

## Annexure II

### Other Terms and conditions of contractual engagement:

1. Period of contract:

The contract will be for a period of 3 years subject to performance review every year. The contract period is extendable by another 2 years at the discretion of the port with the approval of the Competent Authority.

2. Medical facility:

Emergency medical treatment will be provided in case of accident while on duty at MbPT hospital/ dispensary. No other medical facilities would be available to the contractual employee and his family.

3. Leave entitlement:

12 days Casual Leave in a year and Public Holidays. No other leave will be admissible and for any absence beyond the said leave, pro-rata deduction will be made from the consolidated remuneration.

4. Duty hours:

Duty hours are from 10.00 A.M. to 6.00 P.M. or as decided by the Administration. In case of requirement, you may have to work beyond the normal duty hours for which there will not any other compensation, monetary or otherwise.

Normally you will be entitled to a weekly off (Sunday). If situation warrants, the weekly day of rest may be changed with prior intimation. For work on any weekly day off/ declared public holiday in exigencies of work, a compensatory day of rest conveniently in lieu thereof will be granted and for which no other compensation, monetary or otherwise will be considered.

Failure to report for duty will entail deduction of wages on pro-rata basis.

5. Accommodation:

Accommodation at MbPT quarters may be provided, subject to availability. If availed, rent will be deducted in terms of rules prevailing from time to time. In addition, electricity & water charges are to be paid on consumption basis.

6. The contract can be terminated by giving one month's notice in writing from either side.

7. If the contractual employee leaves without notice or acceptance of notice of termination, the amount due, i.e., consolidated pay payable to the extent of notice period, will be forfeited.

8. The contractual employee shall not claim any right/ title/ interest at par with the regular employees of the Port on similar post doing similar work.

9. The contractual employee will not have any claim/ right whatsoever for regular appointment/ absorption at Mumbai Port Trust.

10. Appointment of the contractual employee is subject to verification of antecedents by the Police. If any adverse report is received from the Police, his services are liable to be terminated forthwith.

11. Any other terms and conditions of contractual engagement at MbPT will be applicable.

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