Jawaharlal Nehru Port Authority
Marine Department

JNP/Marine/DC/2026/ Date: 14.08.2026

Engagement of PILOT on contract basis at JNPA under SCHEME –I or SCHEME-II

JNPA Invites application from desirous candidates to engage as a Pilot on contract basis under SCHEME I or SCHEME II details of terms & conditions in Annexure.

(i) Applications are required to be submitted in the prescribed form which may be downloaded from JNPA website.

(ii) Qualification of candidate- The candidate for Pilot on Contract shall
   1) be an Indian National
   2) possess Master (FG) Certificate of Competency with at least one year sailing experience as Chief Officer and above in Foreign Going ships. Indian citizen with foreign Certificate of Competency and recognized by India, must acquire relevant endorsement from the DG Shipping.
   3) Not more than 55 years (for Pilots engaged on contractual basis) of age at the time of entry into pilotage service.

(iii) Applicants already in service of Government/Semi-Government Organisations/Public Sector Undertakings/Autonomous Bodies must apply through proper channel and submit advance copy to JNPA and submit NOC at the time of interview.

(iv) 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.

(v) Reservation will be applicable as per Government Guidelines.

(vi) Candidates can forward the application by post or e-mail (along with copies of all requisite documents) to e-mail – harbourmaster@jnport.gov.in; contact no. 22 6781 4173.

(vii) Interview will be in person or online date of interview will be communicated giving 7 days' notice for interview

(viii) Last date of application is 12/10/2026

Interview Venue: Deputy Conservator office
Jawaharlal Nehru Port Authority,
Administration Building,
Navin Sheva,
Navi Mumbai – 400702.

For any clarifications, candidates may contact the following officers:
Capt. Shashikant Jadhav, Harbour Master, 22 6781 4173
Pa To Dy conservator, 22 6781 4171

Scheme-I- Terms and conditions

Sub: Terms and conditions of contract for engagement as pilot on contract basis.
Scheme-I

Sir.

It has been decided to engage Capt. _____ as pilot on contract basis in Jawaharlal Nehru Port Authority on following term & condition:

1.0 The gross emoluments payable per month will be dependent on category on tonnage slabs.

Sr. No	Pilotage slab	Base(B)Amount	Fixed (FI)Incentive	Pilotage (PI) Incentive	**Total Remuneration**
1	Training	1,00,000	50,000		**1,50,000**
2	Up to 30K GRT Pilot	1,20,000	50,000	30,000	**2,00,000**
3	Up to 40K GRT Pilot	1,20,000	50,000	40,000	**2,10,000**
4	Up to 50K GRT Pilot	1,20,000	50,000	50,000	**2,20,000**
5	Up to 65K GRT Pilot	1,30,000	50,000	60,000	**2,40,000**
6	Up to 80K GRT Pilot	1,30,000	50,000	75,000	**2,55,000**
7	Up to 95K GRT Pilot	1,40,000	50,000	90,000	**2,80,000**
8	Full tonnage	1,50,000	50,000	1,75,000	**3,75,000**

*Fixed incentive includes Transport and Mobile expenses.

**Working on Day off/Public Holiday rate = (B+FI)/30*1.5,
Leave encashment rate per day (B+FI)/30
*** Contract Pilot will be eligible for yearly increment after completion of one year as a full tonnage pilot JNPA at the 6% of (B+FI) amount.

2.0 Terms and condition:

The above emoluments/Remuneration will be applicable to Pilot on contract subject to following:

2.1 Pilot will be employed as **Trainee Contract Pilot** till the time he obtains Pilotage license from MoPSW.

2.2 Pilot on contract duties and responsibility will be as defined in operational manual of Marine Department abstract, which is attached in **Annexure I.**

2.3 Training period will be of six months or more, which include 2 months training at MbPA and ELPT course conducted by IMU.

2.4 Only after completion of training and issuance of pilot license from MOPSW, **Trainee Contract Pilot** will be designated as a **Contract Pilot**, Flag code will be issued and will be permitted to carry out Pilotage duties in JNPA and MbPA waterfront.

2.5 Contract pilot to Ensure His Pilotage Licence and Master (F.G.) Certificate is maintained valid throughout the contract period with JNPA & when piloting. Authorised unpaid leave for Revalidation may be granted subject to approval of Deputy conservator.

2.6 Pilot to carry out a minimum Two Movements per 12 hrs day shift and one movement in night shift. For ease of calculation first 30 number of moments (In calendar Month) or pro rata , In schedule of 2 days 2 night, shift off and weekly off six day's cycle (Day shift will be from 0800 to 2000 hrs & night shift from 2000 hrs to 0800 hrs next day). The work hours/ schedule may be approved/decided by Deputy Conservator as and when required.

