JAWAHARLAL NEHRU PORT AUTHORITY

MARINE DEPARTMENT

Vacancy- PILOT on Fix Term Employment

Advertisement/JNPA/Marine/DC/Pilot FTE/2026 dated 06/11/2026

Pilot on Fixed Term Basis

Number of Vacancies - 3

Jawaharlal Nehru Port Authority intends to engage 3 Nos. of Pilots on Fixed Term Employee basis (01-ST, 01-SC, 01-OBC (NCL)). (In case no candidate available for reserved category, Pilot being essential operational position, will be engaged from other available categories) as per the instructions attached as Annexure - 1. Terms & Conditions set out in the scheme as Annexure - II.

QUALIFICATION AND EXPERIENCE

Essential:- 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 recognized by the Ministry of Shipping, Govt. of India.

ii) One-year post qualification experience as Master / Chief Officer of a foreign going ship.

Upper Age limit: Up to a maximum age of 55 years.

Note: A candidate for pilotage license shall be of 55 years of age at the time of entry to a pilotage service.

Interested & Eligible candidates may submit their application in prescribed form Annexture III to harbourmaster@jnport.gov.in or Mail/Courier to Deputy Conservator, Administrative building, Jawaharlal Nehru Port Authority, Nhava- Uran Navi Mumbai 4000707 on or before 30.11.2026. Interview will be held on 1st week of December 2026. Candidates must submit copies of Master FG COC, Post Qualification Experience Certificates, Educational Qualification, caste certificate and identity proof duly self-attested.

For details of terms and conditions, please visit our website: www.jnport.gov.in

Dy. Conservator and PFSO

Jawaharlal Nehru Port Authority

ANNEXURE-I

Instructions / Conditions:

1. Only Indian Nationals are eligible to apply.

2. Any canvassing / directly/ indirectly by the candidate may disqualify his candidature.

3. Before appearing for the Interview, candidate must ensure that he/she fulfills all eligibility criteria, stipulated by the Jawaharlal Nehru Port Authority, in the advertisement. The Jawaharlal Nehru Port Authority will however, take up the final verification of eligibility conditions i.e. educational qualification, experience, category etc., with reference to your original documents, before Interview / engagement.

4. The management of Jawaharlal Nehru Port Authority reserves the right to postpone / cancel the Interview in case of unavoidable / unforeseen circumstances.

5. The decision of Management will be final and binding on all candidates on all matters. relating to eligibility, acceptance, or rejection of the applications, reservation, mode of selection, cancellation of the selection process either in part or full etc. No correspondence will be entertained in this regard.

6. Candidate selected, will neither be entitled nor have any claim regular employment in JNPA during the said Term of Employment.

Dy. Conservator and PFSO

Jawaharlal Nehru Port Authority

Annexture II

JNP/DC/Marine/Pilot FTE/2025/ Date:.

To,

_____
_____
Sir.

It has been decided to engage Capt. _____ as pilot on fixed term employment (FTE) 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
*** Pilot on Fixed term employment 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 FTE subject to following:

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

2.2 Pilot on duties and responsibility will be as defined in operational manual of Marine

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 Pilot** FTE basis will be designated as a **Pilot on Fixed Term Basis**, Flag code will be issued and will be permitted to carry out Pilotage duties in JNPA and MbPA waterfront.

2.5 **Pilot on Fixed Term Basis** 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 **Pilot on Fixed Term Basis** 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 on FTE Basis is called for duty on non-working day or Holiday, paid as per 1.0 & 3.2.

3.6 When Senior Pilot on FTE Basis 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 **Pilot on Fixed Term Basis** 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 on Fixed Term Basis** 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 on Fixed Term Basis** 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 **Pilot on Fixed Term Basis** 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 on Fixed Term Basis** for any professional negligence or any other inquiry.

4.5 **Pilot on Fixed Term Basis** 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 on Fixed Term Basis** 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 **Pilot on Fixed Term Basis** to wear Uniform as Per Harbour Master Office Circular.

5.3 **Pilot on Fixed Term Basis** will be covered by Group Personal Accident Insurance policy of JNPA. **Pilot on Fixed Term Basis** will have liberty to have any other Group Personal Accident Insurance policy.

5.4 **Pilot on Fixed Term Basis** 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 **In view of new Labour code 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 30.12.2026 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,

Cap Balasaheb.V. Pawar
Dy. Conservator & PFSO

DECLARATION

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

Date: - signature

Capt.

Passport No:

Annexture III

JAWAHARLAL NEHRU PORT AUTHORITY

Application for the post of **Pilot** fixed term employment 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