

Panaji, 2nd July, 2020 (Asadha 11, 1942)

SERIES II No. 14

# OFFICIAL GAZETTE



# GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

Note:- There are three Extraordinary issues to the Official Gazette, Series II No. 13 dated 25-06-2020 as follows:—

- (1) Extraordinary dated 26-06-2020 from pages 185 to 186 regarding Notification from Department of Finance.
- (2) Extraordinary (No. 2) dated 27-06-2020 from pages 187 to 188 regarding Order from Goa Legislature Secretariat.
- (3) Extraordinary (No. 3) dated 29-06-2020 from pages 189 to 190 regarding Order from Department of Home.

## GOVERNMENT OF GOA

Department of Finance

Office of the Commissioner of Commercial Taxes

### Order

No. CCT/5-3/2020-21/500

In exercise of the powers vested in me vide Section 3 of the Goa (Recovery of Arrears of Tax through Settlement) Act, 2009 (Goa Act 17 of 2009) (hereinafter referred to as the "said Act"), and in supersession of the order issued in this regard, I, Hemant Kumar, IAS, the Commissioner of State Tax, hereby nominate the officers mentioned in column (2) of the Schedule hereto, as designated authorities for carrying out the purposes of the said Act, within the jurisdiction as specified in the corresponding entries in column (3) of the said Schedule.

### SCHEDULE

Sr. No.	Officer	Jurisdiction
1	2	3
1.	Deputy Commissioner of State Tax/Assistant Commissioner of Commercial Taxes, Panaji Ward	Applicants registered with Panaji Ward under the relevant Acts.
2.	Deputy Commissioner of State Tax/Assistant Commissioner of Commercial Taxes, Margao Ward	Applicants registered with Margao and Curchorem Wards under the relevant Acts, including applicants registered with Margao Ward under the Goa Entertainment Tax Act, 1964.
3.	Deputy Commissioner of State Tax/Assistant Commissioner of Commercial Taxes, Ponda Ward	Applicants registered with Ponda Ward under the relevant Acts.
4.	Deputy Commissioner of State Tax/Assistant Commissioner of Commercial Taxes, Mapusa Ward	Applicants registered with Mapusa, Bicholim and Pernem Wards under the relevant Acts.
5.	Assistant Commissioner of Deputy Commissioner of State Tax/Commercial Taxes, Vasco-da-Gama Ward	Applicants registered with Vasco-da-Gama Ward under the relevant Acts.

1	2	3
6.	Deputy Commissioner of State Tax/Assistant Commissioner of Commercial Taxes (Legal), Headquarters, Panaji	Applicants registered with Headquarters under the Goa Entertainment Tax Act, 1964.

*Note:* In case of applicants whose registration is cancelled as on the date of making application under the said Act, the Assistant Commissioner for Ward/Office with which the applicant was last registered would be the designated authority.

*Hemant Kumar, IAS, Commissioner of State Taxes.*

Panaji, 23rd June, 2020.



## Goa Legislature Secretariat

### Order

No. LA/Admn./2020/401

In pursuance of Rule 4 (2) of the Goa Legislature Secretariat (Recruitment and Conditions of Services) Rules, 1988, the Governor in consultation with the "Board" is pleased to promote Shri Hercules Noronha, Under Secretary of the Goa Legislature Secretariat, to the post of Joint Secretary, Legislature, Group "A" (Gazetted) in the Pay Matrix Level-11, w.e.f. 25th June, 2020 (f.n.) on regular basis.

2. The above appointment is made against the vacancy of Joint Secretary, Legislature caused due to the promotion of Shri N. B. Subhedar, Joint Secretary to the post of Secretary, Legislature.

3. Shri Hercules Noronha shall be on probation for a period of two years from the date of his promotion.

4. The pay of Shri Hercules Noronha shall be fixed as per the rules.

5. The expenditure on account of this be debited to the Budget Head "2011-Parliament/State/U.T. Legislature; 02-State/U.T. Legislature; 103-Legislative Secretariat; 01-Legislature Secretariat of State; 01-Salaries."

By order and in the name of the Governor of Goa.

*U. D. Bicholkar, Committee Officer, Legislature.*  
Porvorim, 25th June, 2020.

### Order

No. LA/Admn./2020/402

In pursuance of Rule 4 (2) of the Goa Legislature Secretariat (Recruitment and Conditions of Services) Rules, 1988, the Governor in consultation

with the "Board" is pleased to promote Shri Mohan Gaonkar, Section Officer of the Goa Legislature Secretariat, to the post of Under Secretary, Legislature, Group 'A' (Gazetted) in Pay Matrix Level-10, with effect from 25th June, 2020 (f.n.) on regular basis.

2. The above appointment is made against the vacancy of Under Secretary caused due to the promotion of Ms. Namrata Ulman, Under Secretary to the post of Joint Secretary, Legislature.

3. Shri Mohan Gaonkar shall be on probation for a period of two years from the date of his promotion.

4. The pay of Shri Mohan Gaonkar shall be fixed as per the rules.

5. The expenditure on account of this be debited to the Budget Head "2011-Parliament/State/U.T. Legislature; 02-State/U.T. Legislature; 103-Legislative Secretariat; 01-Legislature Secretariat of State; 01-Salaries."

By order and in the name of the Governor of Goa.

*U. D. Bicholkar, Committee Officer, Legislature.*  
Porvorim, 25th June, 2020.

### Order

No. LA/Admn./2020/403

In pursuance of Rule 4 (2) of the Goa Legislature Secretariat (Recruitment and Conditions of Services) Rules, 1988, the Governor in consultation with the "Board" is pleased to promote Smt. Blandina D'Sa, Section Officer of the Goa Legislature Secretariat, to the post of Under Secretary, Legislature, Group 'A' (Gazetted) in Pay Matrix Level-10, with effect from 25th June, 2020 (f.n.) on regular basis.

2. The above appointment is made against the vacancy of Under Secretary caused due to retirement of Smt. Ligia Godinho, Under Secretary on superannuation.

3. Smt. Blandina D'Sa shall be on probation for a period of two years from the date of her promotion.

4. The pay of Smt. Blandina D'Sa shall be fixed as per the rules.

5. The expenditure on account of this be debited to the Budget Head "2011-Parliament/State/U.T. Legislature; 02-State/U.T. Legislature; 103-Legislative Secretariat; 01-Legislature Secretariat of State; 01-Salaries."

By order and in the name of the Governor of Goa.

*U. D. Bicholkar*, Committee Officer, Legislature.  
Porvorim, 25th June, 2020.



### Department of General Administration

#### Corrigendum

No. TA/ARD/GA&C-Vol.V/600

Read: Order No. TA/ARD/GA&C-Vol.V/93 dated 13-05-2020.



### Department of Information Technology

#### Order

No. 5(3)/2016/DOIT/Change in Nomenclature of IT Gazetted Officers/303

Ref.: F. No. 5(3)/2016/DOIT/Change in Nomenclature of IT Gazetted Officers/277 dated 09-06-2020.

Consequent upon the redesignation of the Group "A" and Group "B" post of this Department notified vide above referred Order, the following officials are redesignated as under:

Sr. No.	Name of the official	Name of posts	Re-designated as	Short Code
1	2	3	4	5
1.	Shri Praveen R. Volvotkar	Deputy Director (Technical)	Joint Director	JD.
2.	Shri Harshad V. Pawar	Manager (Technical)	Deputy Director (IT)	DD(HVP).
3.	Shri Nijanand V. Vasta	Manager (Technical)	Deputy Director (IT)	DD(NVV).
4.	Shri Siddarth S. S. Borker	Network/Database/System Administrator	Deputy Director (IT Infrastructure)	DD(SSB).
5.	Shri Akash S. Kantak	Network/Database/System Administrator	Deputy Director (IT Infrastructure)	DD(ASK).
6.	Shri Gaurabh G. Sawal	Software Engineer	Assistant Director (IT)	AD(GGS).
7.	Smt. Tessy Thomas	Software Engineer	Assistant Director (IT)	AD(TT).
8.	Shri Rajesh R. Pednekar	Software Engineer	Assistant Director (IT)	AD(RRP).
9.	Shri Hirendra S. Naik Parulekar	Software Engineer	Assistant Director (IT)	AD(HSP).
10.	Smt. Fiona D'Costa	Software Engineer	Assistant Director (IT)	AD(FD).

The first para of Order dated 13-05-2020 read in preamble shall be corrected to read as follows:-

On the recommendation of the Departmental Promotion Committee as conveyed by the Goa Public Service Commission vide their letter No. COM/II/11/42(2)/2013/474 dated 04-05-2020, Government is pleased to promote the following Senior Assistants, holding the post of Section Officer on officiating basis, to the post of Technical Officer (Group 'B' Gazetted) in Secretariat, Porvorim, Goa, on regular basis, in Level 7 of the Pay Matrix as per C.C.S. (Revised Pay) Rules, 2016, with immediate effect:-

Sr. No.	Name of the officer
---------	---------------------

- |    |                                 |
|----|---------------------------------|
| 1. | Smt. Sakshi S. Konadkar.        |
| 2. | Shri Uday Pandharinath Karekar. |

Rest of the contents remain unchanged.

