

MUMBAI PORT AUTHORITY

Advertisement No.HR/CON-04

Date : 20.05.2026

Engagement of Marine Engineer (05 posts) on contract basis in MbPA.

Invites applications from candidates for the five posts of Marine Engineer on contract basis in MbPA.

1. POST, QUALIFICATION AND EXPERIENCE OF MARINE ENGINEER ON CONTRACT BASIS :

1.1 Post Name – Marine Engineer on contract basis.

1.2 No. of posts – 05 (five)

1.3 Educational qualification and Experience –

- (i) MOT I Class Motor Certificate or Marine Engineer Officer Class I Certificate issued under Merchant Shipping Act, 1958
- (ii) One year post qualification experience as Chief Engineer/2nd Engineer on board a foreign going ship.

2. REMUNERATION, ALLOWANCES AND WORKING HOURS:

2.1 All inclusive remuneration will be Rs.1,40,000/- per month.

2.2 Annual increase of 5 % i.e. Rs.7000/- for first year. In case of engagement of ex-port officers as officers from govt./ Semi-govt./ PSE officers as Marine Engineer on contract basis, the remuneration payable excluding the allowances shall not exceed the last pay drawn minus pension.

2.3 Allowances: Marine Engineer on contract basis shall not be entitled to any kind of allowance e.g. Dearness Allowance, House Rent Allowance, Transport Facility, Personal Staff, CGHS, and Medical Reimbursement etc.

2.4 The medical treatment available in-house at Mumbai Port Hospital shall be provided to personnel engaged on contract and no reference note for outside medical treatment/health care facilities would be extended. Medical facilities would be available only for the self. Retired MbPA/Port officers/Government officers who have the option of joining the scheme for medical benefits for retired employees will have to continue with their individual medical scheme.

2.5 MbPA accommodation as admissible to other officers shall be provided, if desired, on recovery of rent at twice the prescribed licence fee for the unit allotted; in addition allottee to pay electricity and water charges on consumption basis.

2.6 TA/DA: No TA/DA shall be admissible for joining the assignment or on its completion. Foreign travel of Marine Engineer on contract basis is not permitted at all. However, they should require to travel inside the country in connection with official work of MbPA, TA/DA as admissible to a regular employee of the grade, or from the grade he/she retired from, will be paid to him/her after obtaining approval of the competent authority.

2.7 Drawal of Pension: A retired Port/Government official engaged as Advisor shall continue to draw pension and the dearness relief on pension during the period of his engagement as Advisor. His/her engagement as Advisor shall not be considered as a case of re-employment.

2.8 Leave entitlement – Earned Leave 30 days in a year and Casual Leave 12 days in a year. No other leave will be admissible and for any absence beyond the said leave, proportionate remuneration will be deducted. Earned Leave can be accumulated upto 40 days during the contract service with MbPA and can be encashed proportionately as per day salary per EL at the successful completion of contract service in MbPA.

2.9 In case of all appointments, including the ex- Port officers or other Government officers retired on VRS with the age below 60 years, a sum equivalent to 10% of the monthly remuneration will be deducted and put in a separate account as guarantee towards completion of the period of contract. This amount would be subject to Income Tax Rules as applicable from time to time. The entire amount so collected would be paid on successful completion of contract.

2.10 Tax Deduction at Source (TDS): TDS as admissible shall be deducted from the monthly remuneration of Marine Engineer on contract basis. A TDS certificate shall be issued by the concerned department on demand.

2.11 Working Hours: Duty hours of the Marine Engineers on contract basis is 24 hrs on/off on craft or Work pattern will be as per **Marine Department's order**. In case of requirement, the Marine Engineer on contract basis would be required to work beyond the normal duty hours, for which there will not be any other compensation due, monetary or otherwise. The duty hours may be extended depending on work requirement. 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 in lieu thereof will be granted. No other compensation, monetary will be admissible. Failure to report for duty will entail deduction of wages on pro-rata basis. Attendance would be marked on Biometric Attendance System.

3. **AGE LIMIT:**

The maximum age for Marine Engineer on contract will be 60 years. As regards retired Port officers/ employees engaged on contract basis, the maximum age limit will be 65 years subject to medical fitness.

4. **PERIOD OF ENGAGEMENT:**

4.1 The initial engagement of Marine Engineer on contract basis will be for the period on 3 years. After expiry of initial term, engagement may be extended, based on requirement of department concerned, with the concurrence of Chairperson for a maximum period of one year at a time, subject to performance review.

