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SERIES I No. 33

# OFFICIAL GOVERNMENT OF GOA GAZETTE



PUBLISHED BY AUTHORITY

## NOTE

There are Four Extraordinary issues to the Official Gazette, Series I No. 32 dated 5-11-2020, namely:—

(1) Extraordinary dated 5-11-2020 from pages 1379 to 1380, Notification No. 120/03/JERC-FPPCA/CEE/Tech regarding Levy of FPPCA from Department of Power (Office of the Chief Electrical Engineer).

(2) Extraordinary (No. 2) dated 6-11-2020 from pages 1381 to 1382, Notification No. 5/7/2020-Fin (DMU)/1790 regarding Market Borrowing Programme of State Government from Department of Finance (Debt Management Division).

(3) Extraordinary (No. 3) dated 10-11-2020 from pages 1383 to 1384, Notification No. 8/12/2020-LA Goa regarding Fiscal Responsibility & Budget Management (Second Amendment) Ordinance, 2020 from Department of Law (Legal Affairs Division).

(4) Extraordinary (No. 4) dated 11-11-2020 from pages 1385 to 1396, Notifications regarding Goa State Lotteries from Department of Finance (Revenue & Control Division).

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## GOVERNMENT OF GOA

Department of Fisheries

Directorate of Fisheries

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## Order

DF/OFFS/PMMSY/NOT.SCH./2020-21/3681

Government is hereby pleased to introduce  
a scheme "Pradhan Mantri Matsya Sampada

Yojana"- A scheme to bring about Blue  
Revolution through sustainable and  
responsible development of fisheries sector  
under Centrally Sponsored Scheme (CSS) and  
implementing the beneficiary and non-  
beneficiary oriented sub-components and  
activities (Annexure I and II) for the period of  
5 years from FY 2020-21 to FY 2024-25 in the  
state.

“This order issues with the concurrence of the Finance (Budget) Department vide their U.O. No. 542/F dated 10-10-2020”.

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

Dr. (Smt.) *Shamila Monteiro*, Director of Fisheries & ex officio Jt. Secretary.

Panaji, 26th October, 2020.

### ANNEXURE I

#### BENEFICIARY ORIENTED SUB-COMPONENTS AND ACTIVITIES UNDER CENTRALLY SPONSORED COMPONENTS OF PRADHAN MANTRI MATSYA SAMPADA YOJANA

Sl. No.	Sub-component and Activities	Unit cost (Rs. lakhs)	Governmental Assistance (Rs. lakhs)	
			General (40%)	SC/ST/ /Women (60%)
(i)	(ii)	(iv)	(v)	(vi)
<b>A</b>	<b>ENHANCEMENT OF PRODUCTION AND PRODUCTIVITY</b>			
<b>1</b>	<b>Development of Inland Fisheries and Aquaculture</b>			
1.1	Establishment of New Freshwater Finfish Hatcheries	25	10	15
1.2	Establishment of New Freshwater Scampi Hatcheries	50	20	30
1.3	Construction of New Rearing ponds (nursery/seed rearing ponds)	7	2.8	4.2
1.4	Construction of New Grow-out ponds	7	2.8	4.2
1.5	Inputs for fresh water Aquaculture including Composite fish culture, Scampi, Pangasius, Tilapia etc.	4	1.6	2.4
1.6	Establishment of need based New Brackish Hatcheries (shell fish and fin fish)	50	20	30
1.7	Construction of New ponds for Brackish Water Aquaculture+	8	3.2	4.8
1.8	Construction of New ponds for Saline/Alkaline areas	8	3.2	4.8
1.9	Inputs for Brackish Water Aquaculture	6	2.4	3.6
1.10	Inputs for Saline/Alkaline Water Aquaculture	6	2.4	3.6
1.11	Construction of Biofloc ponds for Brackish water/Saline/Alkaline areas including inputs of Rs. 8 lakhs/Ha.	18	7.2	10.8
1.12	Construction of Biofloc ponds for Freshwater areas including inputs of Rs. 4 lakhs/Ha.	14	5.6	8.4
1.13	Stocking of Fingerlings in Reservoirs @1000FL/ha (3.0/1 lakh FL)	Rs. 3/ Fingerling	Rs. 1.2/ Fingerling	Rs. 1.8/ Fingerling
1.14	Stocking of Fingerlings in Wet lands @1000FL/ha (3.0/1 lakh/FL)	Rs. 3/ Fingerling	Rs. 1.2/ Fingerling	Rs. 1.8/ Fingerling
<b>2</b>	<b>Development of marine fisheries including mariculture and seaweed cultivation</b>			
2.1	Establishment of Small Marine Finfish Hatcheries	50	20	30

