

**MORMUGAO PORT TRUST**  
**GENERAL ADMINISTRATION DEPARTMENT**

**7(A) WELFARE ACTIVITIES**

**I. Drinking Water:**

At all the places safe and hygienic water points are provided at all work places including dock areas.

**II. Latrines and Urinals:**

Sufficient number of latrines and urinals are provided in the dock areas and office premises of Mormugao Port Trust and same are maintained hygienically clean.

**III. Lighting:**

The dock areas, and work spots are well lit thus providing safe working environment during the night shifts and as per the recommendations and advise of the Director General of Factory Advisory Services, Mumbai.

**IV. Ventilation:**

For circulation of fresh air, and maintaining normal temperatures, sufficient number of ventilators are provided in the dock areas, where workers are required to work in three shifts, such as ware- houses, and site office premises in the dock areas.

**V. Washing places:**

Adequate washing places such as bathrooms, wash basins with tap as well as tap on the stand pipe are provided in the port area in the vicinity of the work spots.

**VI. First-aid appliances and Ambulance room:**

Adequate first-aid boxes are provided in the working places in the dock area & port premises and same are accessible. First-aid treatments are readily available during the working hours to the workers at the working places and ambulance is also provided with full medical equipments and qualified nursing staff.

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VII. **Changing rooms:**

Adequate changing rooms are provided to the male and female workers separately in the dock areas and office premises. Adequate lockers are also provided to the workers to keep their clothes and belongings, etc.

VIII. **Rest rooms:**

Adequate no. of rest rooms are provided in the dock area to the workers with the provision of drinking water, wash basins, toilets, bathrooms, etc. for those who are working in the night shift.

IX. **Canteens:**

The canteens are provided in the dock areas and other work places for giving nutritious valued food to the dock workers at subsidized rates.

X. **Hospital/Medical facility:**

Mormugao Port Trust has its own 100 bedded hospital, with fully equipped indoor and outdoor medical facilities at Headland and First Aid Centre at Mormugao Harbour, MPT Workshop and at MOHP area. Medical facilities in the disciplines of General Medicine, General Surgery, Obstetrics & Gynecology, Pediatrics, Ophthalmology and Dentistry are available to the employees and their dependents. These are further supported by other Anesthesiology, Pathology, Radiology, and Orthopedics. The hospital has also extended medical facilities of Ayurvedic and Homeopathic treatment to the employees and their families. Whenever necessary, arrangements for external specialist consultations/ referral are made in the interest of the patient. Apart from Medical Officers, the hospital is enriched with qualified and experienced nursing personnel and other paramedical staff.

Every year provisional budgetary allocation is made for providing medical facilities for the employees and their families. Medical expenditure during the last ten years was as under:-

<b>Budget Provision</b>	<b>Rs. In lakhs.</b>
2007 – 08	Rs.1011.68
2008 – 09	Rs.1233.06
2009 – 10	Rs 1392.36
2010 – 11	Rs 1708.66
2011 - 12	Rs.1640.23
2012 - 13	Rs.1691.57
2013 –14	Rs.1577.81
2014 -15	Rs.1514.40
2015- 16	Rs. 1485.81
2016 - 17	Rs. 1554.94

## **7 (B) NON-STATUTORY WELFARE SCHEMES**

### **I. HOUSING FACILITIES:**

Mormugao Port Trust has constructed residential quarters in the localities at Headland, Bogda, Jetty, Desterro and Baina .

At present 50% of the total employees have been provided with quarters which are classified as under:-

a)	Bunglows	:	13 Nos.
b)	'D' type quarters	:	50 Nos.
c)	'C' type quarters	:	124 Nos.
d)	'B' type quarters	:	448 Nos.
e)	'A' type quarters	:	1079 Nos.
f)	Non Standard quarters	:	08 Nos.
g)	Barracks for CISF Personnel	:	151 Nos.
h)	Bachelor Units	:	26 Nos.
	Total	:	<u>1899 Nos.</u>

Apart from providing official accommodation House Building Advance is also given to the eligible employees who desire to construct their new houses or acquire ready build flats/houses. So far 305 employees have availed of the House Building Advances from the years 1988 to 2014. Further, it is stated that House Building Advances has been temporarily suspended from financial year 2014-15 to till date.

### **House Building Advances granted during last 15 financial/calendar years.**

a)	2003	---	12 employees
b)	2004	---	05 employees
c)	2005	---	03 employees
d)	2006	---	Nil
e)	2007	---	02 employees
f)	2008	---	05 employees
g)	2009	---	01 employee
h)	2010	---	02 employees
i)	2011	---	Nil
j)	2012	---	Nil
k)	2013	---	Nil
l)	2014	---	Nil
m)	2015	---	Nil
o)	2016	---	Nil
p)	2017	---	Nil
	Total	---	<u>30 employees</u>

ii) **Scholarship:**

The scholarships are being awarded through attractive Scholarship Schemes with a view to motivate the children of Port employees for excellence in education. The Scholarship Scheme is applicable from Std. I to Std. XII and recognized Degree/Diploma Courses of not less than 1 year duration including Post Graduate Degree/Diploma Courses. The Scheme has been classified in three categories :-

- I) Open Merit Scholarship Scheme
- II) Ranker's Scholarship Scheme
- III) Special Scholarship Scheme.

