

श्यामा प्रसाद मुखर्जी पोर्ट, कोलकाता  
SYAMA PRASAD MOOKERJEE PORT, KOLKATA



श्यामा प्रसाद मुखर्जी पोर्ट, कोलकाता  
SYAMA PRASAD MOOKERJEE PORT, KOLKATA  
Formerly Kolkata Port Trust

हल्दिया गोदी परिसर  
HALDIA DOCK COMPLEX  
कार्मिक एवं औद्योगिक संपर्क प्रभाग  
Personnel & Industrial Relations Division



संयुक्त कुटुंबकम्  
ONE EARTH - ONE FAMILY - ONE FUTURE

**Advertisement for Contract Engagement of Jr. Engineer (in Civil Engineering discipline)**

Advertisement No.: 10 / 2023

Haldia Dock Complex, SMP - K intends to engage 05\*\* (Five) Jr. Engineer (in Civil Engineering discipline) under I&CF Division, Haldia Dock Complex, SMP - K on contractual basis. Applications are invited from Indian Nationals for the aforesaid contractual engagement, the details eligibility criteria for such are given below:-

(\*\* The numbers of engagements are indicative only. The same may increase / decrease in future, as per actual requirements)

**Jr. Engineer (in Civil Engineering discipline):**

**Eligibility Criteria**

- (i) Age: upper age limit is 35 years as on September 01, 2023.
- (ii) Essential qualification : Must have passed Madhyamik or its equivalent examination and possess an L.C.E Diploma (Diploma in Civil Engineering).
- (iii) Experience : 05 years' experience in Civil Engineering works.
- (iv) Method of Selection : Selection will be made through written test.

**General Instruction to the Candidates:**

Interested candidates, fulfilling the above mentioned eligibility criteria and agreeable to the terms and conditions given below, may apply in the enclosed proforma with one recent passport size photograph and self-certified photocopies of relevant certificates / testimonial. Application in sealed envelope superscribing “**Application for contractual engagement of Jr. Engineer under I&CF Division, HDC**”, should reach the Office of the Sr. Dy. Manager (P&IR), Haldia Dock Complex, Jawahar Tower, 6<sup>th</sup> Floor, P.O.: Haldia Township, Dist.: Purba Medinipur, W.B., Pin. : 721 607, by **October 26, 2023**. Mere fulfillment of the eligibility criteria will not confer any right upon the candidate for selection. Management reserves the right to cancel the selection process without any reference to the candidates. Incomplete applications, or applications received after the last date may not be entertained.

Encl: As stated

Sr. Dy. Manager (P&IR)  
Haldia Dock Complex

**Terms and Conditions for contractual engagement of Jr. Engineer**  
**under I&CF Division of HDC**

1. The engagement will be for a period of 03 (three) years and after expiry of the said period, the contractual engagement will be automatically terminated. However, on expiry of the contract, HDC, SMP - K reserves the right to enter into a fresh contract for such period and on such terms & conditions as may be mutually agreed upon by the parties.
2. The selected candidate will be responsible for execution of Civil Engineering projects, management of various related contracts and maintenance of various civil infrastructure, stores, within HDC's jurisdiction.
3. The selected candidate will be paid a consolidated remuneration of Rs. 40,500/- (Rupees forty thousand five hundred only) per month. The rate of Annual Increment would be decided by the Competent Authority based upon your performance during the year. The next Annual Increment shall be subject to Annual Performance Review after completion of each year of service as applicable.
4. The selected candidate may be required to work at any place / office within the jurisdiction of I&CF Division, HDC, SMP - K.
5. The selected candidate will have to work for 6 (six) days in a week and will be entitled to a weekly-off day. If situation so warrants, the weekly day of rest may be changed with prior intimation. The candidate will be required to work in shifts on rotations i.e. morning, afternoon, night & general shift as per requirement. In exigency of work, the candidate may also be booked on weekly off days / Holidays / Overtime hours beyond your scheduled duty hours, for which appropriate relief may be considered, as per the discretion of the Competent Authority.
6. The selected candidate may avail of the facility of HDC accommodation (unfurnished), subject to availability, on payment of license fee / rent, as applicable. Electricity charges for the said quarter, shall have to be borne by the candidate, as per actual.
7. The selected candidate will be entitled to 15 days leave in a year (12 months from the date of engagement and proportionate in case of shorter period of engagement) which shall be availed of with prior approval. For any absence, in excess of 15 days, pro-rata deduction will be made from the consolidated remuneration. Availing of half-day leave would be allowed within the limit of 15 days of leave.
8. Additionally, leave on medical ground, to the extent of 10 days in a year (12 months from the date of engagement and proportionate in case of shorter period of engagement) on illness, may be allowed without any deduction from the remuneration, on the basis of certification from HDC, SMP - K Medical Officer. Intimation of sickness should be reported to the head of the division / reporting officer forthwith, in writing, together with the certificate of illness from a registered Medical Practitioner, in addition to verbal intimation over phone. However, 50% of un-availed leave on medical ground in a year can be carried forward, subject to the same being within the tenure of the contract period.

9. The selected candidate will be entitled to indoor & outdoor medical facilities as are available in the Port Hospital, at Haldia for self & spouse and a maximum of two 'dependent' children upto the age of 21 years. In case of having twins or more during the second child birth, all the children born together inclusive of 1<sup>st</sup> and 2<sup>nd</sup> child birth would be considered for the above medical facilities. Besides the following additional medical facilities would also be available:-

- a) Purchase of Medicines:- Purchase of medicines from designated medical store at Haldia, as would be prescribed by the Port Hospital on cashless basis, may be allowed. Payment of the same would be made by HDC.
- b) Pathological tests: All pathological diagnostic tests, as would be prescribed by the Port Hospital, may be allowed to be done from designated laboratories at Haldia and the expenditure of the same would be reimbursed / paid directly by Port.
- c) Referral: Referral to the Centenary Hospital, Kolkata of SMP-K (both for OPD and IPD, as are available) may be allowed.
- d) Mediclaim: Reimbursement of 25% of the medical insurance premium paid by the selected candidate to cover his / her family, subject to an upper limit of Rs. 5000/- per annum, would be done by HDC.

However, in case of any injury sustained due to accident occurred in course of and arising out of engagement, the port will extend all necessary medical treatment in addition to the treatment mentioned above.

10. The selected candidate may be extended Ex-gratia, as will be approved by the Competent Authority from year to year.
11. The selected candidate's wards shall get the benefit of sponsored candidate in DAV Public school, Haldia.
12. HDC, SMP-K would contribute 8.33% of yearly remuneration / applicable premium towards a Gratuity Fund through institution like LIC.
13. The selected candidate will be entitled to avail the Transport facility of HDC.
14. The selected candidate will be entitled to avail the canteen facility of HDC.
15. If the selected candidate is required to go on official tour he / she will be entitled to TA / DA, as per approved rates.
16. The selected candidate will normally report to the Sr. Dy. Manager (I&CF) or any other officer as may be authorized by the Sr. Dy. Manager (I&CF), HDC, SMP - K.
17. The selected candidate will be responsible for charge and care of the HDC, SMP - K's money, goods and stores and all other properties that may be entrusted to the candidate and will be accountable for the same.

18. The contractual engagement may be terminated by giving 3 months' notice from either side or money equivalent to 3 months' remuneration. However, the engagement is terminable on 24 hours' notice for unsatisfactory performance and for any act considered to be derogatory / detrimental to the interest of HDC, SMP - K.

19. The selected candidate will have to submit character / antecedent certificate in the prescribed proforma after selection for such contract engagement.

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