



From Womb to Tomb - and sometimes beyond NATIONAL UNION OF SEAFARERS OF INDIA

Affiliated to International Transport Workers Federation (ITF), Hind Mazdoor Sabha (HMS)

NUSI Bhavan, 4, Goa Street, Ballard Estate, Mumbai - 400 001.
E-mail : nusi@nusi.org.in • Website : www.nusi.org.in

Phone : +91-22-2261 8368 / 2261 8369
Fax : +91-22-2261 5929

Circular no. 17 of 2023

14th December, 2023

Dear Brothers and Sisters,

Sub: **48th National Maritime Board (India) – NMB(I) “JABARDAST” industry agreement for Ratings and Petty Officers of Foreign Going, Home Trade, Offshore, Tugs/Crafts of Indian flag vessels**
“New Year” gift of new salary and conditions from 1st January, 2024 for more than one lakh merchant navy seafarers

National Union of Seafarers of India (NUSI) has done it again. The 48th National Maritime Board (India) – NMB(I) Collective Bargaining Industry Agreement was negotiated and signed by NUSI on 14th December, 2023. The strong NUSI team of Shri Louis Gomes – Vice President, Shri Milind Kandalgaonkar – General Secretary-cum-Treasurer, Shri Sunil Nair – Assistant General Secretary, Shri Suresh Solanki – Organising Secretary, Shri Maksood Khan - Assistant Secretary negotiated a “**Jabaradast**” NMB(I) agreement for Ratings and Petty Officers serving on Foreign Going, Home Trade, Offshore Vessels, Tugs/Crafts of Indian flag.



NUSI Founder Shri Mohamed Ebrahim Serang signed the NMB(I) agreement in the year **1957**. Since last more than sixty-five (65) years, NUSI has strongly represented our seafarers and finalized the NMB(I) which is very important nationally and internationally.



From Womb to Tomb - and sometimes beyond NATIONAL UNION OF SEAFARERS OF INDIA

Affiliated to International Transport Workers Federation (ITF), Hind Mazdoor Sabha (HMS)

NUSI Bhavan, 4, Goa Street, Ballard Estate, Mumbai - 400 001.
E-mail : nusi@nusi.org.in • Website : www.nusi.org.in

Phone : +91-22-2261 8368 / 2261 8369
Fax : +91-22-2261 5929

Seafarers will continue to get allowances and conditions which have not been changed under the Savings clause of the NMB(I). The detailed NMB(I) booklet will be published at the earliest. The main features of the NMB(I) agreement are as follows:-

1) The 47th National Maritime Board (India) - NMB(I) industry agreement will expire on 31st December, 2023. NUSI was able to start the new 48th NMB(I) agreement from **1st January, 2024** itself without any delay with huge increase in wages and terms and conditions. This 48th NMB(I) agreement will expire on **31st December, 2027** until revised.

2) Foreign Going:

Overall increase of more than **forty-two 42** percent in the basic wages alone for Ratings and Petty Officers till **31st December, 2027.**

3) Home Trade:

Overall increase of more than **25** percent for the Ratings and Petty Officers in the basic wage alone till **31st December, 2027.**

4) Offshore:

Overall increase of more than **18** percent for the Ratings and Petty Officers in the basic wage alone till **31st December, 2027.**

The leave for the Off-Period for Ratings will continue to be at **77 days**. Equal on/off on MSV Vessels for Ratings and Petty Officers.

5) Tugs/Crafts:

Overall increase of more than **12** percent for Ratings and Petty Officers in the basic wage alone till **31st December, 2027.**

6) Shipboard engagement period for Ratings revised as follows:

- Foreign Going reduced from **9 months to 8 months** (+/- 1 month).
- Home Trade reduced from **9 months to 8 months** (+/- 1 month).
- Prolonged Service benefits: Basic wages will be increased by **10%** from 1 of the **10 month** for the extended period.

7) For the first time NUSI was able to introduce seniority recognition. Seafarers on Foreign Going Indian articles of agreement will be eligible for service incentive of **Rs. 500/- p.m.** on completion of **36 months** of uninterrupted sea service with the same company. The gap between **2** assignments should not exceed **12 months.**



From Womb to Tomb - and sometimes beyond **NATIONAL UNION OF SEAFARERS OF INDIA**

Affiliated to International Transport Workers Federation (ITF), Hind Mazdoor Sabha (HMS)

NUSI Bhavan, 4, Goa Street, Ballard Estate, Mumbai - 400 001.
E-mail : nusi@nusi.org.in • Website : www.nusi.org.in

Phone : +91-22-2261 8368 / 2261 8369
Fax : +91-22-2261 5929

8) Death and Disability compensation to be as follows:

- **For Ratings and Petty Officers on FG, HT & OSV**
 - Death compensation increased from existing **Rs. 22,00,000/-** to **Rs. 40,00,000/-**.
 - **100%** Disability compensation increased from existing **Rs. 25,00,000/-** to **Rs. 45,00,000/-**.
- **For Ratings and Petty Officers on Tugs and Crafts**
 - Death compensation increased from **Rs. 22,00,000/-** to **Rs. 30,00,000/-**.
 - **100%** Disability compensation increased from **Rs. 25,00,000/-** to **Rs. 35,00,000/-**.
- Additional amount of Death and Disability Compensation on ships carrying radioactive cargo on board increased from **Rs. 3,00,000/-** to **Rs. 5,00,000/-**.

9) Special payment for injury during anti-piracy watch increased from Rs. 50,000/- to Rs. 75,000/-.