By order and in the name of the Governor of Goa.

*Shripad Arlekar*, Under Secretary (GA-I).

Porvorim, 26th June, 2020.

1	2	3	4	5
11.	Shri Sagar G. Gurav	Software Engineer	Assistant Director (IT)	AD(SGG).
12.	Smt. Priyatama N. Patil	Software Engineer	Assistant Director (IT)	AD(PNP).
13.	Smt. Prashila S. Borkar	Software Engineer	Assistant Director (IT)	AD(PSB).
14.	Shri Pradeep B. Gaonkar	Software Engineer	Assistant Director (IT)	AD(PBG).
15.	Smt. Eldrida Berwina Crasto	Software Engineer	Assistant Director (IT)	AD(EBC).

This is issued with the approval of Hon'ble Chief Minister/Minister for ARD vide U.O. No. 3241/F dated 04-06-2020 and Hon'ble Minister (IT), vide U.O. No. 314/F dated 07-02-2020.

By order and in the name of the Governor of Goa.

Ankita Anand, IAS, Director & ex officio Joint Secretary (IT).

Panaji, 12th June, 2020.



## Department of Labour

### — Order

No. 28/8/2020-LAB/835

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Pentair Water India Private Limited, Plot No. L-52-55, Verna Industrial Estate, Verna, Goa, and it's workmen, represented by the Pentair Employees Union, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7A of the said Act.

### SCHEDULE

- (1) Whether the action of the Pentair Employees Union, Reg. No. 517, F-1, 2nd Floor, above District Consumer Forum, Maharashtra Bank, Porvorim, Goa, in not conceding the following demands raised by the management of M/s. Pentair Water India Private Limited, Plot No. L-52-55, Verna Industrial Estate, Verna, Goa, is legal and justified?

### Demand No. 1. (a) Plant break timing is proposed:-

The shift-wise break timing for the Plant will be as follows:-

Break	Canteen timing	Duration of break per person (work station leaving to reporting back to work station)
1	2	3
Breakfast (1st shift)	10.30 a.m. to 11.15 a.m.	15 minutes.
Lunch (1st shift)	12.30 p.m. to 02.30 p.m.	25 minutes.
Tea Break (II shift)	06.30 p.m. to 07.15 p.m.	15 minutes.
Dinner (II shift)	08.45 p.m. to 10.15 p.m.	25 minutes.
Tea Break (III shift)	02.30 a.m. to 03.15 a.m.	20 minutes.
Tea Break (III shift)	05.30 a.m. to 06.15 a.m.	20 minutes.

### (b) Break time rules:-

- (i) All employees must adhere to the shift-wise break timings as mentioned above.
- (ii) All employees will need to punch-out and punch-in through the on-line Plant attendance system while going for their breaks and returning from their breaks.
- (iii) During shift working, employees will avail their breaks in a staggered manner, so as to ensure there is no machine down time during the break time. The departmental Supervisor/Manager will be responsible for

deciding the staggering of breaks for groups of employees manning a particular workstation.

- (iv) Employees, who exceed the break time limits mentioned in Clause 1(A) above or violate any of the break time rules, will be subjected to proportionate deduction in their earned monthly wages. Such wage deduction will be calculated based on the period of time by which respective break time exceeded and/or loss of working hours.

**Demand No. 2. Continuity of shift:-**

- (a) It is proposed that all production lines will run continuously without break between the shift change-over. All workmen must be present at their assigned workstations 10 minutes before start of the shift.
- (b) It is proposed that workmen should not leave his work place before shift handover to his reliever and before being relieved by subsequent Shift Operator.
- (c) It is proposed that all employees will report to their respective places of work at their scheduled reporting time and not leave their respective places of work till their relievers take over. If a workman stays at the work station beyond 15 minutes at the end of his shift duties, he will be retained on overtime for the same position and his reliever will be denied duty for late coming.
- (d) Adherence of break timing & shift timing:- It is proposed that under no circumstances late coming/early going during the shift working would be permitted without proper authorization and wages will be calculated on actual working hours.
- (e) Gate Pass:- It is proposed that all workmen will need to obtain prior approval along with duly signed gate pass from Departmental head or section supervisor for early leaving from their respective shift duty.

**Demand No. 3. Shift change:-**

It is proposed that all shift change requests by the workmen will need prior and the express written approval from his section supervisor or departmental manager.

**Demand No. 4:-**

The workmen shall not waste time in discussing any personal matters/collection or chit money/other transactions during the working hours.

**Demand No. 5. Working on holidays/weekly off:-**

It is proposed that in case of any business contingency or for any other business requirements, if the plant as a whole or in part is needed to be operated, in such scenario all workmen who are assigned duty will have to attend such duty and wages would be paid as per law.

**Demand No. 6. Leave:-**

It is proposed to modify the existing leave policy applicable to the workmen covered under this settlement. The same is needed to align to prevailing industry practice and provisions of law.

- (a) It is proposed that eligible employees covered under this settlement shall be entitled to Earned Leave. Application for annual leave should be made in writing/online, not less than 15 days before the day on which the operator wishes his leave to begin. Annual leave can be availed for a maximum of three times in a year. Any deviations to the number of times annual leave may be availed in a year on account of exigency, will need to be approved by management (on the basis of merit of the request. Leave encashment payment will be on (Basic+DA) and more than 40 days will be encashed in April month salary. The annual leave would be calculated at one day for every 20 days working. If operator will not work 240 days in a calendar year then he will not be eligible for annual leave as per Section 79 of Factories Act.

*Example:* If any operator works for 280 days in a calendar year then his annual leave will be as follows: 280 working days = 280/20 = 14 days.

- (b) **Sick Leave:-** It is proposed that eligible employees covered under this settlement, shall be entitled to ESIC/accidental/sick leave as per the provisions of the ESIC Acts and rules as applicable to employees in the State of Goa. However, in case of employees who are not covered under the ESIC Act, such employees would be eligible to 07 days of sick leave for each calendar year. In case any employee is on continuous sick leave for more than 02 days, such employees will have to provide medical certificate and fitness certificate from a registered medical practitioner. The same shall be verified by Factory Medical Officer and HR before the concerned employee is allowed to rejoin duty. Balance sick leave for the year can be accumulated in subsequent year but will be subjected to a maximum accumulation of 21

days. Sick leave above 21 days, will be encashed in April or the immediate subsequent year when it exceeds 21 days, as per the currently prevailing leave encashment rules of the company.

- (c) **Casual Leave:-** It is proposed that eligible employees covered under this settlement, shall be entitled to 8 days of casual leave for each calendar year. Casual leave cannot be availed for more than three days at a time and not more than twice in a month. Casual Leave cannot be combined with Earned Leave. Balance Casual Leave for the year cannot be forwarded or accumulated to subsequent year. Unavailed casual leave for the calendar year will be encashed in April of the subsequent year as per the currently prevailing leave encashment rules of the Company.

**Demand No. 7. Operational flexibility:-**

It is proposed that employee will move across lines/sections & departments as per the need of the Company and as per the plant operational needs, to support the business requirement. During breakdown/absenteeism of/in lines/sections/workstations, operators will be flexible to move across different lines/sections/workstations, as needed by the Company and support the day to day operations as advised by supervisor and there should not be any work refusal/resistance while movement from one station to other station or lines.

*Example:-* If a winding operator is absent in a shift, the mounting operator/other trained operators of other lines/same line/other area who may be redeployed, should operate and maintain the winding operation for the shift.

**Demand No. 8. Multiskilling:-**

It is proposed that all employees will be rotated through different workstations/lines based on the Company/Business requirements, which in turn will help in multiskilling of operators.

**Demand No. 9. Efficiency improvement plan and others:-**

It is proposed that the Union will co-operate to ensure highest degree of Operational efficiencies and to minimize wastages and to achieve the following Plant SQDCC and other parameters on monthly basis.

	Sr. No.	Measure
Safety & Quality	1	Safety Indicator.
	2	Product Quality Customer Satisfaction.

	Sr. No.	Measure
Delivery & Cost	1	On time delivery.
	2	Earned Hours.
	3	Manufacturing Incurred Cost Productivity (Cost per Earned Hours).

Achievements are kept against the monthly plant target to be decided every year by December.

