 | 9 | |
| 3. | Junior Technical Assistant (Electronics) | 1 post (UR) | 1 post (UR) | 0 | 5 | |
| 4. | Junior Technical Assistant (Civil) | 1 post (UR) | 1 post (UR) | 0 | 3 | |
| 5. | Junior Commercial Assistant | 7 posts (6 UR, 1 OBC) | 6 posts (UR) | 1 OBC | 6 | |
| 6. | Store Keeper | 1 post (UR) | 1 post (UR) | 0 | 2 | |
| 7. | Welder Cum Fitter (Mechanic Diesel) | 5 posts (4 UR, 1 OBC) | The short-listing of applicants who attended the objective type online test for the Phase II is under process and upon finalisation, the same shall be published on CSL website. | | | |
| 8. | Fitter (Electronics) | 2 Posts (UR) | | | | |
| 9. | Fitter (Electrical) | 5 posts (4 UR, 1 OBC) | | | | |
| 10. | Shipwright Wood | 3 posts (UR) | | | | |
| 11. | Semi-Skilled Rigger | 2 posts (UR) | | | | |
| 12. | Fireman | 2 posts (UR) | | | | |
| 13. | Junior Safety Assistant | 2 posts (UR) | | | | |

(iv) If no other candidate is available in waitlist, how the vacancy is going to full fill?

**Answer**

Fresh notification is mandatory for filling up the vacancy.

(v) Do the place of posting for mentioned posts will be in CMSRU Mumbai only?

**Answer**

Yes.

(vi) What will be the comprehensive Present salary for both W-6 and W-7 pay scale posts separately including all allowances like present DA, HRA, and Transportation Allowances etc.?

**Answer**

| Category | BP (Rs.) | DA (%) | HRA (%) | Transportation Allowance (Rs.) |
|---|---|---|---|---|
| W6 | 22,500 | 23.20 | 24.00 | 2,400 |
| W7 | 23,500 | 23.20 | 24.00 | 2,400 |

(vii) What are the eligibility criteria for promotion / Career progression in Workmen category? Is it time period basis or any other criteria? Maximum up to which level a workman can be promoted?

**Answer**

Based on Career Advancement Plan, on completion of specified period and on meeting the standards stipulated, maximum level of promotion for workmen depends on their career path fixed in the Career Advancement Plan. A copy of Career Development Policy for Workmen in CSL is placed at **Annexure I**.

(viii) How many workman category persons are promoted to higher post within Workmen Category and to Supervisor category since last 3 years?

**Answer**

Till date, there is no promotion for workmen category in CMSRU.

2. If you are not satisfied with the above reply, you may prefer an appeal within 30 days from the date of receipt of this letter to Shri Bejoy Bhasker, Director (Technical) & Appellate Authority, Cochin Shipyard Limited, Administrative Building, Cochin Shipyard Premises, Perumanoor, Kochi – 682 015.

**Thanking You,**

**Yours faithfully,**

कोचीन शिपयार्ड लिमिटेड
कोचीन / COCHIN
682 015
COCHIN SHIPYARD LIMITED

**Syamkamal N**
**Company Secretary & CPIO**

**COCHIN SHIPYARD LIMITED**
**Kochi-15**

## CAREER DEVELOPMENT PLAN (CDP) 2008 - FOR WORKMEN

1. INTRODUCTION

In this era of competition and increased business opportunities and challenges, the existing Career Development Plan (1992) for workmen has been reviewed and a new Career Development Plan for workmen as detailed below is formulated.

The new Career Development Plan (2008) aims at providing a platform to enable workmen to give their best, sustain high levels of performance, maintain a healthy employer – employee relationship and working environment, in such a manner by integrating the aspirations for growth and development of individual workmen with the overall objective and mission of the Shipyard.