10) Compensation for Ratings and Petty Officers towards loss of personal effects increased from Rs. 80,000/- to Rs. 1,00,000/-.

11) Fixed Shipboard Allowance revised as follows:

- Foreign Going increased from **Rs. 2400/-** to **Rs. 3000/- p.m.**
- Home Trade increased from **Rs. 1985/-** to **Rs.2500/- p.m.**

12) Leave Subsistence Allowance revised as follows:

- Foreign Going increased from **Rs. 250/-** to **Rs.400/- per day.**
- Home Trade increased from **Rs. 250/-** to **Rs.400/- per day.**
- Offshore increased from **Rs. 250/-** to **Rs.400/- per day.**

13) Special allowance increased as follows (where applicable):

- Foreign Going by **10%**
- Home Trade by **10%**
- Offshore by **10%**
- Tugs and crafts by **10%**

14) Female Ratings whilst on Maternity leave to be paid leave subsistence allowance of Rs.550/- per day for each day of paid leave.

15) Radioactive cargo Allowance increased from Rs. 10,000/- to Rs. 15,000/- p.m. or pro rata on Foreign Going, Home Trade and Offshore vessels.



From Womb to Tomb - and sometimes beyond

NATIONAL UNION OF SEAFARERS OF INDIA

Affiliated to International Transport Workers Federation (ITF), Hind Mazdoor Sabha (HMS)

NUSI Bhavan, 4, Goa Street, Ballard Estate, Mumbai - 400 001.
E-mail : nusi@nusi.org.in • Website : www.nusi.org.in

Phone : +91-22-2261 8368 / 2261 8369
Fax : +91-22-2261 5929

16) Miscellaneous allowances (Boarding and Lodging allowance) increased from **Rs. 450/- to Rs. 500/-** per day per head for boarding increased from **Rs. 350/- to Rs. 400/-** per day per head for Lodging.

17) Flight Insurance increased from **Rs. 25,00,000/- to Rs 40,00,000/-**.

18) Severance / Redundancy compensation

- increased from **Rs. 4,50,000/- to Rs. 6,00,000/-** for below the age of **55 years**.
- increased from **Rs. 3,00,000/- to Rs. 4,50,000/-** for between the age of **55 to 58 years**.
- increased from **Rs. 2,50,000/- to Rs. 4,00,000/-** for above **58 years**.

19) Relief on compassionate grounds: A seafarer to whom this Agreement applies may terminate employment when, during the course of a voyage it is confirmed that the spouse, parent or dependent child has fallen seriously ill or died. In such cases, the repatriation cost is to be on Company's account.

20) Seafarers whilst on Articles of Agreement and discharged on medical grounds resulting in death or permanent unfitness/disability, while they are taking treatment at company's expense, will be compensated under Death and Disability Clause.

21) All things being equal, the companies will re-employ seafarers who have sailed with them earlier based on their appraisal reports. Companies will endeavor to employ trainees on board subject to availability of accommodation and Life Boat capacity.

22) Trainees engaged on FG, HT and OSV vessels will be paid an all inclusive stipend increased from **Rs. 5,000/- to Rs. 10,000/-** per month and **Rs. 5,000/- to Rs. 8,000/-** per month for Tugs and Crafts.

23) Companies to have counselling facility for the wellbeing of the seafarers including free **24/7 "NUSI Sahara"** helpline on **1800-102-5110**.

24) Passenger Run ship board allowance will continue to be at **20** percent of the basic wage as applicable.

25) Internet Connection = The Company will provide free e-mail facility only without attachment to all categories of seafarers subject to availability.



From Womb to Tomb - and sometimes beyond NATIONAL UNION OF SEAFARERS OF INDIA

Affiliated to International Transport Workers Federation (ITF), Hind Mazdoor Sabha (HMS)

NUSI Bhavan, 4, Goa Street, Ballard Estate, Mumbai - 400 001.
E-mail : nusi@nusi.org.in • Website : www.nusi.org.in

Phone : +91-22-2261 8368 / 2261 8369
Fax : +91-22-2261 5929

- 26) Visa fees = All visa and visa-related expenses will be borne by the shipowners.
- 27) Shore Leave = If any seafarer while employed onboard desires to visit the port, same is to be organised by the Shipowners provided it is permissible under port regulations.
- 28) Recreational facilities = The shipowners shall provide recreational facilities as required on board the vessel including technical books for the development of the seafarers.
- 29) The company will deposit amounts of Pension and Annuity for all Ratings and Petty Officers in the individual seafarers account maintained with the Commissioner, Seamens' Provident Fund for FG, HT and OSV as applicable.
- 30) 25% of Ex-gratia amount will be deposited with Seamens Provident Fund Office.

Savings Clause: Notwithstanding anything contained in these agreed terms of the CBA/MOU no Rating or Petty Officer shall stand prejudiced of any benefits or privilege given as per earlier agreements except to the extent that they are revised at this NMB(I). The terms and conditions of the earlier agreement not revised will continue to be in force.

NUSI was able to give a “**concrete**” agreement because of the trust and confidence the seafarers and their families have for NUSI. All Ratings and Petty Officers and their families should contact NUSI Head Office, Mumbai or the 24 NUSI Branch offices pan-India. Seafarers should **strengthen NUSI, up-to-date their membership** to receive many benefits of NUSI initiatives like medical grant, education grant, scholarship grant, skill enhancement, social programmes, etc. as per guidelines.

Long Live NUSI

Long Live Seafarers Unity

Yours sincerely,

(Milind Kandalgaonkar)
General Secretary -cum- Treasurer

JAI HIND

JAI NAVIK

JAI NUSI