2.7 Pilotage movement to be considered as vessel movement from pilot station or stream to any designated berth or stream within JNPA/MBPA waters and vice-versa.

2.8 Pilot will carry out all duties on rotational basis assigned to him during twelve hrs shift, which includes early arrival or late departure as per requirement of movements during his working shift.

2.9 Remuneration is for one calendar month (one-day remuneration will be pro-rata considering 30 days' month).

3.0 If the Duty Dock master certifies that, a Pilot has not completed the minimum number of two movements for the day shift or one for the night shift for particular day, due to not having vessel movement then he will be entitled for that shift full payment.

3.1 Due to tidal condition, if Pilot has to board vessel prior to his shift hours or work extended beyond his shift hours is considered while calculating movement incentive no extra payment will be given.

3.2 For extra movement remuneration will be as below:

LOA of vessel	Day time (6 a.m. to 10 p.m.) Rs	Night (10p.m. to 6 a.m.) Rs.
Up to 150	1000	1500

Up to 200	2000	3000
Up to 250	2500	3750
Up to 320	3000	4500
Up to 370	4000	6000
above 370	6000	9000

3.3 Contract Pilot must complete all movements allotted to him during duty hours as per the directions of the Dock Masters/Harbour Master/Deputy Conservator. Any refusal to carry out any movement without any valid reason (sickness, accident, etc.) will be liable for deduction at the rate of half day of total salary drawn for that day by the said pilot.

3.4 When a Pilot is posted for VTS/Port control duties, the two hrs duty will be treated as a one movement and will be paid at the rate of initial slab (up to 150m) of extra movement incentive.

3.5 When Pilot is called for duty on non-working day or Holiday, paid as per 1.0 & 3.2.

3.6 When Senior Pilot is carrying out duty of Dock Master, he will be paid additional incentive 0.5 times of his daily remuneration (B+FI+PI)/30 for 12 hrs duty.

3.7 Contract Pilot has to inform Deputy conservator/Harbour Master if he is out station (Mumbai Metropolitan Region area).

3.8 Rs. 20,000/- (Twenty Thousand only) per year or pro-rata will be paid to Pilot for Purchase of PPE (Shoes, Uniform, Rainy wear, Winter wear etc. which excludes Life jacket).

3.9 Initial contract will be for 3 years, subsequently contract may be extended for 3 years each, with at least minimum one-day break at mutual consent.

4.0 JNPA will retain 20% amount (B+FI+PI) from monthly package of contract subject to a ceiling of Rs.3,00,000/-, for first contract, thereafter no further monthly deduction will be made from his monthly package. The amount will be released at the end of the contract on the following conditions:

a) The contract can be terminated by either side as per the terms & conditions of contract i.e. by giving three months' notice failing which salary due & said amount will be forfeited.

b) Pilot has to serve JNPA for minimum 3 years, Pilot leaving JNPA before completing 3 years, the said amount will be forfeited.

c) In case of any disciplinary action initiated against the Contract Pilot as per 4.3 & 4.4 the said amount will be forfeited.

4.1 Pilot joining JNPA after completion of first contract and thereafter ceiling of security amount being retained with JNPA will be 1,50,000/-. In case of any amount recoverable from the Contract Pilot, same will be recovered and the remaining amount will be refunded to the contract Pilot.

4.2 Lodging and Boarding at JNPA Guest House will be provided free during working hours and in accordance with approved rules. However, cost of meal is restricted to Rs.

2,250/- per month. Any expenses over and above Rs. 2,250/- will be deducted from Contract Pilot's monthly remuneration.

4.3 Any Disciplinary action, misconduct or misbehaviour by Contract Pilot while on duty or in Port area will be dealt seriously, the case of misconduct and misbehaviour, action will be initiated against said Pilot by department. The said Pilot will have option to appeal against it to Chairman JNPA.

4.4 Any Professional disciplinary action/incident enquiry will be initiated by Marine Department & Deputy Conservator is Authority for disciplinary action to be taken against Pilot for any professional negligence or any other inquiry.

4.5 Contract pilot will be credited with 30 days earned leave and 20 days' casual leave or pro-rata per calendar year.

4.6 Earned leave will be credited 2.5 days per month for each completed month.

4.7 Republic Day (26th Jan), Independence Day 15th Aug) and Labour Day (1st May) are declared holiday which can be availed by Pilot in consultation with Harbour Master.