2. OBJECTIVES

2.1. To provide all workmen with broad equality of opportunity in growth and career prospects.

2.2. To ensure fairness, equitability, consistency and uniformity in the matters of career advancement of workmen.

2.3. To recognize and reward the workmen for their contribution towards the growth of the organization.

2.4. To sustain the high morale of workmen by appraising them of the opportunities for career growth in the organization.

2.5. To provide for a planned growth of different categories of workmen consistent with the future needs of the organization.

2.6. To motivate the workmen for excellence in performance.

2.7. To provide for and improve job satisfaction to all employees through job enlargement, training, etc and encourage to work with enriched job contents and flexible work practice.

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## 3. DATE OF EFFECT AND APPLICABILITY

3.1. The new Career Development Plan for workmen will come into effect from 01 July 2008 and will apply to all regular workmen who are on rolls of the Shipyard as on 01 July 2008, and who may join the Shipyard thereafter.

3.2. However, as a very special case, since the agreement was reached on 26 May 2008, this new CDP will come into effect on 31 May 2008 and 30 June 2008 for those retiring on those dates, including adhoc scales of pay as stipulated at Clause 11.9 of this scheme.

## 4. DEFINITIONS

4.1. Career Advancement: means placement of workmen in the immediate next higher grade in the same channel, except where otherwise provided.

4.2. Career Path: means a path of career growth on the basis of prescribed qualification and experience.

4.3. Company: means Cochin Shipyard Limited.

4.4. Eligibility: means fulfillment of standards laid down with regard to qualification, attendance, performance appraisal, conduct and discipline, eligibility period, etc, as specified herein.

4.5. Eligibility Period: means the number of years of minimum experience prescribed for consideration for career advancement from a lower grade to a higher grade.

4.6. Workmen: All regular workmen who are recruited against permanent Vacancies on the rolls of the Company.

## 5. CAREER ADVANCEMENT SYSTEMS

5.1. Career advancement shall be made in accordance with a new system of Career Paths, as indicated below:-

**Career Path-IA**
(Below SSLC)

| | | | | |
|---|---|---|---|---|
| WG-C . | ....WG-B.. | ....WG-A | .....Gr.I | (13 years) |
| years | 4 | 4 | 5 | |

*Cont'd..3..*

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**Career Path-I**
(Below SSLC – V Std to VII Std)

Pay Grade-I .....II.... .III.... IV.....V.....VI (28 years)
Years 5 6 6 6 5

**Career Path-II**
(Below SSLC - 2 years training in CSL proposed under Career Development Plan/VII Std + First Aid Certificate and 2 years experience/Lascar Certificate.

Pay Grade-I.....II. .....III .....IV. ....V.....VI (27 years)
Years 5 5 6 6 5

**Career Path-III**
(Below SSLC – IV Std to VII Std - By transfer / selection)

Pay Grade-II .....III..... IV. ....V. ....VI ....VII (28 years)
Years 5 6 6 6 5

**Career Path-IV**
(VII Std/SSLC + Experience in Fire Fighting)

Pay Grade-II..... III .... IV .....V .....VI.....VII (28 years)
Years 5 6 6 6 5

**Career Path-V**
(Below SSLC – IV Std to VII Std/Possession of a Driving Licence – Motor Cycle/ LMD Vehicle / HMD Vehicle / II Class Motor Engine Driver Certificate in MMD / experience as required/undergone training in CSL for operation of all Material Handling Equipment)

Pay Grade-III ....IV .....V ....VI ....VII ....VIII (28 years)
Years 5 6 6 6 5

**Career Path-VI**
(VII Std/SSLC + Heavy Vehicle Driving Licence + 3 years experience in Fire Fighting)

Pay Grade-IV.....V.. ...VI .....VII .....VIII (22 years)
Years 5 6 6 5

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**Career Path-VII**

**SSLC + ITI / 2 years experience / training in CSL / II Class Boiler Attendant Certificate / SSLC + Typing with 2 years experience. SSLC with 3 years experience or Degree in Science / Diploma in Chemical / Mechanical / Metullurgy / as the case may be. SSLC + Higher Grade Shorthand and Typewriting/SSLC + 3 years experience or Diploma with 3 years experience/Degree with experience as prescribed.**

Pay Grade- III ....IV....V....VI....VII / PS-1
Years 5 5 5 └──── VIII

**Career Path-VIII**

Degree in Engg or Diploma in Engg + Minimum 2 years experience or 2 years training in CSL. Diploma in Nursing with 5 years experience. Diploma in Pharmacy with 2 years experience.