**Demand No. 10. Operational flexibility:-**

It is proposed that during non-production days, all employees will be assigned alternate work as deemed fit by the Company/Management like:

- (i) Maintenance and upkeep of machines.
- (ii) Deep cleaning and 5S related work at their respective workstations and on the shop-floor, which will include painting and marking jobs etc.
- (iii) Assist in change overs as required.
- (iv) Training & Lean activities.
- (v) Kaizen improvement activities on the shop-floor.

(The above is only an illustrative list and not an exhaustive list).

**Demand No. 11:-**

It is proposed that in order to enhance and improve productivity from the currently prevailing standards, management will introduce an appropriate productivity linked incentive scheme linked to the key plant deliverables/target, and the same will be made applicable to all the employees. The above mentioned productivity linked incentive scheme will be jointly discussed and agreed during the course of the settlement discussions.

**Demand No. 12:-**

It is proposed that as per business requirement and for the purpose of managing business exigency, it is proposed to have operational flexibility by way of charging the weekly rest day-cum-weekly off to any other day or may start staggered weekly off or 24\*7 operations for factory or any department/any line/any employees/class of employees in this scheduled employment and do so by displaying a notice of shift schedule on department notice board.

**Demand No. 13. Plant up-gradation:-**

It is proposed that in case of any change of process/modernization/mechanization/upgradation of any technology, the manpower for the effected workstation/production line will be deployed suitably.

**Demand No. 14:-**

It is proposed that all parties to this settlement will support any changes in software system installed for plant safety & security, attendance, payroll etc. from time to time and also abide to get trained and adhere to such system.

**Demand No. 15. Safety & personal hygiene:-**

It is proposed that all employees shall maintain personal hygiene and wear the company provided plant uniform, all personal protective equipment (PPE) as provided by the company and ensure hygienic conditions at the place of work. Also, no mobile phones and camera will be allowed on the shop floor.

If any employee is found not wearing the company mandated PPFs at any time during his working hours, or using mobile phones/camera, appropriate disciplinary process will be initiated as per Factory Standing Order.

**Demand No. 16:-**

It is proposed that the existing salary advance policy will be discontinued with immediate effect.

**Demand No. 17:-** It is proposed that dormitory facility will be discontinued.

**Demand No. 18. Company transport facility:-**

It is proposed to provide the current transport facilities on no profit no loss basis.

**Demand No. 19. Long service awards:-**

It is proposed to limit the Long Service Awards to Employees completing 10 years and 15 years service with the company and not further.

**Demand No. 20:-**

It is proposed that the per capital wage increase will be given as per the seniority and existing grades of the covered employees. Moreover, the currently prevailing salary structure will be harmonized to the Pentair Corporate Salary structure.

**Demand No. 21:-**

It is proposed that the per capital wage increase will be inclusive of all statutory increases that may happen from time to time during the settlement period.

**Demand No. 22:-**

It is proposed that workmen shall collectively work towards creating a positive work culture and workmen shall always attempt to settle all issues in an amicable manner and shall not resort to any disruptive tactics like strike, go slow, abetment, violence etc. during the period of this settlement.

**Demand No. 23. Legislation/Government Order:-**

It is proposed that, if at any time during the period of operation of this settlement, any legislation/Government order is made applicable to the company with reference to any of the benefits agreed in this settlement; the benefits which are more beneficial (adhering statutory obligations) will apply.

**Demand No. 24:-**

It is proposed that the agreed wage increase will be paid to all employees covered under the new long term settlement with effect from the actual date of signing of the new settlement, without any retrospective effect and irrespective of the date when the new settlement became due.

**Demand No. 25:-**

All employees covered under this settlement, shall at all times participate in all employee communication meeting/employee town hall held by the company/management from time to time and shall confirm their presence by signing the attendance sheet for the respective meetings.

**Demand No. 26:-**

The union or any workman who violates any of the provisions/Clauses/Terms and Conditions of this settlement shall be liable to strict disciplinary action as per Certified Standing Orders and Provisions of Law.

**Demand No. 27. Statutory deductions:-**

It is agreed that any statutory deductions applicable shall be deducted as required under the prevailing laws, as applicable and which might be introduced in future.

**Demand No. 28. General clauses:-**

It is proposed that all general clauses as provided in the Tripartite Settlement dated 16th March, 2016 will remain unchanged and will be made part of the new settlement.

**Demand No. 29:-**

It is proposed that the agreed amount will be distributed in equal installments in all years.

**Demand No. 30:-**

It is proposed that the period of settlement shall be 60 months from the date on which it is signed.

**Demand No. 31:-**

If any time in future, because of the adverse business conditions/lack of orders, the COMPANY is forced to close or shut down some part or full of

its business for temporary periods, the company may ask the workmen to stay away from work and the workmen will be paid only 50% of the Basic and DA, if any, for the period of such temporary closure or shut down of production.

- (2) If answer to issue No. (1) above is in negative, then, to what relief the Management is entitled?

By order and in the name of the Governor of Goa.

*Kuldeep Ulhas Arolkar*, Under Secretary (Labour)  
(Link).

Porvorim, 19th June, 2020.

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**Order**

No. 28/8/2020-LAB/836

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Pentair Water India Private Limited, Plot No. L-52-55, Verna Industrial Estate, Verna, Goa, and its workmen, represented by the Pentair Employees Union, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7A of the said Act.

**SCHEDULE**

- (1) Whether the action of the management of M/s. Pentair Water India Private Limited, Plot No. L-52-55, Verna Industrial Estate, Verna, Goa, in not conceding the following demands raised by the Pentair Employees Union, Reg. No. 517, F-1, 2nd Floor, above District Consumer Forum, Maharashtra Bank, Porvorim, Goa, is legal and justified?

**CHARTER OF DEMANDS**

**Demand No. 1. Revision of the Wage Structure:-**

The Union demanded that the present pay scales annexed hereto, at Exhibit "A" shall be revised. That further revision in pay scale and the

increment in the wages of workmen shall be done on the principle of flat rise in salary of each and every workmen subject to the maintenance and adjustment of the parity in pay of the senior workmen who were meted with the injustice caused on to them during the last settlements.

**Demand No. 2. Flat Rise:-**

Union demanded that with effect from 1st of April, 2018 all the workmen be given a uniform flat rise of Rs. 10,000/- per head, per month, in the basic salary.

**Demand No. 3. Fitment Benefit:-**

Union demanded that all the workers be given fitment benefit rise in the basic at the rate of one increment per year of service from the date of joining in the existing pay scale in the revised basic pay.

**Demand No. 4. Fixed Dearness Allowance (FDA):-**

Union demanded that all the employees covered by this settlement be given a fixed dearness allowance of Rs. 3,000/- per month.

**Demand No. 5. Variable Dearness Allowance (VDA):-**

Considering the sky-rocketed inflation in the market and standard of living in the State of Goa which is at par with Delhi, the capital city of the country, handsome VDA required should be paid to the company workmen as a matter of right and as per the requirement of the productivity of the company so that both the workmen can sustain in long run against rising rate of inflation in the market in a small civic society of Goa which is one of the internationally acclaimed tourism destination as well as more and more production to the company's business and profit. The union therefore demand that variable dearness allowance @ 5.00 per point (base consumer price index 1960 x 100) be paid to the workmen.

**Demand No. 6. Fixed Dearness Allowance (FDA):-**

Union demanded that all the employees covered by this settlement should be given a Fixed Dearness Allowance (FDA) of Rs. 3,000/- per month and considering sky rocketed inflation in the market and standard of living in the State of Goa which is at par with Delhi, the capital City of the country like India.

**Demand No. 7. House Rent Allowance:-**

Considering the cost of housing and real estate development in the State as well as the cost of



scarce commodities mainly the construction material like basalt and laterite stones, sand, steel, timber, etc., which is increasing day-by-day, the house rent allowance should be revised and all workers be paid house rent allowance @ Rs. 5,000/- per month.

**Demand No. 8. Children Education Allowance:-**

Union demands that present rate of education allowance be revised and all the eligible workers be paid Children Education Allowance (C.E.A.) @ Rs. 2,000/- per month.

**Demand No. 9. Leave Travel Allowance:-**

All workers be paid the Leave Travel Allowance (LTA) @ one month wages (Basic+FDA+VDA+HRA) per annum.

**Demand No. 10. Medical Facilities:-**

(a) The Union demanded that those workmen who are outside the purview of the ESIC be reimbursed with all the medical expenses including expense towards domiciliary facilities and treatment to the workmen and his family including dependent parents. The same is required in view of the fact of high cost of medicines, doctors and hospitalization fees, etc. It is, therefore, demanded that the medical allowance @ Rs. 20,000/- per annum be sanctioned towards medical facilities.

(b) **Insurance Policy and Compensation:-** All insurance related benefits be provided to the workmen, further the Union demand that all the workmen be insured under group medical insurance policy @ Rs. 10,00,000/- (Rupees Ten Lakhs only) for each workmen including his family members entirely at the cost of the company.