4.2 The engagement of Marine Engineer on contract basis would be on full-time basis and they would not be permitted to take up any other assignment during the period of engagement.

4.3 The engagement of Marine Engineer on contract basis is temporary in nature against the specific jobs. The contractual personnel shall not be entitled to claim any right/ title/ interest at par with the regular employees of the Port on similar post doing similar work.

5. **INTEGRITY PACT:**

The Marine Engineer on contract basis shall sign an Integrity Pact with MbPA containing a clause on ethics and integrity.

6. **CONFIDENTIALITY OF DATA AND DOCUMENTS:**

6.1 The intellectual Property Rights (IPR) of the data collected as well as deliverables produced for the MbPA shall remain with the MbPA.

6.2 No One shall utilize or publish or disclose or part with, to a third party, any part of data or statistics or proceedings or information collected for the purpose of his assignment or during the course of assignment for MbPA, without the express written consent of MbPA.

6.3 The Marine Engineer on contract basis shall be bound to hand-over the entire set of records of assignment to MbPA before the expiry of the contract and before the final payment is released by the department/organization.

7. **CONFLICT OF INTEREST:**

7.1 The Marine Engineer on contract basis engaged by MbPA shall in no case take up any other assignment during the period of engagement. Further, the Marine Engineer on contract basis in no case represent or give opinion or advice to others in any matter which is adverse to the interest of MbPA nor will he indulge in any activity outside the terms of the contractual assignment.

7.2 The Marine Engineer on contract basis will not be entitled for any benefit / compensation and absorption/ regularization of service with MbPA.

8. **PERFORMANCE REVIEW:**

Performance of Marine Engineer on contract basis will be reviewed at the time of extension of contract or at completion of one year of contract period whichever is earlier.

9. **TERMINATION OF ENGAGEMENT:**

MbPA may terminate the engagement forthwith with a prior **notice of one month** in following conditions:

- (i) The Marine Engineer on contract basis is unable to address the assigned work;

- (ii) Quality of the work is not to the satisfaction of the Department;
- (iii) The Marine Engineer on contract basis fails in timely achievement of the milestones as finally decided by the MbPA.
- (iv) The Marine Engineer on contract basis is found lacking in honesty and integrity and is not punctual in his work.
- (v) If any adverse report is received from the Police while verification of antecedents

10. **NOTICE PERIOD**

The contract can be terminated by giving one month's notice in writing from either side. If the candidate leaves without notice or acceptance of notice of termination, the amount due to him, i.e. the guarantee amount and salary payable to the extent of notice period will be forfeited.

11. **RIGHTS OF THE MbPA:**

MbPA has the right to cancel the advertisement, and not go for engagement of Marine Engineer, at any stage. It may accept or reject any or all applications, without giving any reasons therefor, whatsoever.

12. **HOW TO APPLY :**

- (i) Interested candidates may submit their application(s) in the prescribed format (Application form) by Downloading the application format from website www.mumbaiport.gov.in ('People&Career/Jobs/Advertisements' menu).
- (ii) Applicants already in service of Government/ Semi-Government Organisations/ Public Sector Undertakings/ Autonomous Bodies must apply through proper channel. The concerned organisation may complete the certificate below the application.
- (iii) Applicants with private bodies/companies must submit a 'No Objection Certificate' from their present employer alongwith the application.
- (iv) The duly filled in application form along with all required details/documents for determining eligibility is to be sent to the below mentioned address by super scribing on the envelope as "Application for engagement of Marine Engineer on contract basis".

The Manager (HR),
Mumbai Port Authority,
General Administration Department,
Port House, 2nd Floor, Shoorji Vallabhdas Marg,
Ballard Estate, Mumbai – 400001.

(email: ar.apandkar@mumbaiport.gov.in –Contact No.022-66564009)

- (v) Merely submitting Resume/ CVs and incomplete application will liable to be rejected.
- (vi) The advertisement shall remain open and applications will be considered in case the vacancies remain unfilled and/or in case additional vacancies arise.

- (vii) Candidates may refer our website from time to time in this regard.
- (viii) For any clarifications, candidates may contact the following officers:

Shri A. R. Apandkar, Dy. Secretary, GAD - 022 6656 4009

Shri M. L. Parkar, Dy. Secretary, GAD - 022 6656 4018

Capt.J.P. Tiwari, Master Pilot, Marine Deptt. - 022 6656 4024

MANAGER (HR)
MUMBAI PORT AUTHORITY