Pay Grade-III....IV....V....VI....VII / PS-1
Years 4 4 4 4 └──── VIII .....

**Career Path-IX**

Degree or Diploma in Engineering/Degree in Science and Diploma in Industrial Safety/ PG Diploma in Lib Science/Degree with a Degree or Diploma in Social Science or Degree with LL.B plus experiences as prescribed

Pay Grade-VII.... ... PS-1
Years └──── VIII

5.2. The existing posts / designations covered under each Career Path are indicated at Annexure-I. The Career Paths have been so structured based on qualification for each post. Career Span, experience required at each level and the growth plan, without regard to the higher qualification individuals may possess.

5.3. Depending upon organizational requirements, new posts / designations introduced wherever necessary, will be added and in consultation with unions be placed in an appropriate Career Path.

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6. **DATE OF CAREER ADVANCEMENT**

Career Advancement under the Career Development Plan will be effected twice a year during and , the eligibility being reckoned with reference to 31st December and 30th June respectively.

7. **METHOD OF CAREER ADVANCEMENT TO POSTS WHICH DO NOT NORMALLY INVOLVE CHANGE IN THE NATURE OF DUTIES**

7.1. Eligibility Norms: Eligibility for advancement will be decided based on the norms in respect of qualification, attendance, performance appraisal, conduct and discipline and eligibility period, as detailed below. Only such workmen who meet these specifications shall be considered for advancement.

7.1.1. Advancement under the CDP from one grade to another within the respective Career Paths will be without reference to vacancies. A workman will be considered for Career Advancement as laid down on completion of the prescribed eligibility period in the respective Career Path and subject to fulfilling other eligibility criteria.

7.1.2. For advancement under CDP (excluding Selection Posts) eligibility for Career Advancement shall be on the basis of qualification and experience as prescribed in the existing Recruitment Rules for various Posts. The eligibility period referred in the existing Recruitment Rules of the Company for consideration for appointment of internal candidates for various posts in the Company will stand modified to the extent referred to in this CDP.

7.1.3. Workmen who secure atleast 50% marks in their Annual Performance Assessment reports every year during the preceding three years are only eligible for Career Advancement.

7.1.4. Workmen who were absent on loss of pay for more than 30 days in a year during the preceding three years shall not be eligible for career advancement. Period of accident leave/eligible leave sanctioned will not be reckoned for the purpose of calculation of absence on loss of pay. However in cases of accidents, off duty or sickness with loss of pay, the Chief Executive of the Company will judge each case on its merit and exercise his discretionary powers to decide whether to exempt such cases from the disqualification or not.

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7.1.5. **Workmen will be debarred for Career Advancement in the following events:**

7.1.5.1. Workmen against whom disciplinary action has been initiated and pending or vigilance cases are pending before any Statutory Authority. If at the time of considering for career advancement, a case of misconduct is pending against the workman, he will be considered under the Sealed Cover Procedure by Departmental Promotion Committee (DPC). The Assessment of the DPC as the case shall be kept in a sealed cover. On conclusion of the disciplinary case the sealed cover shall be opened. In case the employee is exonerated of the charges levelled against him and if DPC has found him suitable, Career Advancement will be given effect from the date of eligibility with retrospective effect, except in the case of Selection Posts. In case he is found guilty of misconduct, he will not be given career advancement and the recommendations of the DPC will not be acted upon.