Whenever any accident occurs in the course of the employment of the company and on its premises or during office job or while on official duty or any other company related official work, the company should compensate the workmen on the basis and principal of notional extension of work as under:-

- (i) In case of a death, the compensation @ Rs. 10,00,000/-.
- (ii) In case of a permanent disability @ Rs. 10,00,000/-.
- (iii) In case of any major injury @ Rs. 8,00,000/-.
- (iv) The medical expenses incurred by the workers to be fully paid @ 100% by the company.

(v) Personal accident insurance risk cover shall be @ Rs. 5,00,000/-.

(vi) No accidentally injured workmen under treatment in the course of a rest for recovery be retained on the place of employment or in the premises of the establishment during the course of his injury or treatment or rest or recovery of his health. Under such circumstances, the concerned injured workmen be either allowed to be admitted in a hospital for treatment or his residence for after treatment care.

(vii) In case of a major accident or critical cases, multiple injuries to a workman, he shall be allowed to undergo the best available treatment at the cost of the company in the super specialty hospital within the State of Goa.

**Demand No. 11. Leave and holidays:-**

(a) **Leave facilities:-**

(i) Privilege leave be allowed to be availed maximum of 10 times in year.

(ii) Further the erroneous practice of grant of PL leave be stopped forthwith and all agreed annual PL of 32 days be granted to the workmen without effecting any deduction in their rightful PL by means of doing manipulation in records of actual days of attendance of the workmen.

(iii) In case if weekly off or the paid holiday intervenes in the application and grant of PL, the same be excluded from the PL.

(b) If due to any leave such workers should be allowed to use one day or half day leave from his PL and C. L.

(c) **Casual Leave:-** Casual Leave facility should be granted to the extent of 10 days in a year.

(d) **Sick Leave:-** The Union demanded that 15 days sick leave with retrospective effect from the year 2018 be sanctioned to the workmen.

(e) **Paid Holidays:-** Union demanded that as per the practice in the region-cum-industry, the workmen be given/paid holidays along with over time and compensatory off.

(f) **Leave Accumulation:-** Sick leave accumulation facility be given upto 90 days.

**Demand No. 12. Bonus:-**

Union demanded that the workers shall be paid a bonus or ex-gratia amount to the extent of one full gross salary of a month with a provision to disburse whichever is higher.

**Demand No. 13. Gratuity:-**

Union demanded that company shall introduce the payment of gratuity and workers be paid at the rate of 45 days per each completed year of their services.

**Demand No. 14. Motivation and other beneficial schemes:-**

- (a) **Medical Insurance Scheme:-** As regards medical insurance scheme, it may be noted that present sum insured value of the group personal insurance scheme is very meagre that is Rs. 1 lakh only. Hence the union demanded that the said sum insured shall be increased upto Rs. 3 lakhs.
- (b) **Medical facilities at factory:-** Union hereby demanded that company shall organize two medical check-up camps once in a semester. So also 24 hours doctors services be made available to the employees.
- (c) **Advance for emergency hospitalization:-** Union demanded that the interest free facility of advance emergency hospitalization @ Rs. 50,000/- to be recovered in 25 equal installments be sanctioned interest free.

**Demand No. 15. Good attendance:-**

That the present cash award of Rs. 500/- payable to the workers for good attendance in calendar year shall be paid to all eligible unionized workmen.

**Demand No. 16. Deployment of workmen:-**

The deployment of workmen from a station to other wherever required and needed shall be done not irregularly but with prior intimation to the concerned workmen for a duration of atleast three months.

**Demand No. 17. Transport:-**

Union demanded that transport facilities be provided to every employee of the Company. In case if the company is unable to provide bus facilities or transport to a particular employee to his destination, such employee shall be paid @ Rs. 2,500/- per person per month towards to and fro travel from his residence to the place of employment.

**Demand No. 18. Canteen facilities:-**

Since fish curry and rice being the staple food of the Goans, the workmen of the company be alternatively served veg. and non-veg. food like fish, chicken, etc. That further 100% subsidy on canteen facility at the cost of the company be provided to the workmen.

**Demand No. 19. Interest free loan:-**

Union demanded that interest free loan facilities to the extent of Rs. 2,50,000/- (Rupees two lakhs fifty thousand only) be provided to the workers.

**Demand No. 20. Shift allowance:-**

- (i) The present shift allowance of Rs. 1,200/- per month per workmen being paid by the company shall be enhanced by additional amount of Rs. 600/-.
- (ii) **Hard Shift Allowance:-** Further hard shift allowance of Rs. 100/- for second shift and Rs. 150/- for third shift be paid to the respective workers.

**Demand No. 21. Pollution allowances relating to chemical noise, dust and heat pollution:-**

As the nature of work at the establishment being most hazardous in nature which is dangerous to the health and safety of the workmen as they have to work under unusual condition generating radiation, ill effects of industrial chemicals, fumes heat, sound and dust pollution, etc., workmen be paid the pollution allowance @ Rs. 4500/- per month @ of Rs. 200/- per day only to the workmen for his actual duties on shift.

**Demand No. 22. Tenure of settlement:-**

That the tenure of this settlement shall be for a period of three years from 31st March, 2018.

**Demand No. 23. Washing allowance:-**

All existing washing allowances paid to the workmen shall be enhanced respectively by 50% on the rate of allowance paid by the company.

**Demand No. 24. Service award:-**

In acknowledgement of dedicated and committed services rendered by the workmen during their entire career in the company, attractive service awards be conferred on workmen who have completed minimum 10, 15 and 20 years of service and above in the company. That such awards shall be as follow:-

- (i) 10 years and above an amount equivalent to the value of 1 gross salary.
- (ii) 15 years and above an amount equivalent to the value of 1.5 gross salary.

(iii) 20 years and above an amount equivalent to the value of 2 gross salaries.

**Demand No. 25. Retirement benefit:-**

All retire workmen be paid a lump sum amount equivalent to his one year service wages.

**Demand No. 26. Loan facility:-**

The interest free personal loan of Rs. 2,00,000/- (Rupees two lakhs only) be granted to the workmen for the purpose of marriage, construction or repair of the house, etc., to be deducted in equivalent installments of Rs. 4,000/- per month.

**Demand No. 27. Festival allowance:-**

The annual festival allowance of Rs. 2,500/- be paid to each workmen during Ganesh Chaturthi, the most popular festival in Goa.

**Demand No. 28. Advance salary:-**

The salary advance equivalent to two payments annually be paid to the workman to be recovered by means of deductions in 10 equal installments. However, this facility be extended twice a year in equal proportion equivalent to one month wage.

**Demand No. 29. Modification in healthy work practices:-**

No inter-departmental change and allotment of the duties to the workmen be done except such workmen has volunteer to do and performs such duties willingly.

**Demand No. 30. Raincoat allowance:-**

A good quality durable and waterproof raincoats be issued to all workmen during the monsoon season as the State of Goa receives torrential rain for almost 4 to 5 months a year.

**Demand No. 31. Annual attendance incentive:-**

In order to encourage and motivate maximum attendance from the workmen, annual attendance incentive be paid to the workmen as under:

- Annual attendance incentive below 240 days - Nil
- 240 days to 249 days - 10 days
- 250 days to 259 days - 12 days
- 260 days to 265 days - 15 days
- 266 days to 270 days - 18 days
- Above 270 days - 20 days

That further while computing the incentive Basic, FDA, VDA and HRA components be included in accounting such incentive.

**Demand No. 32. Picnic:-**

Participation of the workmen in the event of picnic shall be made voluntary subject to the

payment of non-participant workmen in the picnic, his proportionate value in terms of money be paid @ Rs. 1,000/- per head per person.

**Demand No. 33. The practice of equality:-**

No discrimination between the managerial/ supervisory staff and the labour on the grant of safety and security measures as well as allotment of duties to employees be done by giving top priority on safety aspect and human treatment of equality.

**Demand No. 34. Half day leave:-**

Union demanded that half day leave to the workmen to accomplish their urgent work to meet the emergency situations and exigencies be granted to the concern needy workmen. The half day facility be also extended for the purpose of sanctioning PL and CL.

**Demand No. 35. Office to the union:-**

Since the Union being duly registered, own, internal union of company's workmen having majority character and recognized one, it has the accountability and the property of its own which need to be properly utilized and maintained in the larger interest of maintaining smooth employer-employee harmonious industrial relation for which we demand that the company must allot a fully furnished office premises to the workers union of the company.

**Demand No. 36. Strict adherence to safety norms:-**

Strict adherence to the safety measure and norms mainly in congested areas, machines safety, safeguards from all types of pollution effects of chemical fumes radiation to control health hazards be done after detailed point to point deliberation/ negotiations across the table. That accordingly necessary infrastructural facilities such as exhaust fans, regular fans, ventilators, provisions of air conditioning in HRO system and MBL etc. for Human condition of works be provided.