4.8 Pilot can avail/encash one holiday for every month. (9 Holidays of outdoor staff and 3 National holidays-26th Jan 1st May and 15th Aug)

4.9 Pilotage Incentive will be paid only for working day and CL. Same will be not applicable for EL and/or encashment of leave. (Pilotage Incentive shown in remuneration is for 20 working day or pro-rata).

5.0 The earned leave may be carried forward or encashed within the contract period of 3 years at pro-rata (Base amount +Fixed incentive), while Casual leave neither encashed nor carried forward for calendar year.

5.1 Health Insurance up to Rs. 60,000/- will be reimbursed for self, spouse, parents and two children (up to age 25 years) for first contract appointment after completion of one year, on Renewal of Contract same to reimburse upon submitting Receipt. Only Emergency medical treatment shall be provided by JNPA in case of an accident while on duty.

5.2 While on Pilotage Duty Contract Pilot to wear Uniform as Per Harbour Master Office Circular.

5.3 Pilot will be covered by Group Personal Accident Insurance policy presently in vogue in JNPA. Contract Pilot will have liberty to have any other Group Personal Accident Insurance policy. However, Contract Pilot/Trainee contract Pilot will not be permitted to board vessel without accidental insurance cover.

5.4 Pilots will be provided transport facility within port area and up to JNPA port township.

5.5 Pilot will be allotted the accommodation if available in the port township on chargeable basis as per JNPA rules and regulations.

5.6 Pilot shall not claim any right/title/interest on par with regular employees of Port or otherwise.

5.7 These terms and conditions for contract pilots to be reviewed after 5 years. JNPA rules & regulation for carrying out pilotage work, regarding conduct, discipline etc. will be applicable to pilot on contract.

5.8 **GST applicability & personal gratuity is in vague & under review by JNPA management the decision taken will be applicable in above contract.**

If the above terms and condition of contract are acceptable to you, please sign and return the duplicate copy of this letter in token of your acceptance and report for duty on or before _____along with the following original documents & attested Xerox copies of the same:

1. Proof of Date of Birth-SSC Certificate or School Leaving Certificate.
2. Certificate in support of educational/technical qualification
3. Certificate of competency.
4. Certificate of Endorsement from DG Shipping (if Applicable).
5. Experience certificate & CDC.
6. Duly filled in character and attestation form (form enclosed).
7. Caste Certificate (in case of scheduled Caste/Scheduled Tribe/Other Backward class candidate).
8. Relieving certificate from the present employer in case you are employed in Govt. Organization.

Your Faithfully,

DECLARATION

I accept above terms and condition of contract for 03 years (Three years).

Date: -

signature

Capt.

Passport No:

SCHEME-II- Terms and Conditions

Sub: Terms and Conditions of Contract for engagement as Pilot on contract basis.

Scheme-II

Sir,

It has been decided to engage you as Pilot on contract basis in Jawaharlal Nehru Port Authority on the following terms and conditions:

1. You will be initially engaged as a Trainee Pilot on Contract basis and the period of training will be six months or decided by Dy. Conservator, JNPA.
2. You must work 15 days on and 15 days off schedule in consultation with DC/HM.
3. The gross emoluments payable per month/days will depend on the category of tonnage slabs, a Pilot is licensed to handle, irrespective of sizes of ships handled during duty hours which will be as under, subject to tax deducted at source.

The remuneration will be as follows:

Tonnage	**Rates**
During Training	Rs.1,50,000/- Per Month
When licenced to pilot vessels up to 30000 GRT	Rs.13000/- per day
After 3 Months, Vessels not exceeding 40000 GT and draft 12M, but tankers not exceeding 30000 GT and draft 11M (excluding man of war, and lagoon vessels.)	Rs. 14,000/- per day
After 6 Months, Vessels not exceeding 50000 GT and draft 13M, but tankers not exceeding 35000 GT and draft 12M	Rs. 15,000/- per day
After 9 Months, Vessels not exceeding 65000 GT and draft 13.50 M, but tankers not exceeding 40000 GT and draft 12.50 M	Rs. 18,000/- per day
After 14 Months, Vessels not exceeding 80000 GT and draft 14 M, but tankers not exceeding 45000 GT and draft 13 M	Rs. 20,000/- per day
After 19 Months, Vessels not exceeding 95000 GT and draft 15 M, but tankers not exceeding 50000 GT and draft 14 M	Rs. 22,000/- per day
FULL TONNAGE, after 24 Months for Year 2025-2026	Rs. 25,000/- per day
FULL TONNAGE, after 24 Months for Year 2026-2027	Rs. 26,000/- per day
FULL TONNAGE, after 24 Months for Year 2027-2028	Rs. 27,000/- per day

1. Travelling allowance reimbursement as per actuals subject to a ceiling of Rs. 20,000/-in a calendar month.

2. Minimum availability will be 15 days per calendar month and will be staggered to ensure availability as per administrative convenience. Availability can be broken into two slot.
3. Pilot will attend all the movements allotted including night movements scheduled for
the particular day.
4. The daily allowance shall be paid as approved on days they are available for pilotage operations. However, for less than 12 hour's availability on any day they will be paid only @50% of the daily allowance.