7.1.5.2. Imposition of penalty will disqualify workmen from being considered for Career Advancement for a period of one year from the date of order imposing the penalty. In the case of warning issued after a domestic enquiry, the period of such disqualification will be six months.

7.1.6. Departmental Promotion Committee: The Chief Executive of the Company will nominate a Departmental Promotion Committee for assessing the suitability of candidates for career advancement. The career advancement will be effected after approval of the recommendations of the Departmental Promotion Committee by the Chief Executive.

8. METHOD OF CAREER ADVANCEMENT TO POSTS WHICH NORMALLY INVOLVE CHANGE IN THE NATURE OF DUTIES (BY SELECTION)

8.1. Selection Procedure

Candidates fulfilling the eligibility norms under Clause 7.1 will become eligible for consideration for selection as per the following procedure.

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8.1.1. Zone of consideration

In the case of appointment by internal selection upto and including PS-1 posts, the zone of consideration shall be the number of vacancy/vacancies according to seniority, i.e. shall be considered for every one vacancy according to their seniority in the feeder category from which the advancement is proposed to be made. However in the case of shortage of candidates, available number of eligible candidates will be considered for selection.

8.1.2. Method of awarding marks

Selection shall be based on the service in the feeder cadre (seniority), attendance; performance appraisal score and test/interview marks for which weightage shall be assigned as detailed below:

| Particulars | Weightage |
|---|---|
| Length of service in the feeder cadre (seniority) | 15 Marks |
| Attendance | 15 Marks |
| Annual Performance Appraisal Reports (3 years) | 30 Marks |
| Test/Interview | 40 Marks |

The marks secured in the aggregate will determine the rank of the candidate eligible for selection.

8.1.3. Seniority

Full marks for seniority will be given to the senior most person. Reduction at the rate of 2 marks for every year or part thereof of service will be made for the difference in service between the senior most person and each of those below him. In the case of personnel selected as a result of the same selection, interse seniority would be determined in accordance with the order of merit drawn up by the Selection Committee.

8.1.4. Attendance

Those who have not availed leave on loss of pay in the three years immediately preceding the date on which the candidate is considered for advancement will be given the full marks allotted for attendance. Pro-rata reduction in the marks will be made in other cases. The number of days of absence on loss of pay will be taken as the average of the total number of days of loss of pay during the immediately preceding 3 years. Period of accident leave/eligible leave sanctioned will not be treated as absence on loss of pay for the above purpose.

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**Marks in the case of absence on loss of pay will be as under:**

| | | Maximum Marks |
|---|---|---|
| No leave on loss of pay | | 15 |
| No. of days of leave on loss of pay | 1 day | 14 |
| | 2 days | 13 |
| | 3 days | 12 |
| | 4 days | 11 |
| | 5 days | 10 |
| | 6 days | 09 |
| | 7 days | 08 |
| | 8 days | 07 |
| | 9 days | 06 |
| | 10 days | 05 |
| | 11 days | 04 |
| | 12 days | 03 |
| | 13 days | 02 |
| | 14 days | 01 |
| | 15 days | 00 |

8.1.5. Annual Performance Appraisal

Marks as under sub para 8.1.2. of 'Method of awarding marks' will be given on the basis of performance in the service as per the Performance Appraisal system in vogue. For this purpose, average of the marks secured in their Appraisal Reports for the immediately preceding three years will be taken into account.

8.1.6. Test / Interview

For advancement by selection, test / interview or both test and interview shall be conducted as may be decided by the Chief Executive of the Company depending on the post.

Wherever interview and test are conducted, marks will be apportioned at the rate of 80% for test and 20% for interview and the candidate who score 50% in the test and 60% in the aggregate will be eligible for selection. In case of SC/ST candidate the minimum percentage both in the Test and Interview and aggregate will be 33 ⅓ %.