That further, it shall be ensured that no violation of safety norms be permitted either from the workmen or the management of the company on the other hand topmost priority and significance be attached to the industrial safety on the shop floor and in the factory premises.

Moreover, the safety equipment and the devices provided to the workmen and other shall be of required high quality and standards.

**Demand No. 37. Overtime:-**

The performance of overtime duties should not be made mandatory. But wherever need be such workmen who is allotted OT duties be paid on the

basis of the principle of payment of OT wages. Further, first preference must be given to the workmen who works on the concern machinery performing duty immediately preceding shift provided he is willing to do the OT. Otherwise other willing workmen be allotted the said OT.

**Demand No. 38. Multiple test and medical check-up camps:-**

- (i) Multiple test and medical checkup camps twice the year with a frequency of six month be organized subjecting the workmen to the test relevant to the chemicals used in the factory.
  - (ii) It is demanded that eye check-up medical camp be held twice in the year due to comfort check in the eye-sight.
- (2) If answer to issue No. (1) above is in negative, then, to what relief the workmen are entitled?

By order and in the name of the Governor of Goa.

*Kuldeep Ulhas Arolkar*, Under Secretary (Labour)  
(Link).

Porvorim, 19th June, 2020.

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**Department of Law & Judiciary**

Law (Establishment) Division

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**Order**

No. 5/40/84-LD(PF)/1062

Whereas, the Government vide Notification No. 5-40-84/LD(PF) dated 21-10-1986 published in the Official Gazette, Series II No. 32 dated 06-11-1986, appointed Mr. Atmanand Raya Verlekar, Advocate (hereinafter referred as the "Applicant") as a Notary for the period of three years with effect from 21-10-1986, for the area of Quepem Judicial Senior Division;

And whereas, the Government vide Certificate of Practice dated 21-10-1986 has certified that the Applicant is authorized to practice as a Notary for a period of three years from 21-10-1986 for the area of Quepem Judicial Senior Division;

And whereas, the Government on the request of the Applicant had renewed his Certificate of Practice as a Notary for subsequent 08 terms and the period of validity of the Certificate of Practice expires on 21-10-2021 in the Endorsement dated 15-06-2016 issued to the Applicant. However, vide Death Certificate dated 14-01-2020, the above applicant Mr. Atmanand Raya Verlekar, Advocate who was practicing as a Notary expired on 29-06-2017;

And whereas, the Endorsement dated 15-06-2016 to the Certificate of Practice issued to Mr. Atmanand Raya Verlekar stands withdrawn and cancelled, since the said Advocate expired on 29-06-2017, as per the Notaries Act, 1952 (Central Act 53 of 1952) and Notaries Rules, 1956 (hereinafter referred as the "said Act" and "said Rule");

Now therefore, in pursuance of Clause (f) of Section 10 of the said Act, the Government of Goa, hereby removes the name of the Applicant entered as a Notary from the Register maintained by it under Section 4 of the said Act.

By order and in the name of the Governor of Goa.

*Amir Y. Parab*, Under Secretary (Law-Estt.).

Porvorim, 25th June, 2020.

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**Order**

No. 5/40/99/LD(A)/1063

Whereas, the Government vide Notification No. 5/40/99/LD dated 15-07-1999, published in the Official Gazette, Series II No. 26 dated 23-09-1999, appointed Shri Santana Fernandes, Advocate (hereinafter referred as the "Applicant") as a Notary for period of three years with effect from 15-07-1999, for the area of Mormugao taluka;

And whereas, the Government vide Certificate of Practice dated 15-07-1999 has certified that the Applicant is authorized to practice as a Notary for a period of three years from 15-07-1999 for the area of Mormugao taluka;

And whereas, the Government on the request of the Applicant had renewed his Certificate of Practice as a Notary for subsequent 03 terms and the period of validity of the Certificate of Practice in the Endorsement dated 19-11-2015 issued to the Applicant and has expired on 14-07-2019;

And whereas, the Applicant has failed to renew his Certificate of Practice six months prior to expiry of the period of validity of the said Certificate of Practice until his period expired on i.e. 14-07-2019, as required under sub-section (2) of Section 5 of the Notaries Act, 1952 (Central Act 53 of 1952) and sub-rule (4) of Rule 8 B of the Notaries Rules, 1956 (hereinafter referred as the "said Act" and "said Rule");

Now therefore, in pursuance of Clause (f) of Section 10 of the said Act, the Government of Goa, hereby removes the name of the Applicant entered as a Notary from the Register maintained by it under Section 4 of the said Act.

By order and in the name of the Governor of Goa.

*Amir Y. Parab*, Under Secretary (Law-Estt.).

Porvorim, 25th June, 2020.

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**Order**

No. 12-2-80/LD/1064

Whereas, the Government vide Notification No. 12-2-80/LD dated 07-12-1982 published in the Official Gazette, Series II No. 38 dated 16-12-1982, appointed Mr. Joseph Valentino Coelho, Advocate (hereinafter referred as the "Applicant") as a Notary for the period of three years with effect from 21-10-1982, for the area of Panaji Judicial Senior Division excluding Ponda Judicial Senior Division;

And whereas, the Government vide Certificate of Practice dated 08-11-1982 has certified that the Applicant is authorized to practice as a Notary for a period of three years from 21-10-1982 for the area of Panaji Judicial Senior Division excluding Ponda Judicial Senior Division;

And whereas, the Government on the request of the Applicant had renewed his Certificate of Practice as a Notary for subsequent 08 terms and the period of validity of the Certificate of Practice in the Endorsement dated 02-11-2012 issued to the Applicant and has expired on 20-10-2017;

And whereas, the Applicant has failed to renew his Certificate of Practice, six months prior to expiry of the period of validity of the said Certificate of Practice until his period expired on i.e. 20-10-2017, as required under sub-section (2) of Section 5 of the Notaries Act, 1952 (Central Act 53 of 1952) and sub-rule (4) of Rule 8 B of the Notaries Rules, 1956 (hereinafter referred as the "said Act" and said Rule");

Now therefore, in pursuance of Clause (f) of Section 10 of the said Act, the Government of Goa, hereby removes the name of the Applicant entered as a Notary from the Register maintained by it under Section 4 of the said Act.

By order and in the name of the Governor of Goa.

*Amir Y. Parab*, Under Secretary (Law-Estt.).

Porvorim, 25th June, 2020.

**Department of Mines**  
Directorate of Mines & Geology

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**Order**

No. 01/53/2019/AG-PROMOTION/ADM/MINES/291

On the recommendation of Group 'B' DPC as conveyed by the Goa Public Service Commission vide its letter No. COM/II/11/25(2)/2015/504 dated 27-05-2020, the Government is pleased to promote Shri Jeetendra Manguesh Velusker, Technical Assistant (OBC), to the post of Assistant Geologist, Group 'B' Gazetted in the pay scale of PB-2 Rs. 9,300-34,800 + Grade Pay Rs. 4,200/- (Level 6 of 7th Pay Commission) against the vacancy occurred due to retirement on superannuation of Shri R. V. Shetgaonkar, on regular basis with immediate effect.

He shall be on probation for a period of two years.

The expenditure towards pay and allowances shall be debited to the following Budget Head: 2853-Non-Ferrous Mining and Metallurgical Industries; 02-Regulation and Development of Mines; 001-Direction and Administration; 01-Mines and Development; 01-Salaries.

He shall exercise option for fixation of his pay in terms of F.R. 22(I)(a)(1) within a period of one month from the date of promotion. The option once exercised shall be final.

By order and in the name of the Governor of Goa.

*Vivek H. P.*, IAS, Director (Mines & Geology).

Panaji, 12th June, 2020.

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**Order**

No. 01/53/2019/AG-PROMOTION/ADM/MINES/292

On the recommendation of Group 'B' DPC as conveyed by the Goa Public Service Commission vide its letter No. COM/II/11/25(2)/2015/504 dated 27-05-2020, the Government is pleased to promote Shri Shyam Vithal Sawant, Technical Assistant to the post of Assistant Geologist, Group 'B' Gazetted in the pay scale of PB-2 Rs. 9,300-34,800+Grade Pay Rs. 4,200/- (Level 6 of 7th Pay Commission) against the vacancy occurred due to retirement on superannuation of Smt. Shobhana Revonkar, on officiating basis with immediate effect.

He shall be on probation for a period of two years.

The expenditure towards pay and allowances shall be debited to the following Budget Head: 2853–Non-Ferrous Mining and Metallurgical Industries; 02–Regulation and Development of Mines; 001–Direction and Administration; 02–Strengthening of Mines Department; 01–Salaries.

He shall exercise option for fixation of his pay in terms of F.R. 22(I)(a)(1) within a period of one month from the date of promotion. The option once exercised shall be final.

