

## **MUMBAI PORT AUTHORITY**

Advertisement No.CON-03/2025

Date : 18.6.2025

Invites desirous candidates to engage as **Pilots on contract basis**. Interested Pilots can apply for **Walk-in-Interview:-**

(1) **Qualification & Experience :**

- (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) **Nature of Duties :**

Piloting of vessels, berthing of vessels in the docks, posting on dredgers and working on VTS as Supervisor.

Working pattern is 24 hours on/off basis with pilotage of vessels as per work requirements. When posted on berthing or dredging duties, may be required to work in 12 hours shifts.

(3) **Age Limit :**

Not more than 55 years of age at the time of entry into Pilotage service' and extension may be granted upto maximum 65 years subject to medical fitness by the prescribed in the Guidelines of Mumbai Port Authority.

*Medical fitness by the prescribed medical authority shall be done in every two years up to the age of 50 years, however, it shall be done annually, thereafter, till the age of 60. Medical fitness is required every 6 months after the age of 60 years, till his service of the Port.*

(4) **Duration of contract :**

The contract will be for a period of three years, extendable by mutual consent from time to time upto age of 65 years subject to an annual medical check up by Chief Medical Officer, MbPA.

(5) **Remuneration and benefits for the contractual Pilots**

	Remuneration Per Month (Rs.)
During training	1,27,000
On Commencing movements in ID Basin	2,16,000(Pending licence)
After Licence issue, posted as Dock Pilot	2,36,000
On commence Pilotage :	
(i) Upto 16000 GRT	2,49,000
(ii) 16000 GRT – 25000 GRT	2,75,000
(iii) 25000 GRT – 40000 GRT	2,97,000
(iv) 40000 GRT – 60000 GRT	3,12,000
Unrestricted tonnage	3,50,000

(6) **Increments :**

Once a Contract Pilot attains unrestricted tonnage & completes one year of Pilotage successfully, the Port will increase his remuneration by Rs.10,000 subsequently annually, subject to approval of Deputy Conservator. Previous duration of the services in unrestricted tonnage shall be considered for annual increments including the basic remuneration.

The Pilot will be entitled to an additional Movement allowance above 37 movements as per IPA recommendation at the following rates. One movement for Contract Pilot will be considered as a handling of a vessel from point A to point B anywhere in the harbour. It shall not be confused with the Act allowance that a regular Pilot is entitled for.

LOA of vessel	Day time (6 a.m. to 10 p.m.) (Rs.)	Night (10p.m. to 6 a.m.) (Rs.)
Upto 150	1000	1250
Upto 200	2000	2500
Upto 250	2500	3125
Upto 320	3000	3750
Upto 370	4000	5000
above 370	6000	7500

- (7) Work pattern will be as per Marine Department's order with a day's weekly off on a staggering basis.
- (8) Failure to report for duty would entail deduction of wages on pro-rata basis. Similarly, if you are not available during your roster time for work, pro-rata deduction of emoluments for the day would be made.
- (9) The duties include work in harbour for piloting of ships or in the Docks for berthing /unberthing of ships to/from dock berth or on the Port's dredger or supervision on VTS.
- (10) Pilot will have to carry out all jobs during the duty period on turn basis and there will be no restriction on the number of movements that you would perform. However, it is clarified that the column of work assigned to him will be on turn basis and will depend on the total jobs to be performed and number of Pilots available.
- (11) Besides the duties listed, the Pilot will be liable to perform any other work assigned to him in the interest of the Port.
- (12) In case of retired MbPA/Port Officers or Government Officers the remuneration package would be reduced considering pension received by them by Rs.25000 p.m. in case of those who are not full tonnage Pilots and by Rs.35000 per month in case of full tonnage Pilots.

- (13) Leave entitlement – Earned Leave of 30 days in a year and Casual Leave of 20 days in a year will be admissible. No other leave will be admissible and for any absence beyond the said leave, proportionate remuneration will be deducted. Earned Leave can be encashed upto 40 days during the contract service with MbPA and can be encashed proportionate to per day basic salary.
- (14) MbPA accommodation as admissible to other officers shall be provided on recovery of rent at twice the prescribed License Fee. In addition, allottee will be required to pay electricity and water charges on consumption basis.
- (15) Emergency medical treatment shall be provided in case of accident while on duty at MbPA hospital/dispensary. No other medical facilities would be available to the candidate and family. However, the candidate can take medical insurance for self, spouse and two dependent children upto age of 25 years and a premium upto Rs.45,000 per annum will be reimbursed. This would not be available to retired MbPA/port officers/Government officers who have the option of joining the scheme for medical benefits for retired employees.
- (16) In case of engagement including retired/ex-MbPA officers, a sum equivalent to 10% of the monthly remuneration will be deducted as guarantee towards completion of the period of contract.
- (17) A ceiling amount of guarantee amount at Rs.3,00,000 is fixed and will be returned to the Pilot on successful completion of contract. Pilot re-joining after successful completion of the initial contract a ceiling amount of guarantee amount at Rs.1,50,000 is fixed and will be retained by the Port until the Pilot quits the Port permanently. This amount would be subject to Income Tax Rules as applicable from time to time.
- (18) The contract can be terminated by giving one month notice in writing from either side.
- (19) If you leave without notice or acceptance of notice of termination the amount due to you, i.e. the guarantee amount and/or MbPA contribution and salary payable will be forfeited.
- (20) Port Authority vehicle will be provided for intra dock transfer during the day and would be extended to residence between 2000 hrs. and 0800 hrs.
- (21) On completion of contract and if there is no further renewal then accommodation allotted to the contractee will have to be vacated within one month.
- (22) The changes in terms and conditions of contract Pilots, if any, in future will be made applicable to you.
- (23) He shall not claim any right/title/interest at par with the regular employees of the Port on similar post doing similar work.

**General:**

- (i) Applications are required to be submitted in the **prescribed form** which may be downloaded from MbPA website.
- (ii) Applicants already in service of Government/ Semi-Government Organisations/ Public Sector Undertakings/ Autonomous Bodies must apply **through proper channel** and submit advance copy to MbPA and submit NOC at the time of interview.
- (iii) Applicants may attach self-certified copies of certificates/documents in support of essential qualifications, Competency Certificates, CDC, etc., and Caste Certificates issued by the Competent Authority including the “OBC” status with “exclusion from Creamy Layer” Certificate in case of OBC candidates with their application and produce originals at the time of interview.

Desirous candidates may walk in for interview with Dy. Conservator/Harbour Master on any Wednesday (excluding public holidays) (for document verification/interview) with duly filled in application form and all the requisite documents (in original) in support of their candidature. Alternatively, candidates may also forward the application by post or e-mail (along with copies of all requisite documents), by indicating the desired date for interview to {e-mail – [ar.apandkar@mumbaiport.gov.in](mailto:ar.apandkar@mumbaiport.gov.in); contact no. 022-6656-4009}.

**Venue:** Deputy Conservator,  
1<sup>st</sup> Floor, Port Bhavan  
Shoorji Vallabhdas Marg  
Ballard Estate  
Mumbai - 400001

The advertisement shall remain open and applications will be considered depending on the vacancies which will be updated frequently. **Candidates may refer our website from time to time in this regard.**

**For any clarifications, candidates may contact the following officers:**

- i) Shri A. R. Apandkar, Dy. Secretary, GAD - 022 6656 4009
- ii) Shri M. L. Parkar, Dy. Secretary, GAD - 022 6656 4018
- iii) Capt.Jay Prakash Tiwari, Master Pilot, Marine Deptt - 022 6656 4024