



भारतीय नौवहन निगम लिमिटेड

(भारत सरकार का उद्यम)

पंजीकृत कार्यालय: शिपिंग हाउस, 245 मादाम कामा रोड, मुंबई - 400 021.

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The Shipping Corporation Of India Ltd.

(A GOVERNMENT OF INDIA ENTERPRISE)

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सीआईएन/CIN-L63030MH1950G0I008033



Navratna Company
(ISO 9001:2015, ISO 14001:2015
& BS OHSAS 18001:2007 Certified)

P&A/FP/Absorption/2021

16.12.2021

FLEET CIRCULAR

Sub : Absorption Ashore of Masters / Marine Engineers

Application Dates: 17/12/2021 to 16/01/2022

The Shipping Corporation Of India Ltd., a Navratna PSU, has a significant presence on the global maritime map. SCI occupies the Numero Uno position with its large and diversified fleet, operating in nearly all segments of shipping viz. Container services, liquid and dry bulk services, offshore services, passenger services and break-bulk services. The Company also mans and manages vessels on behalf of various Government bodies.

The Shipping Corporation Of India Ltd. has requirement of Masters and Chief Engineering Officers for various functions ashore.

1. Applications are invited from SCI Regular Officers onboard our owned & managed vessels for absorption ashore as Senior Managers in the grade of E5 in the scale of Rs. 80,000 – 2,20,000.
2. Vacancies – 16 Nos. (9 Masters and 7 Marine Engineers)
3. **Eligibility criteria:**

The eligibility criteria and the terms and conditions are as follows:

Qualification:

- a. Should be regular SCI officers on SCI roster.
- b. Should have completed minimum 3 years sea time after obtaining Masters FG COC/MEO Class I COC, out of which at least 2 years sea time must be in the substantive rank of Master or Chief Engineer.
- c. Should not have sailed/worked with any other shipping company.

Age:

- a) The maximum age shall not exceed 45 years as on 01.12.2021.
- b) Age limit is relaxable by 3 years for OBC officers and 5 years for SC/ST Officers

4. Selection Process:

- a. In response to the Circular, interested officers may fill in the attached format and forward the same to m.kapil@sci.co.in with subject as “Application for Absorption Ashore of Master/Chief Engineer 2021” OR posted to the following:

Mr. Kapil Mirkur, SM
Fleet personnel Dept.
The Shipping Corporation Of India Ltd.
"Shipping House", 3rd Floor,
245 Madam Cama Road,
Mumbai 400021.

- b. The following documents have to be self attested and sent along with the application form:
 - i. Birth Certificate / School Leaving Certificate / Passport / CDC (proof of age)
 - ii. Educational qualification Certificates
 - iii. Master/Chief Engineer CDC (Experience in the required grade)
 - iv. Caste Certificate / Non Creamy Layer Certificate (as applicable)
- c. Candidates belonging to SC/ST/OBC should produce an attested copy of the caste certificate issued by the competent authority in Central Govt. format. In case of OBC candidates the certificate should contain the Non Creamy Layer clause and the certificates should be issued on or after 01.04.2021.
- d. If the caste certificate is in vernacular language, an English version of the same duly attested by a Gazetted officer or a person holding equivalent rank must be submitted.
- e. The interviews will be held in a staggered manner depending on the reporting of the candidates for interviews as they sign off from the vessels.
- f. In the event signing off of the Officer for Interview is not possible, the interviews may be conducted via Skype/Video conferencing.
- g. The Interview panel will comprise of Senior Officers.
- h. A merit list of the candidates will be prepared along with a waitlist panel.
- i. The panel of waitlisted candidates will be kept valid for a year.
- j. Calls will be sent to the selected officers for absorption ashore.

5. Selection Criteria:

The criteria for selection will be as follows:

- i. Appraisal(s) Reports : 20 Marks
- ii. Experience/Service : 10 Marks
- iii. Interviews : 15 Marks
- iv. Extra Qualifications : 05 Marks
- v. Total : 50 Marks

Note:

a) Appraisal Marks:

The average of all the ratings for the past 5 years in the substantive rank of Master/CEO will be considered and multiplied by 4 to arrive at appraisal marks.

Example:

Rating is on a scale of 1 to 5.

The average of all the ratings of the candidate for the past 5 years in the substantive rank of Master/ Chief Engineer is 4.33. The average will be multiplied by 4, also the total marks i.e. 5. Thus $4.33 \times 4 = 17.32$ marks will be considered out of 20 Marks (5 X 4) for the Interview.

b) Experience/Service Marks:

For calculation of marks for Experience/Service, 1.5 Marks will be given for every completed year in the substantive rank of Master/Chief Engineer and only 1 mark will be given in case of any serious adverse remarks for that particular year.

Example: Candidate has completed 5 years of service in the rank of Master/CEO with adverse remark in one of the year; he will be awarded 7 marks ($1.5 \times 4 + 1$).

c) Educational Qualification:

The following scheme of marks will be awarded for the extra qualifications done.

SL No	Qualification	Marks awarded
1	Extra Masters, Extra First Class	5
2	Maritime Law, FICS, MICS, MBA or Equivalent	4
3	NMIS PG Diploma, FNMIS, LLM or Equivalent	3
4	Recognized courses related to Shipping of not less than 6 months, LLB, Post Graduate Degree in any other Discipline.	2

The total will be considered out of 5 Marks.

6. General:

- a) The officers will be absorbed ashore as Senior Managers in the E5 grade of Rs. 80,000-2,20,000 and will be placed at the minimum of the scale:

Increments will be given as per the policy for experience above the minimum requirement prescribed in point 3 (a), which is as under:


- i. Two increments for sea service below 3 years in the rank of Master/CEO
 - ii. Three increments for sea service below 4 years in the rank of Master/CEO
 - iii. Four increments for sea service below 5 years in the rank of Master/CEO
 - iv. Five increments for sea service 5 years or more in the rank of Master/CEO
- b) On absorption ashore the officer will be treated as on continuous service without break in service between fleet and shore.

- c) In the event of reversion to sea, their shore service will not be taken into consideration for calculating fleet benefits Gratuity.
- d) Fleet Gratuity will be paid prior to absorption ashore.
- e) Fleet leave earned, if any, will not be transferred ashore. They will be entitled to shore leave on absorption as per shore leave rules.

7. The tentative timelines:

Event	Tentative Dates
Applications start	17 th Dec 2021
Last date of receipt of completely filled application forms	16 th Jan 2022
Interviews	27 th Jan 2022 to 26 th March 2022

Thereafter, Officers will be absorbed ashore immediately.


Capt. Prasant Kumar Sahoo
DGM I/C (FP)
16/12/2021