

KANDLA PORT TRUST EMPLOYEES (JOINING TIME) REGULATIONS, 1989

1. SHORT TITLE AND APPLICATION :-

- (1) these regulation may be called the Kandla Port employees (Joining Time) regulations, 1989.
- (2) These regulations shall apply to all employees of the Board but shall not apply to 'A', 'B' and 'C' Category shore workers and dally rated Workers.

2. DEFINITION : In these regulation unless the context otherwise requires

- (a) "Board", "chairman", Deputy Chairman" and Head of Department" shall have the same meaning as assigned to them in the Major Port Trust Act, 1936 (38 of 1963),
- (b) "employee" means an employee of the Board,
- (c) "Joining Time" means time allowed to an employee in which to join a new post or to travel to a station to which he is posted;
- (d) "Transfer" means the movement of an employee from one post to another either within the same station or to another station to take up duties of a new post or in consequences of change of his headquarters.

3. JOINING TIME :

- (1) Joining time shall be granted to an employee on transfer in public interest to enable him to join the new post either at the same or a new station. No joining time is admissible in case of temporary transfer for a period not exceeding 180 days. Only the actual transit time, as admissible in case of journeys on tour, may be allowed.
- (2) The surplus staff transferred from one post to another shall be eligible for joining time.
- (3) Employees, who are discharged due to reduction of establishment of one officer(Department and re-appointed to another Office) shall be entitled to joining time, if the orders of appointment to the new post are received by them while working in the old post. If they are appointed to the old post, the period of break may be converted into joining time without pay by the Head of Department provided that the break does not exceed 30 days and the employee has rendered not less than 3 years continuous service on the date of his discharge.
- (4) For appointment to posts under the Board on the results of a competitive examination and or interview open to the employees and others, the employees entitled to joining time under these regulations. But temporary employees who have not completed 3 years or regular continuous service, though entitled to joining time would not be entitled to joining time pay.

4. (1) The joining time shall commence from the date of relinquishment of charge of the old post if the charge is made over in the forenoon or the following date if the charge is made over in the afternoon.

(2) The joining time shall be calculated from old head quarters in all cases including where an employee receives his transfer orders or makes over charge of the post in a place other than his old headquarters, or where the headquarters of an employee while on tour is changed to the tour station itself or where his temporary transfer is converted into permanent transfer.

(3) Not more than one day's joining time shall be allowed to an employee to join a new post within the same station or which does not involve a change of residence from one station to another. For this purpose, the term 'Same Station' will be interpreted to mean the area falling within the jurisdiction of the Municipality, or Corporation including such as Suburban Municipalities, notified area or cantonments as are contiguous to the named municipality etc.

NOTE :- A transfer to Kandla from Gandhidham and vice versa will be considered as within the same station for the purpose of regulating joining time under these regulations.

(4) In cases involving transfer from one station to another and also involving change of residence, the employees shall be allowed joining time to a maximum of 10 days with reference to the distance between the old headquarters and the new headquarters and the new headquarters by direct route and ordinary mode(s) of travel. When holiday(s) follow(s) joining time the normal joining time may be deemed to have been extended to cover such holidays(s).

NOTE :- Distance means actual distance and not weighted mileage for which fare is charged by the Railway in certain ghat/hill station.

(5) (1) When an employee joins the new post without availing of the full joining time, the number of days, of joining time, as admissible in sub regulation (4) of regulation 4 subject to maximum of 10 days, reduced by the number of days actually availed of shall be credited to his leave account as earned leave subject to a ceiling of 180 days.

(2) Joining time may be combined with vacation and/or regular leave of any kind or duration except casual leave.

(3) If an employee in transit on transfer is directed to proceed to a place different from that indicated in the initial transfer orders, he shall be entitled to joining time already availed of upto the date of receipt of revised orders plus fresh spell of full joining time from the date following the date of receipt of the revised orders. The fresh spell of joining time in such cases shall be calculated from the place, at which he received the revised orders as if he is transferred from that place.

6. **JOINING TIME PAY:**

An employee on joining time shall be regarded as on duty during that period and shall be entitled to be paid joining time pay equal to the pay which was drawn before relinquishment of charge in the old post. He will also be entitled to Dearness Allowance, if any, appropriate to the joining time pay. In addition, he can also draw compensatory allowances like City Compensatory Allowance, House Rent Allowance as applicable to the old station from which he was transferred. He shall not be allowed conveyance allowance or permanent travelling allowance.

7. **MISCELLANEOUS:**

When the Chairman is satisfied that the operation of any of these regulations causes undue hardship to any particular case, the Chairman may be order, for reason to be recorded in writing dispense with or relax the requirement of that regulation to such exceptions and conditions as he may consider necessary for dealing with the case in a just and equitable manner with the approval of the Board.

8. **INTERPRETATION:**

If any doubt arises as to the interpretation of these regulations it shall be referred to the Central Government, who shall decide the same.

9. **REPEAL:**

All rules corresponding to these regulations in force immediately before the commencement of these regulations and applicable to the employees to whom these regulations apply, are hereby repealed.