By order and in the name of the Governor of Goa.

*Vivek H. P.*, IAS, Director (Mines & Geology).

Panaji, 12th June, 2020.

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Department of Personnel

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Order

No. 7/18/75-PER (Vol-I)/1465

On the recommendation of the Departmental Promotion Committee as conveyed by the Goa Public Service Commission vide its letter No. COM/II/11/1(1)/2015/546 dated 24-06-2020, the Governor of Goa is pleased to promote Shri Dilip K. Humraskar, Joint Director of Accounts in the Directorate of Accounts to the post of Director in the Directorate of Accounts, Panaji (Group 'A' Gazetted) on regular basis in Level-12 as per Central Civil Services (Revised Pay) Rules, 2016 with effect from 01-07-2020, on superannuation of Shri Prakash Pereira, Director of Accounts, Panaji on 30-06-2020 (a.n.).

By order and in the name of the Governor of Goa.

*Maya Pednekar*, Under Secretary (Personnel-II).

Porvorim, 29th June, 2020.

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Department of Public Health

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Order

No. 44/16/2019-I/PHD/Part I/2034

In pursuance to the Order dated 19-06-2020 passed by the Hon. Supreme Court in the Writ

Petition (Civil) No. 7/2020, Government is pleased to constitute an Expert Committee comprising of the following members for the State of Goa:-

1. Dr. V. N. Jindal, — Chairman.  
Retd. Dean of Goa Medical College
2. Dean, Goa Medical College & Hospital — Member.
3. Dr. Sanjeev Dalvi, — Member.  
Retd. Director, Directorate of Health Services, Goa
4. Dr. Pradeep Padwal, — Member.  
Retd. Deputy Director, Directorate of Health Services, Goa
5. Director, Directorate of Health Services, Goa — Member Secretary.

The responsibilities of the above Committee shall be:-

- i) The above Committee shall inspect, supervise and guide the COVID Hospital, Margao.
- ii) The above Committee shall issue necessary directions for the improvement of the concerned Hospital and submit the report to the Government.

By order and in the name of the Governor of Goa.

*Ajit S. Pawaskar*, Joint Secretary (Health).

Porvorim, 20th June, 2020.

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Certificate

No. 45/2/2009-I/PHD/2072

Read: Government Order No. 45/2/2009-I/PHD/978 dated 27-05-2020.

Certified that the character and antecedents of Dr. Prajyot Gurudas Kandolkar, Junior Orthopaedic Surgeon (Group 'A' Gazetted) under Directorate of Health Services has been verified by the District Magistrate, North Goa, Panaji vide letter No. 2/11/2016-MAG/VCA/Vol.II/4758 dated 15-06-2020 and it is revealed that there is nothing adverse reported against him.

*Swati A. Dalvi*, Under Secretary (Health-II).

Porvorim, 25th June, 2020.

**Department of Public Works**  
Office of the Principal Chief Engineer

**Order**

No. 34/4/2020/PCE-PWD-Tech.Cell/45

Government is pleased to promote the following Superintending Engineer/Superintending Surveyor of Works on ad hoc basis to the post of Chief Engineer in Public Works Department, Group "A", Gazetted in Level 14 in the Pay Matrix under 7th Pay Commission with immediate effect till the date of regularization or till the date of retirement on Superannuation whichever is earlier, and post them in the places shown against their names in column No. 4 below:

Sr. No.	Name of the officer	Present place of posting	Place of posting on promotion
1	2	3	4
1.	Shri Ulhas R. Kerkar	Superintending Engineer, Circle Office V, PWD, Altinho, Panaji-Goa	As Project Director in (JICA), PWD, Altinho, Panaji-Goa on deputation thereby Shri Anil Ringane relieved from the addl. charge with immediate effect.
2.	Shri Rajendra J. Kamat	Superintending Engineer, Circle Office IX, PWD, Altinho, Panaji-Goa	As Chief Engineer-II, PWD, Altinho, Panaji-Goa vice Shri Umesh Kulkarni, CE transferred.

The above ad hoc promotion will not bestow on the promoted officer any claim for regular promotion nor the service rendered on ad hoc in the grade will be counted for purpose of seniority in that grade for eligibility for promotion to the next higher grade.

Their pay shall be fixed at the minimum of Level 14 in the Pay Matrix under 7th Pay Commission in relaxation of Government of India Order (2) below F. R. 35.

Consequently, Shri Umesh Kulkarni, Chief Engineer-II, PWD, stands transferred and posted as Chief Engineer (NH, R&B), PWD, Altinho, Panaji with immediate effect.

By order and in the name of the Governor of Goa.

*Uttam P. Parsekar*, Principal Chief Engineer & ex officio Addl. Secretary (PWD).

Panaji, 22nd June, 2020.



**Department of Urban Development**

Corporation of the City of Panaji

**Order**

No. 109/9/2020/CCP/Admn/Misc/Committee/  
/2020-21/246

In terms of Section 41 of the City of Panaji Corporation Act, 2002, seven Ward Committees for the City of Panaji are hereby constituted as indicated below:

Ward No.	Zone-1
1	2
19	Shri Menino Da Cruz
23	Smt. Manisha B. Manerkar

1	2
26	Smt. Lorraine Dias
27	Shri Shubham G. Chodankar
28	Shri Vithal D. Chopdekar
	Shri Amit Morudkar
	Shri Virendra Mahale
	Miss. Rupa Talwar
	Shri Mahesh Rivankar
	Shri Antonio Dias
	Shri Neil Pinto

Councillor.

Councillor.

Councillor.

JE Incharge.

MI Incharge.

Supervisor.

Nominated member.

Nominated member.

Nominated member.

Ward No.	Zone-2	
1	2	
11	Kum. Soraya Pinto Makhija	Councillor.
12	Smt. Vaidehi V. Naik	Councillor.
14	Smt. Lata Y. Parekh	Councillor.
25	Shri Vasant A. Agshikar	Councillor.
	Smt. Sonam Asnodkar	JE Incharge.
	Shri Nilkant Phadte	MI Incharge.
	Shri Kamlakant Shirvoikar	Supervisor.
	Shri Polly Raikar	Nominated member.
	Prof. Ramkrishna Sinai Dhume	Nominated member.
	Shri Abhishek Dalvi	Nominated member.

Ward No.	Zone-3	
1	2	
15	Shri Shekhar E. Degvekar	Councillor.
20	Smt. Rekha S. Kande	Councillor.
21	Shri Pundalik Raut Dessai	Councillor.
22	Smt. Asmita S. Kerkar	Councillor.
24	Smt. Diksha D. Mainkar	Councillor.
	Smt. Reshma Satardekar	JE Incharge.
	Shri Sudesh Rivonkar	MI Incharge.
	Shri Francisco Dias	Supervisor.
	Shri Govind Upaskar	Nominated member.
	Shri Sushant Shirodkar	Nominated member.
	Shri Santosh Devshekar	Nominated member.

Ward No.	Zone-4	
1	2	
7	Shri Rahul R. Lotlikar	Councillor.
8	Smt. Reshma N. Karishetty	Councillor.
13	Shri Dinesh A. Salgaonkar	Councillor.
16	Shri Pramay P. Mainkar	Councillor.
17	Shri Pascoela Mascarenhas	Councillor.
18	Shri Uday V. Madkaikar	Councillor.
	Shri Vikesh Phadte	JE Incharge.
	Shri Babuso Kavlekar	MI Incharge.
	Shri Jeevan Hase	Supervisor.
	Shri Gaurav Naik	Nominated member.
	Shri Damodar Korgaonkar	Nominated member.
	Shri Sandesh Madkaikar	Nominated member.

Ward No.	Zone-5	
1	2	
4	Shri Kishor Sastry	Councillor.
5	Smt. Sheetal D. Naik	Councillor.
6	Smt. Shubhada R. Shirgaonkar	Councillor.
9	Smt. Ruth S. Furtado	Councillor.
10	Shri Surendra Furtado	Councillor.
	Kum. Shruti Harmalkar	JE Incharge.
	Smt. Bharati Sadre	MI Incharge.
	Smt. Anita S. Talwar	Supervisor.
	Shri Satish Kenkre	Nominated member.
	Shri Rupesh Shirgaonkar	Nominated member.
	Shri Norman Dias	Nominated member.

Ward No.	Zone-6	
1	2	
1	Shri Kanta H. Shirodakr	Councillor.
2	Shri Nazareth F. Cabral	Councillor.
3	Smt. Margarida Coelho E. Fernandes	Councillor.
	Shri Mohammed Shaikh	JE Incharge.
	Shri Sudesh Rivonkar	MI Incharge.
	Shri Bramappa Talwar	Supervisor.
	Smt. Linda Fernandes	Nominated member.
	Shri Dinesh Kankonkar	Nominated member.
	Smt. Filu Fernandes	Nominated member.