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8.1.7. Selection Committees

**All Career Advancements in the Company will be made by the Chief Executive, in consultation with the appropriate Selection Committee. These Committees would be appointed from time to time by the Chief Executive. The Chief Executive of the Company may accept or reject the recommendations of the Selection Committee. In case the Chief Executive of the Company rejects the recommendation of the Selection Committee he may review the selection himself or order review by the same Selection Committee or by any other Selection Committee to be nominated by him.**

9. WEIGHTAGE FOR EXCESS SERVICE RENDERED AND **OPTION TO COME OVER TO THE HIGHER GRADE IN CAREER ADVANCEMENT**

9.1. On implementation of this Career Development Plan, workmen who had rendered excess period of service either in the existing grade or in the immediately preceding lower grade, as may be opted by the respective workmen, will be eligible for weightage for excess service rendered. This excess service will be reckoned in total for the next career advancement, as applicable for such workmen and eligibility reckoned w.e.f. 30th June / 31st December of the relevant year. All such weightage are prospective in nature w.e.f. effective date of agreement and will not apply to all workmen who have already retired from rolls of Company.

9.2. As a very special case, in the case of workmen in Pay Grade-VIII who are now on the rolls of the Company and who spent excess period beyond the eligibility period stipulated for Career Advancement, this excess period will also be considered for Career Advancement to grades IX and X, prospectively.

9.3. However in respect of weightage for excess period of service referred at clause 9.1 and 9.2, excess period of service rendered in the grade on account of disqualification due to imposition of punishment, absence on loss of pay, failure to acquire the minimum appraisal grading and such other reasons will not be considered as excess period of service and no weightage will be given for such excess service rendered.

9.4. **It is agreed that the workmen found eligible for career advancement will be given option to come over to the higher post with effect from a date within 3 months from the date on which the advancement is made effective. The seniority of the workmen exercising option as above will be reckoned with effect from the date on which the advancement is made effective. Seniority will not be affected as a result of such exercise of option.**

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## 10. CAREER DEVELOPMENT OPPORTUNITIES

10.1. Suiting organizational requirements employees will be given opportunities for training in other alternative jobs provided they satisfy all the prescribed eligibility requirements. On successful completion of training such employees will be placed in the new job / designation and appropriate Career Path, and their future career advancements will be regulated accordingly.

10.2. Workmen in Pay Grade I or II acquiring any ITI qualification as per our requirement will continue to be given an opportunity to undergo 2 years training in our Training School and qualify himself for conversion as tradesman, subject to availability of vacancies.

## 11. GENERAL

11.1. There shall be no probation on appointment to posts by Career advancement except in the case of those by way of Selection. The period of probation will be initially for a period of 6 months, which can be extended by another 3 months if necessary.

11.2. Under the CDP, while creating higher posts for considering the workmen for advancement, corresponding number of posts in the lower cadre will be simultaneously abolished except in the case of Selection Post.

11.3. Pay Grades VIII, IX and X are not of supervisory nature.

11.4. The Supervisory selection posts will be filled from eligible candidates in Pay Grade VII as per the rules applicable for filling up of PS-1 level posts. Shortages, if any, will be made up from workmen in Pay Grade VI, who have put in a minimum eligibility period in that grade as laid down in the existing Recruitment Rules. However, for filling up of vacancies reserved for SC/ST employees, if sufficient number of SC/ST candidates are not available in Pay Grade-VII/VI, the existing requirement of a minimum two years of service in Pay Grade-VI, will not be insisted in their cases.

11.5. Career growth for workmen, who do not possess the minimum qualification of ITI in the relevant trade, was limited upto Pay Grade-VII only. It is now proposed to consider such employees for Career Advancement upto Pay Grade-VIII only. However, they will not be eligible for any weightage for excess service already rendered in Pay Grade-VII.