The children of SC/ST employees are also given concession in respect of marks at all slabs for granting scholarship awards as compared to the General Category.

iii) **Dr. Baba Saheb Ambedkar Scholarship Scheme :**

To mark the Birth Centenary of Bharat Ratna Dr. Babasaheb Bhimrao Ambedkar, the Annual Scholarship was introduced in the Year 1991 for the benefit of the children of Port Employees belonging to Scheduled Caste and Scheduled Tribes who have Grade B+ & above for Std. K.G. to Std. VIII and Grade E & above or 51% of marks & above for IX to XII and technical courses after X Std.

iv) **Bharat Ratna Dr. B. R. Ambedkar Vocational Centre**

For the benefit and as an welfare measure for the Port employees and their family members, the Vocational Centre conducts following courses, by charging concessional fees shown below against the respective courses:

Sr. No.	Course Name	Duration	Fees for Port Employees	Fees for Non - MPT
	<b><u>Vocal Music, Harmonium &amp;Tabla</u></b>			
1.	Sangeet Parichay	12 months	Rs. 3000/-	Rs. 4200/-
2.	Sangeet Prarambhik	12months	Rs. 3000/-	Rs. 4200/-
3.	Praveshika Pratham	12 months	Rs. 4200/-	Rs. 5400/-
4.	Praveshika Poorna	12 months	Rs. 4200/-	Rs. 5400/-
5.	Madhyama Pratham	12 months	Rs. 5400/-	Rs. 7200/-
6.	Madhyama Poorna	12 months	Rs. 5400/-	Rs. 7200/-
7.	Visharat Pratham	12 months	Rs. 7200/-	Rs. 10200/-
8.	Visharat Dwitiya	12 months	Rs. 8400/-	Rs. 11400/-

9.	Visharat Thritya	12 months	Rs. 9600/-	Rs. 12000/-
10.	Typewriting	6 months	Rs.600/-	Rs.900/-
11.	Shorthand	6 months	Rs.600/-	Rs.900/-
12.	Bharatnatyam	12 months	Rs.3600/-	Rs. 4200/-
13.	ABACUS	3 months for one level	Rs. 1367/-	Rs. 1517/-
	<b>Professional Computer Courses</b>			
14.	Diploma in Information Technology (DIT)	5 months	Rs. 6800/-	Rs. 8500/-
15.	Diploma in Commercial Application (DCOM)	6 months	Rs. 7500/-	Rs. 9000/-
16.	Diploma in Office Automation	3 months	Rs. 2700/-	Rs. 3700/-
17.	Accounting Package (Tally ERP)	2 months	Rs. 2000/-	Rs. 2750/-
18.	Desktop Publishing	2 months	Rs. 2500/-	Rs. 3000/-
	<b>Short Term Career Courses</b>			
19.	Office Management (CEO)	2 months	Rs. 2500/-	Rs. 3500/-
20.	Html (Web Designing)	1 month	Rs. 2000/-	Rs. 2500/-
21.	School Project Course	1 month	Rs. 1600/-	Rs. 2000/-

The hall attached to the centre is let on hire for wedding parties and Port related functions for which subsidized rate of rent @ Rs.1500/- per day in addition to service tax being charged for port employees and Rs.4000/- per day in addition to service tax for others. The centre is opened for non port children for admission to all courses.

v) **Welfare Fund (Provision of Rs.15 Lakhs per year) :**

A significant amount of Rs. 5,38,480/- has been disbursed from the Welfare Fund during the year 2016-17. During the current financial year, financial assistance granted from welfare fund was for the following purposes.

- a) For meeting the funeral expenses of an employee who died while in service, an amount of Rs.10,000/- is being disbursed from Welfare Fund towards funeral expenses in favour of next of kin of the deceased employee.
- b) Financial aid fund to the employees who are suffering from chronic illness and to others in financial distress.

- c) An amount of Rs.250/- per month is being reimbursed towards tuition fees in respect of mentally retarded children of port employees.
- d) An amount of Rs.500/- per employee is being reimbursed towards spectacles frame twice in his/her entire service.
- e) Any Port employee/Officer who dies as a result of any fatal accident while on duty an additional amount of Rs.5,000/- is being paid, besides the above funeral expenses of Rs. 10,000/- i.e. overall amount of Rs. 15,000/-.

vi) **Welfare Centralised Library:**

Centralized Library facility is provided to all Port employees/workers in main administrative office building. The amount spent for purchase of books etc. during the last five financial years are shown as below. Presently there are 11,909 nos. of books available in the library in Hindi/English/Konkani/Marathi languages.

**Actual Amount Spent**

2012-13	26,184/-
2013-14	37,423/-
2014-15	30,948/-
2015-16	27,119/-
2016-17	33,827/-

vii) **Education facilities:**

The Mormugao Port Education Society runs the Kindergarten, Primary, Secondary and Higher Secondary School. The construction of schools, play grounds, and all other maintenance is being carried out by the administration.

viii) **Syantara Auditorium:**

In Port colony the Syantara Auditorium having the seating capacity of 750 was constructed for conducting Dramas, office programs, school/colleges programmes and various cultural activities for the benefit of the port employees and their families at the Auditorium.

However, the activities have been temporarily suspended due to deteriorated condition of the Auditorium.

The budgetary provision and actual expenditure on cultural activities for last five years is given below:

	<b><u>Budget</u></b>	<b><u>Actual</u></b> <b>(Rs. In Lakhs)</b>
2012-2013 (RE)	12.00	3.96
2013-2014 (RE)	5.00	3.38
2014-2015 (RE)	5.00	4.36
2015-2016 (RE)	4.00	5.14
2016-2017 (RE)	3.69	6.56

xii) **Port Employees Consumer Co-Op. Society:**

The Employees Consumers Co-operative Society runs a self service shopping unit at Headland to cater to the day to day needs of the residents of port colony at Headland. The credit facility is also available to the society members for buying grocery items. Occasionally exhibitions cum sales are also arranged by the society for the benefit of its clients wherein reputed manufacturer/dealers of various goods display their products. The member employees have also the option to buy the goods and pay on installment basis through salary.

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