GENERAL TERM AND CONDITIONS

The above emoluments/Remuneration will be applicable to Pilot on contract subject to following:

2.1 Pilot will be employed as **Trainee Contract Pilot** till the time he obtains Pilotage license from MOPSW.

2.2 Pilot on contract duties and responsibility will be as defined in operational manual of Marine Department abstract, which is attached in **Annexure 1**.

2.3 Training period will be of six months or more, which include 2 months training at MbPA and ELPT course conducted by IMU.

2.4 Only after completion of training and issuance of pilot license from MOPSW, **Trainee Contract Pilot** will be designated as a Contract Pilot, Flag code will be issued and will be permitted to carry out Pilotage duties in JNPA and MbPA waterfront.

2.5 Contract pilot to Ensure His Pilotage Licence and Master (F.G.) Certificate is maintained valid throughout the contract period with JNPA & when piloting. Authorised unpaid leave for Revalidation may be granted subject to approval of Deputy conservator.

2.6 If pilot carry out 30 movements in 15 days or pro rata, from Pilot station to berth and vice versa. Extra movements will be paid as per 3.0,

2.7 Pilot will be working on turn basis with other pilots. The work hours/schedule may be approved/decided by Deputy Conservator as and when required. Pilot will be given 8 hours of rest in 24 hrs at single stretch, of which 4 hours will be the time of darkness.

2.8 Pilotage movement to be considered as vessel movement from pilot station or stream to any designated berth or stream within JNPA/MbPA waters and vice versa.

2.9 If the Duty Dock master certifies that, a Pilot has not completed the minimum number of two movements for the day due to not having vessel movement then he will be entitled for that shift full payment.

3.0 For extra movement remuneration will be as below:

LOA of vessels	Day time (6 a.m. to 10 p.m.)	Night (10 p.m. to 6 a.m.)
Up to 150	Rs.1000	Rs.1500
Up to 200	Rs.2000	Rs.3000
Up to 250	Rs.2500	Rs.3750
Up to 320	Rs.3000	Rs.4500
Up to 370	Rs.4000	Rs.6000

Above 370	Rs.6000	Rs.9000

3.1 Contract Pilot has to complete all movements allotted to him during duty hours as per the directions of the Dock Masters/Harbour Master/Deputy Conservator. Any refusal to carry out any movement without any valid reason (sickness, accident, etc.) will be liable for deduction at the rate of half day of total salary drawn for that day by the said pilot.

3.2 When a Pilot is posted for VTS/Port control duties, the two hrs duty will be treated as a one movement and will be paid at the rate of initial slab (up to 150m) of extra movement incentive.

3.3 When Senior Pilot is carrying out duty of Dock Master, he will be paid incentive 0.5 times of his daily remuneration.

3.4 Contract Pilot not to leave JNPA premise without approval of HM/DC during his duty cycle.

3.5 Rs. 20,000/- (Twenty Thousand only) per year or pro-rata will be paid to Pilot for Purchase of PPE (Shoes, Uniform, Rainy wear, Winter wear etc. which excludes Life jacket).

3.9 Initial contract will be for 3 years, subsequently contract may be extended for 3 years each. With at least one-day break at mutual consent.

4.0 JNPA will retain 20% security amount from monthly package of contract subject to a ceiling of Rs.3,00,000/-, for first contract, thereafter no further monthly deduction will be made from his monthly package. The amount will be released at the end of the contract on the following conditions:

a) The contract can be terminated by either side as per the terms & conditions of contract i.e. by giving three months' notice. failing which salary due & said amount will be forfeited.

b) Pilot has to serve JNPA for minimum 3 years, Pilot leaving JNPA before completing 3 years, the said amount will be forfeited.

c) In case of any disciplinary action initiated against the Contract Pilot for any misconduct, the said amount will be forfeited.

4.1 Pilot joining JNPA after completion of first contract and thereafter ceiling of security amount being retained with JNPA will be Rs.1,50,000/-. In case of any amount recoverable from the Contract Pilot, same will be recovered and the remaining amount will be refunded to the contract Pilot.

