

20. FISHERMEN WELFARE FUND

- 20.1 The Fishermen Welfare Fund Act provides for the setting up of the Fishermen Welfare Fund (FWF) with the objectives of, *inter alia*, advancing and promoting the welfare of registered fishermen and their families; developing schemes and projects for their welfare and managing and optimising the financial and other resources of the Fund to further their social and economic welfare.
- 20.2 Currently, the control of the affairs of the Fund are vested in a Board which takes policy decisions. On the other hand, the Secretary who is the head of the Fund, is responsible for the day-to-day management thereof and the execution of the Board's policies. He is assisted in his task by officers belonging to technical as well as support services grades.
- 20.3 During the consultative meeting held in the context of this review exercise, Management was apprised of those issues that were not under the purview of the Bureau and hence could not be acceded to. As far as the requests regarding restyling of the grades of Financial Officer and Welfare Development Officer are concerned, they could not be entertained as the issue was one of workload which is either addressed by filling of additional posts or by arranging for existing staff to put in extra hours. Management was informed accordingly.
- 20.4 Given the functions which devolve on the Fund, we are maintaining the present structure which is deemed to be fit for purpose. We are also upholding the provision for the payment of a monthly allowance to the General Worker for performing additional duties.

Allowance to General Worker

- 20.5 At present, the incumbent in the grade of General Worker is being paid a monthly allowance of Rs 750 for performing duties which normally devolve upon an Office Attendant. Given that incumbent is still carrying out these duties, we are maintaining payment of this allowance.

Recommendation 1

- 20.6 We recommend that the General Worker should continue to be paid an allowance equivalent to three increments at the salary point reached in his salary scale or a monthly allowance of Rs 750, whichever is higher, for performing Office Attendant duties.**

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SALARY SCHEDULE

FWF 1 : Rs 10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150

General Worker

20. FISHERMEN WELFARE FUND (Contd)

- FWF 2 : Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400**
Driver/Office Attendant
- FWF 3 : Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825**
Clerk/Word Processing Operator
- FWF 4 : Rs 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**
Management Support Officer
- FWF 5 : Rs 18650 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 39350**
Welfare Development Officer
- FWF 6 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**
Financial Operations Officer
formerly Financial Officer
- FWF 7 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**
Secretary