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11.6. **Career Advancement from Pay Grade-VII to Pay Grade-VIII will continue to be optional. Their subsequent Career Advancement from Pay Grade VIII, if eligible will be to Grade-IX / X or as laid down in their respective career paths. Further in all cases, workmen moving to Pay Grade-VIII and higher grades IX and X shall not be eligible for consideration to supervisory positions.**

11.7. **Workmen belonging to Career Path-IA to VI will not be eligible for consideration to supervisory posts. For consideration for selection to supervisory posts where a ratio guideline is followed, the existing ratio of 1 : 12 (Supervisor : Workmen) presently followed will continue.**

11.8. **Two new pay grades IX and X are hereby created in recognition of improved skill and service of employees with effect from the date of introduction of this CDP. Employees in Grade-VIII / IX who are adjudged "Good" grading and above in the Annual Performance Appraisal Reports during the period of consideration shall be given career advancement to Grade-IX / X.**

11.9 Pending revision of pay scales Grades IX and X will now be operated on the following adhoc pay scales effective from 01 July 2008

Grade-IX - Rs.6100-210-11350
Grade-X - Rs.6600-240-12600

**The above new grades are not of a supervisory nature and workmen in these grades will continue to perform the same nature of work as before (non supervisory) with higher levels of skill, expertise and output, and will continue to be eligible for scale pay for benefits etc as are applicable to workmen.**

11.10 **Since Advancement as per Career Development Plan are without reference to vacancies, except in the case of Selection Posts, workmen moving from a lower grade to higher grade (non-supervisory) under CDP will continue to perform the same duties as they were doing in the previous grade with increased skills and expertise.**

11.11. **Reservation of posts for SC/ST and PWD candidates and concession/relaxation as applicable shall be provided in respect of vacancy based selection posts in accordance with Presidential Directives and Instructions of the Government in this regard issued from time to time.**

Cont..12..

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11.12. **Considering elongation in the span of growth in all career paths, new designations in all Career Paths, wherever required will be decided through separate bilateral discussion with unions.**

11.13. **Modification, if any, found necessary to the provisions of this scheme will be discussed between the management and the Unions and appropriate modifications incorporated after the approval of the Board of Directors of the Company.**

11.14. **In case of difficulty with regard to interpretation of any of the provisions of this scheme, the same will be referred to CMD and his decision on the matter will be final and binding on the parties.**

11.15. This new Career Development Plan 2008 is in full and final settlement of all issues related to career development of workmen and in supersession of all agreements / setulement relating to Career Development Promotion etc as applicable to workmen in Cochin Shipyard and will continue to be in force until a new CDP is needed and implemented

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***ANNEXURE –I***

## CHANNELS FOR CAREER DEVELOPMENT

(Qualifications indicated in all Career Paths are as applicable to the existing Workmen)

### CAREER PATH – IA

(Below SSLC)

WG-C . ....WG-B.. ....WG-A .....Gr.I (13 years)
years 4 4 5

Canteen Worker
Service Assistant (Canteen)

### CAREER PATH – I

(Below SSLC – V Std to VII Std)

Pay Grade-I .....II.... .III..... IV ....V.....VI (28 years)
Years 5 6 6 6 5

Designations covered
Attender
Sweeper
Mazdoor
Gardener
Semi-skilled Worker
Service Assistant (Canteen)

### CAREER PATH - II

(Below SSLC - 2 years training in CSL proposed under Career Development Plan/VII Std + First Aid Certificate and 2 years experience/Lascar Certificate.

Pay Grade-I ....II .....III .....IV. ....V.....VI (27 years)
Years 5 5 6 6 5

Designations covered
Nursing Assistant
Lascar
Tindal
Semi Skilled Fitter (Maintenance)
Semi Skilled (Electrician)
Service Assistant (Office)
Service Assistant (House Keeping)

*Cont'd..2..*

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**CAREER PATH - III**
**(Below SSLC – IV Std to VII Std - By transfer / selection)**

Pay Grade-II .....III..... IV. ....V.. ....VI.. ....VII (28 years)
Years 5 6 6 6 5

Designations covered
Cook
Semi-Skilled Rigger *
Record Keeper
Sports Assistant
Serang

* On movement to the post of Rigger, SSR will move to Career Path VII.