Ward No.	Zone-7	
1	2	
29	Smt. Arati R. Halankar	Councillor.
30	Shri Rupesh R. Halankar	Councillor.
	Shri Sajjan Gaonkar	JE Incharge.
	Shri Dattaram Balekar	MI Incharge.
	Shri Mathais Fernandes	Supervisor.
	Shri Keshew Sawant	Nominated member.
	Adv. Saish Mahambre	Nominated member.
	Shri Zeferino Pereira	Nominated member.

The duration of the Ward Committees shall be co-terminus with duration of the Corporation.

*Sanjit Rodrigues*, Commissioner.

Panaji, 19th June, 2020.



## Department of Water Resources

Office of the Chief Engineer

## Order

No. 3/25-5/87/WR/Adm.I/284

On the recommendation of the Goa Public Service Commission as conveyed vide confidential letter No. COM/II/11/27(1)/2019/533 dated 12-06-2020, Government is pleased to order the promotion of the following Technical Assistant/Junior Engineers to the post of Assistant Engineers/Assistant Surveyor of Works (Civil) in Water Resources Department on regular basis in the Pay Matrix Level No. 7 and post them against the place indicated in column No. 4:-

Sr. No.	Name of promotee	Present designation and place of posting	Designation and place of posting on promotion	Remarks
1	2	3	4	5
1.	Shri Shailesh K. Naik	Technical Assistant, O/o Assistant Engineer, Sub-Div-IV, Works Div-II, WRD, Ponda-Goa	Assistant Engineer, O/o Assistant Engineer, Sub-Div-II, Works Div-III, WRD, Ponda-Goa	Promotion.
2.	Shri Kamlakant S. Majik Dessai	Junior Engineer, O/o Assistant Engineer, Sub-Div-I, Works Div-III, WRD, Bicholim & on working arrangement Sub-Div-I, Works Div-VI, Bicholim	Assistant Engineer, O/o Assistant Engineer, Sub-Div-IV, Works Div-VI, WRD, Bicholim-Goa	Promotion.
3.	Smt. Trupti V. P. Gaonkar	Junior Engineer, O/o Assistant Engineer, Sub-Div-I, Works Div-VII, WRD, Dhargal-Goa & on working arrangement O/o CE-WRD, Porvorim	Assistant Surveyor of Works, O/o Executive Engineer, Works Div-I, WRD, Porvorim-Goa	Promotion.
4.	Smt. Sangeeta S. S. Velingkar	Junior Engineer, O/o Assistant Engineer, Sub-Div-II, Works Div-IX, WRD, Dharbandora-Goa	Assistant Surveyor of Works, O/o Executive Engineer, Works Div-III, WRD, Ponda-Goa vice Shri Mohammad Y. Kalas transferred	Promotion.
5.	Shri Amir Hari Naik Karmali	Junior Engineer, O/o Assistant Engineer, Sub-Div-II, Works Div-III, WRD, Ponda-Goa	Assistant Engineer, O/o Assistant Engineer, Sub-Div-I, Works Div-XIV, WRD, Quepem-Goa	Promotion.
6.	Shri Prabhu Dessai Damodar K.	Junior Engineer, O/o Assistant Engineer, Sub-Div-II, Works Div-X, WRD, Sanguem & on working arrangement Sub-Div-III, Works Div-IX, WRD, Margao-Goa	Assistant Engineer, O/o Assistant Engineer, Sub-Div-IV, Works Div-X, WRD, Sanguem-Goa	Promotion.
7.	Smt. Anagha Shashikant Kulkarni	Junior Engineer, O/o Assistant Engineer, Sub-Div-II, Works Div-VII, WRD, Dhargal-Goa	Assistant Surveyor of Works, O/o Superintending Engineer, Circle-II, WRD, Karaswada-Goa vice Shri Satishchandra Paste transferred	Promotion.

1	2	3	4	5
8.	Shri Sarvesh Lall	Junior Engineer, O/o Assistant Engineer, Sub-Div-II, Works Div-III, WRD, Ponda-Goa	Assistant Engineer, O/o Assistant Engineer, Sub-Div-II, Works Div-VIII, WRD, Tivim-Goa vice Shri Sunil Karmarkar	Promotion.
9.	Shri Abhay Venkatesh Prabhu	Junior Engineer, O/o Superintendent Engineer, Circle-III, WRD, Margao-Goa	Assistant Engineer, O/o Assistant Engineer, Sub-Div-II, Works Div-XII, WRD, Margao-Goa	Promotion.
10.	Shri Satishkumar C. Sawant	Junior Engineer, O/o Assistant Engineer, Sub-Div-III, Works Div-VI, WRD, Mulgao-Goa	Assistant Engineer, O/o Assistant Engineer, Sub-Div-III, Works Div-V, WRD, Kerim-Goa	Promotion.
11.	Shri Antonio Vincent Lucas (ST)	Junior Engineer, O/o Assistant Engineer, Sub-Div-II, Works Div-II, WRD, Gogal, Margao-Goa	Assistant Surveyor of Works, O/o Executive Engineer, Works Div-II, WRD, Rawandfond-Goa	Promotion.

The Government is also pleased to transfer the below mentioned Assistant Engineers/Assistant Surveyor of Works (Civil) in WRD in view of the above posting of the promotee Officers in Water Resources Department.

Sr. No.	Name of promotee	Present designation and place of posting	Designation and place of posting on transfer
1	2	3	4
1.	Shri Mohammad Y. Kalas	Assistant Surveyor of Works, O/o Executive Engineer, Works Div.-III, WRD, Ponda-Goa	Assistant Engineer, O/o Assistant Engineer, Sub-Div-II, Works Div.-V, WRD, Karapur Tisk-Goa in the existing vacancy.
2.	Shri Satishchandra Paste	Assistant Surveyor of Works, O/o Superintending Engineer, Circle-II, WRD, Karaswada-Goa	Assistant Engineer, O/o Assistant Engineer, Sub-Div-I, Works Div-VIII, WRD, Karaswada- Goa in the existing vacancy.
3.	Shri Sagar K. Gaonkar	Assistant Surveyor of Works, O/o Superintending Engineer, Circle-V, WRD, Gogal, Margao-Goa	Assistant Engineer, O/o Assistant Engineer, Sub-Div-IV, Works Div.-XII, WRD, Margao-Goa vice Shri S. M. Hundekar transferred.
4.	Shri S. M. Hundekar	Assistant Engineer, O/o Assistant Engineer, Sub-Div-IV, Works Div-XII, WRD, Margao-Goa	Assistant Surveyor of Works, O/o Superin- tending Engineer, Circle-V, WRD, Gogal, Margao-Goa vice Shri Sagar K. Gaonkar transferred.
5.	Shri Sunil R. Karmarkar	Assistant Engineer, O/o Assistant Engineer, Sub-Div-II, Works Div.-VIII, WRD, Tivim-Goa	Assistant Engineer, O/o Assistant Engineer, Sub-Div-IV, Works Div.-III, WRD, Porvorim- Goa in the existing vacancy.

The promoted Officers at Serial No. 1 to 11 shall be on probation for a period of two years as specified in column No. 9 of the Recruitment Rules notified in the Official Gazette, Extraordinary, Series I No. 28 dated 11-10-2001.

This is issued vide Government approval No. 3762/F dated 18-6-2020.

By order and in the name of the Governor of Goa.

S. D. Patil, Chief Engineer & ex officio Additional Secretary (WR).

Porvorim, 19th June, 2020.

**Order**

No. 3/25-5/87/WR/Adm.I/290

On the recommendation of the Goa Public Service Commission as conveyed vide confidential letter No. COM/II/11/27(3)/2020/530 dated 12-06-2020, Government is pleased to order the promotion of the following Junior Engineers (Mechanical) to the post of Assistant Engineers/Assistant Surveyor of Works (Mechanical/Electrical) in Water Resources Department on regular basis in the Pay Matrix Level No. 7 and post them against the place indicated in column No. 4:-

Sr. No.	Name of promotee	Present designation and place of posting	Designation and place of posting on promotion	Remarks
1	2	3	4	5
1.	Shri Elvis J. M. Braganza	Junior Engineer (Mechanical), O/o Assistant Engineer, Sub-Div-I, Works Div-VI, WRD, Bicholim-Goa	Assistant Surveyor of Works, O/o Addl. Chief Engineer (IP), WRD, Porvorim-Goa vice Shri S. V. Bonageri transfer	Promotion.
2.	Shri Varde Shantaram	Junior Engineer (Mechanical), O/o Assistant Engineer, Sub-Div-IV, Works Div-II, WRD, Ponda-Goa	Assistant Engineer, O/o Assistant Engineer, Sub-Div-V, Works Div-VIII, WRD, Bicholim-Goa	Promotion.