4.2 Lodging and Boarding at JNPA Guest House will be provided free during working hours and in accordance with approved rules. However, cost of meal is restricted to Rs. 2,250/- per month. Any expenses over and above Rs. 2,250/- will be deducted from Contract Pilot's monthly remuneration.

4.3 Any disciplinary action, misconduct and misbehaviour by Contract Pilot while on duty or in Port area will be dealt seriously, the case of misconduct and misbehaviour, action will be initiated against said Pilot by Deputy Conservator. The said Pilot will have option to appeal against it to Chairman JNPA.

5.0 Any Professional disciplinary action/incident enquiry will be initiated by Marine Department & Deputy Conservator is Authority for disciplinary action to be taken against Pilot for any professional negligence or any other inquiry.

5.1 Health Insurance up to Rs. 60,000/- will be reimbursed for self, spouse, parents and two children (up to age 25 years) for first Contract appointment after completion of one year, on Renewal of Contract same to reimburse upon submitting Receipt. Only Emergency medical treatment shall be provided by JNPA in case of an accident while on duty.

5.2 While on Pilotage Duty Contract Pilot to wear Uniform as Per Harbour Master Office Circular.

5.3 Pilot will be covered by Group Personal Accident Insurance policy presently in vogue in JNPA. Contract Pilot will have liberty to have any other Group Personal Accident Insurance policy. However, Contract Pilot/Trainee contract Pilot will not be permitted to board vessel without accidental insurance cover.

5.4 Pilots will be provided transport facility within port area and up to JNPA port township.

5.5 Pilot will be allotted the accommodation if available in the port township on chargeable basis as per JNPA rules and regulations.

5.6 Pilot shall not claim any right/title/interest on par with regular employees of Port or otherwise.

5.7 These terms and conditions for contract pilots to be reviewed Every 3 years.

5.8 JNPA rules & regulation for carrying out pilotage work, regarding conduct, discipline etc. will be applicable to pilot on contract.

If the above terms and condition of contract are acceptable to you, please sign and return the duplicate copy of this letter in token of your acceptance and report for duty on or before / / / along with the following original documents & attested Xerox copies of the same:

1. Proof of Date of Birth-SSC Certificate or School Leaving Certificate.
2. Certificate in support of educational/technical qualification
3. Certificate of competency.
4. Certificate of Endorsement from DG Shipping (if Applicable).
5. Experience certificate & CDC.
6. Duly filled in character and attestation form (form enclosed).
7. Caste Certificate (in case of scheduled Caste/Scheduled Tribe / Other Backward class candidate).
8. Relieving certificate from the present employer in case you are employed in Govt. Organization.

Your Faithfully,

Dy. Conservator & PFSO

DECLARATION

I accept above terms and condition of contract for 03 years (Three years).

Date:

JAWAHARLAL NEHRU PORT AUTHORITY

Application for the post of Pilot on a Contract basis.

Affix Passport size Photograph

1. Name (In block letters): _____

2. Address for communication:_____

3. Permanent address:_____

4. Telephone/Mobile /Fax No./E mail Id:_____

5. Date of Birth: _____

6. Nationality:_____

7. Whether belongs to SC/ST/OBC:_____
(Caste certificate to be enclosed)

8. Educational/Professional and other Qualifications:

Name of examination	Year of passing	Percentage grade/class	No. of attempts	Name of Board/ University

9. Details of Certificate of Competency: _____Indian/Other (pl. specify)
from where issued:_____
Valid up to:_____

10. Details of present and past employments/experience:

Name of the organization	Post held	Scale of Pay	Period		Nature of duties
			From	To	

11. Date from which holds post of Master:_____

12. Sailing Experience as Chief Officer/Master:_____

13. Languages known :

Language	Read	Write	Speak
Marathi			
Hindi			
English			

14. Any other information desired to be submitted by the applicant:

_____
_____
_____
_____

In the event of my selection for the above post, I will not withdraw and undertake to accept the appointment.

Date :___/___/_____

Place: _____

Encl: _____ (Signature of the Applicant)

CERTIFICATE

(To be given by the Head of Department/Competent Authority)
(In case of applicants employed in Govt/Semi-Govt. organizations/ PSUs/ Autonomous Bodies)

This is to certify that Capt. _____ Designation_____ who is working in _____ since _____. The particulars furnished by him at Sl. No. 1 to 14 in the above application are verified and found to be correct.

There is no Disciplinary case pending or contemplated against the Applicant. No major/minor penalties have been imposed on the Applicant during his service with our organization/department.

His integrity is certified, and he is clear from a vigilance angle.

Date:___/___/_____ HEAD OF DEPARTMENT/

Place: _____ Competent Authority