**CAREER PATH - IV**
(VII Std/SSLC + Experience in Fire Fighting

Pay Grade-II..... III. .... IV .....V .....VI....VII (28 years)
Years 5 6 6 6 5

Designations covered
Fireman
Senior Fireman

**CAREER PATH - V**
(Below SSLC – IV Std to VII Std/Possession of a Driving Licence – Motor Cycle/ LMD Vehicle / HMD Vehicle / II Class Motor Engine Driver Certificate in MMD / experience as required/undergone training in CSL for operation of all Material Handling Equipment).

Pay Grade-III ....IV .....V ....VI. ....VII ....VIII (28 years)
Years 5 6 6 6 5

Designations covered
Staff Car Driver
Heavy Vehicle Driver
Engine Driver
Despatch Rider
Junior Superintendent (Hospitality)
Junior Chargeman (Small Craft)
Junior Chargeman (Light Vehicle)
Material Handling Equipment Operator

*Cont'd..3..*

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**CAREER PATH - VI**
(VII Std/SSLC + Heavy Vehicle Driving Licence + 3 years experience in Fire Fighting)

Pay Grade-IV.....V..... VI. ....VII .....VIII (22 years)
Years 5 6 6 5

Designations covered
Driver Operator
Leading Fireman
Assistant Fire Inspector
Operator Fire Engine

**CAREER PATH – VII**
(SSLC + ITI / 2 years experience / training in CSL/ II Class Boiler Attendant Certificate / SSLC + Typing with 2 years experience. SSLC with 3 years experience or Degree in Science / Diploma in Chemical / Mechanical / Metullurgy / as the case may be. SSLC + Higher Grade Shorthand and Typewriting/SSLC + 3 years experience or Diploma with 3 years experience/Degree with experience as prescribed).

Pay Grade- III ....IV....V....VI....VII / PS-1
Years 5 5 5 └──── VIII

Designations covered

| | |
|---|---|
| Assistant | Fitter (F&S) |
| Stenographer | Fitter (R&AC) |
| Receptionist | Fitter Electrical |
| Data Processing Assistant | Fitter Engineering |
| Console Operator | Fitter Electronics |
| Store Keeper/Stock Verifier | Fitter Maintenance |
| Logistic Inventory Assistant | Fitter Pipe |
| Telephone Operator | Fitter Structural |
| Laboratory Assistant | Machinist |
| Instrument Mechanic | Welder |
| Crane Operator Diesel | Welder-cum-Fitter |
| Crane Operator Electrical | Painter |
| ShipWright Wood | Boiler Attendant |
| Junior D'man | Rigger |

Note:- Workmen in the above channel without the minimum qualification as prescribed will move upto Pay Grade-IX only. Rigger will move upto Pay Grade IX only, and will not be eligible for consideration for supervisory posts.

*Cont'd..4..*

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**CAREER PATH – VIII**

**(Degree in Engg or Diploma in Engg + Minimum 2 years experience or 2 years training in CSL. Diploma in Nursing with 5 years experience. Diploma in Pharmacy with 2 years experience).)**

Pay Grade-III....IV....V....VI....VII / PS-1
Years 4 4 4 4 └——— VIII .....

Designations covered
Ship Draughtsman (Mechanical/Electrical/Instrumentation)
Pharmacist
Nurse

**CAREER PATH - IX**

(Degree or Diploma in Engineering/Degree in Science and Diploma in Industrial Safety/ PG Diploma in Lib Science/Degree with a Degree or Diploma in Social Science or Degree with LL.B plus experiences as prescribed)

Pay Grade-VII..... PS-1
Years └——— VIII

Designations covered
Junior Safety Inspector
Welfare Inspector
Technical Assistant (Laboratory)
Technical Assistant (Civil)
Technical Assistant (Mechanical/Electrical/Instrumentation/Civil /Electronics)
Loftsman

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