The Government is also pleased to transfer the below mentioned Assistant Engineer/Assistant Surveyor of Works (Civil) in WRD in view of the above posting of the promotee Officer in Water Resources Department.

Sr. No.	Name of promotee	Present designation and place of posting	Designation and place of posting on transfer
1	2	3	4
1.	Shri S.V. Bonageri	Assistant Surveyor of Works, O/o Addl. Chief Engineer (IP), WRD, Porvorim-Goa	Assistant Engineer, O/o Assistant Engineer, Sub-Div.-I, Works Div.-VII, WRD, Dhargal, Goa in the existing vacancy.

The promoted Officers at Serial No. 1 and 2 shall be on probation for a period of two years as specified in column No. 9 of the Recruitment Rules notified in the Official Gazette, Extraordinary, Series I No. 28 dated 11-10-2001.

This is issued vide Government approval No. 3775/F dated 19-06-2020.

By order and in the name of the Governor of Goa.

S. D. Patil, Chief Engineer & ex officio Additional Secretary (WR).

Porvorim, 23rd June, 2020.

**Corrigendum**

No. 3/25-5/87/WR/Adm.I/280

Read: Order No. 3/25-5/87/WR/ADM-I/540 dated 30-09-2019.

In view of sequence of vacancies as reflected in the minutes of D.P.C. meeting, the serial numbers as shown in column 1 of above read order, be read as shown in column number 1, below:

Sr. No.	Name of promotee	Present designation and place of posting	Designation and place of posting on promotion
1	2	3	4
1.	Shri Satishchandra B. Paste	Technical Assistant, O/o Superintending Engineer, Circle-II, WRD, Karaswada, Goa	Assistant Surveyor of Works, O/o Superintending Engineer, Circle-II, WRD, Karaswada.

1	2	3	4
2.	Shri Gonsalo Rodrigues	Technical Assistant, O/o Executive Engineer, Works Division IX, WRD, Gogal, Margao-Goa	Assistant Engineer, O/o Assistant Engineer, S.D. II, WD IX, WRD, Dharbandora.
3.	Shri Shailesh D. Pokle	Technical Assistant, O/o Executive Engineer, Works Division I, WRD, Porvorim-Goa	Assistant Engineer, O/o Assistant Engineer, S.D.II, WD VI, WRD, Valpoi (vice Shri P. G. Babu, A.E., S.D.II, WD VI, WRD, Volpoi).
4.	Shri Anil G. Parulekar	Technical Assistant, O/o Executive Engineer, Works Division I, WRD, Porvorim-Goa	Assistant Engineer, O/o Assistant Engineer, S.D.III, WD VI, WRD, Mulgao.
5.	Shri Ajay M. Kudchadkar	Technical Assistant, O/o Executive Engineer, Works Division II, WRD, Rawanfond, Margao-Goa	Asst. Surveyor of Works, O/o Executive Engineer, Works Div. II, WRD, Rawanfond.
6.	Shri Mahesh M. Nadkarni	Junior Engineer, O/o Executive Engineer, Works Division II, WRD, Rawanfond, Margao-Goa	Assistant Engineer, O/o Assistant Engineer, S.D.I., W.D. II, WRD, Rawanfond, Margao.
7.	Shri Manjunath S. Naik	Junior Engineer, O/o Executive Engineer, Works Division IX, WRD, Gogal, Margao-Goa	Asst. Surveyor of Works, O/o Superintending Engineer, Circle III, WRD, Gogal, Margao.
8.	Shri Scariachen C.C.	Junior Engineer, O/o Executive Engineer, Works Division II, WRD, Rawanfond, Margao-Goa	Asst. Surveyor of Works, O/o Executive Engineer, Works Div. XIII, Margao.
9.	Shri Parmeshwara K.	Junior Engineer, O/o Executive Engineer, Works Division II, WRD, Rawanfond, Margao-Goa	Asst. Surveyor of Works, O/o Superintending Engineer, Central Planning Organisation, WRD, Alto Porvorim.
10.	Shri Mohan B. Raikar	Junior Engineer, O/o Executive Engineer, Works Division XII, WRD, Gogal, Margao-Goa	Assistant Engineer, O/o Assistant Engineer, S.D.III, W.D. XII, WRD, Dharbandora.
11.	Shri Ravindra R. Hangal	Junior Engineer, O/o Executive Engineer, Works Division V, WRD, Sanquelim-Goa	Assistant Engineer, O/o Assistant Engineer, S.D. I, W.D. V, WRD, Keri, Satari.
12.	Shri S. M. Hundekar	Junior Engineer, O/o Executive Engineer, Works Division III, WRD, Ponda-Goa	Assistant Engineer, O/o Assistant Engineer, S.D. I, Works Division III, WRD, Bicholim.
13.	Shri Mahabaleshwar Hegde	Junior Engineer, O/o Executive Engineer, Works Division I, WRD, Porvorim-Goa	Assistant Engineer, O/o Assistant Engineer, S.D.II, WD VII, WRD, Dhargal (vice Shri Gangadhar K. Naik, A.E., S.D. II, WD VII, WRD, Dhargal on transfer).
14.	Shri Faleiro Antonio Felip (ST)	Junior Engineer, O/o Executive Engineer, Works Division VII, WRD, Dhargal, Goa	Assistant Engineer, O/o Assistant Engineer, SD III, WDXIV, WRD, Cuncolim.
15.	Shri Remy Adolfo Fernandes (ST)	Junior Engineer, O/o Executive Engineer, Works Division XII, WRD, Gogal, Margao-Goa	Asst. Surveyor of Works, O/o Superintending Engineer, Circle-V, WRD, Gogal, Margao.

1	2	3	4
16.	Shri Sagar K. Gaonkar (ST)	Junior Engineer, O/o Executive Engineer, Works Division II, WRD, Rawanfond, Margao-Goa	Asst. Surveyor of Works, O/o Superintending Engineer, Circle-V, WRD, Gogal, Margao.
17.	Shri Vassudev D. Murgaonkar (ST)	Junior Engineer, O/o Executive Engineer, Works Division IX, WRD, Gogal, Margao-Goa	Assistant Engineer, O/o Assistant Engineer, S.D.I., W.D. XIII, WRD, Gogal, Margao.
18.	Shri Lilesh B. Khandeparkar	Technical Assistant, O/o Executive Engineer, Works Division IX, WRD, Gogal, Margao-Goa	Asst. Surveyor of Works, O/o Superintending Engineer, Circle III, WRD, Gogal, Margao.
19.	Shri Pravin C. Parsekar	Technical Assistant, O/o Executive Engineer, Works Division II, WRD, Rawanfond, Margao-Goa	Assistant Engineer, O/o Assistant Engineer, S.D.III (QC), WDXI, WRD, Margao.
20.	Shri Saish A. Lawande	Technical Assistant, O/o Chief Engineer, WRD, Porvorim-Goa	Asst. Surveyor of Works, O/o Superintending Engineer, Circle-I, WRD, Alto Porvorim.
21.	Shri B. S. Raju	Junior Engineer, O/o Executive Works Division XIII, WRD, Gogal, Margao-Goa	Assistant Engineer, O/o Assistant Engineer, SD III, WDXIII, WRD, Gogal, Margao.
22.	Shri Bhimappa H. Ambigar	Junior Engineer, O/o Executive Engineer, Works Division XIII, WRD, Gogal, Margao-Goa	Assistant Engineer, O/o Assistant Engineer, SDIV, WD XII, WRD, Gogal, Margao.
23.	Shri Mohammad Yusuf Kalas	Junior Engineer, O/o Executive Engineer, Works Division VIII, WRD, Karaswada	Asst. Surveyor of Works, O/o Executive Engineer, Works Div. III, WRD, Ponda.
24.	Smt. Annakutty Raju	Junior Engineer, O/o Executive Engineer, Works Division VIII, WRD, Karaswada, Goa	Asst. Surveyor of Works, O/o Executive Engineer, Works Div. I, WRD, Porvorim.
25.	Shri Nitin Jaiwant Gaitonde	Junior Engineer, O/o Executive Engineer, Works Division XIV, WRD, Gogal, Margao-Goa	Assistant Engineer, O/o Assistant Engineer, SDIV, WD XIV, WRD, Quepem.

The other contents of the above referred order remains the same.

This is issued vide Government approval No. 397/F dated 05-06-2020.

By order and in the name of the Governor of Goa.

S. D. Patil, Chief Engineer & ex officio Additional Secretary (WR).

Porvorim, 18th June, 2020.

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Published and Printed by the Director, Printing & Stationery,  
Government Printing Press,  
Mahatma Gandhi Road, Panaji-Goa 403 001.

PRICE—Rs. 21.00

PRINTED AT THE GOVERNMENT PRINTING PRESS, PANAJI-GOA—101/120-7/2020.