(i)	(ii)	(iv)	(v)	(vi)
2.2	Construction of Large Marine Finfish Hatcheries	250	100	150
2.3	Marine Finfish Nurseries	15	6	9
2.4	Establishment of Open Sea cages (100-120 cubic meter volume)	5	2	3
2.5	Establishment of Seaweed culture rafts including inputs (per raft)	0.015	0.006	0.009
2.6	Establishment of Seaweed culture with Monoline/tubenet Method including inputs (one unit is approximately equal to 15 ropes of 25m length)	0.08	0.032	0.048
2.7	Bivalve cultivation (mussels, clams, pearl etc.)	0.2	0.08	0.12
<b>3</b>	<b>Development of ornamental and recreational fisheries</b>			
3.1	Backyard Ornamental fish Rearing unit (both Marine and Fresh water)	3	1.2	1.8
3.2	Medium Scale Ornamental fish Rearing Unit (Marine and Freshwater Fish)	8	3.2	4.8
3.3	Integrated Ornamental fish unit (breeding and rearing for fresh water fish)	25	10	15
3.4	Integrated Ornamental fish unit (breeding and rearing for marine fish)	30	12	18
3.5	Establishment of Fresh water Ornamental Fish Brood Bank.	100	40	60
3.6	Promotion of Recreational Fisheries	50	20	30
<b>4</b>	<b>Technology infusion and adaptation</b>			
4.1	Establishment of large RAS (with 8 tanks of minimum 90 m3/tank capacity 40 ton/crop)/Biofloc (50 tanks of 4m dia and 1.5 high) culture system	50	20	30
4.2	Establishment of Medium RAS (with 6 tank of minimum 30m3/tank capacity 10 ton/crop)/Biofloc culture system (25 tanks of 4m dia and 1.m high)	25	10	15
4.3	Establishment of small RAS (with 1 tank of 100m3 capacity/Biofloc (7 tanks of 4m dia and 1.5 high) culture system	7.5	3	4.5
4.4	Establishment of Backyard mini RAS units	0.5	0.2	0.3
4.5	Installation of Cages in Reservoirs	3	1.2	1.8
4.6	Pen culture in open water bodies	3	1.2	1.8
<b>B</b>	<b>INFRASTRUCTURE AND POST-HARVEST MANAGEMENT</b>			
<b>5</b>	<b>Post harvest and cold chain infrastructure</b>			
5.1	Construction of Cold Storages/Ice Plants			
(a)	Plant/storage of minimum 10-ton capacity	40	16	24
(b)	Plant/storage of minimum 20-ton capacity	80	32	48

(i)	(ii)	(iv)	(v)	(vi)
(c)	Plant/storage of minimum 30-ton capacity	120	48	72
(d)	Plant of minimum 50-ton capacity	150	60	90
5.2	Modernization of Cold storage/Ice Plant	50	20	30
5.3	Refrigerated vehicles	25	10	15
5.4	Insulated vehicles	20	8	12
5.5	Motor cycle with Ice Box	0.75	0.3	0.45
5.6	Cycle with Ice Boxes	0.1	0.04	0.06
5.7	Three wheeler with Ice Box including e-rickshaws for fish vending	3	1.2	1.8
5.8	Live fish vending Centres	20	8	12
5.9	Fish Feed Mills			
(a)	Mini Mills of production Capacity of 2 ton/day	30	12	18
(b)	Medium Mills of production Capacity of 8 ton/day	100	40	60
(c)	Large Mills of production Capacity of 20 ton/day	200	80	120
5.10	Fish Feed Plants of production Capacity of at least 100 ton/day.	650	260	390
<b>6</b>	<b>Markets and Marketing Infrastructure</b>			
6.1	Construction of fish retail markets including ornamental fish/aquarium markets	100	40	60
6.2	Construction of fish kiosks including kiosks of aquarium/ /ornamental fish	10	4	6
6.3	Fish Value Add Enterprises Units	50	20	30
6.4	E-platform for e-trading and e-marketing of fish and fisheries products	DPR/SCP basis		
<b>7</b>	<b>Development of deep-sea fishing</b>			
7.1	Support for acquisition of Deep-sea fishing vessels for traditional fishermen	120	48	72
7.2	Up gradation of existing fishing vessels for export Competency	15	6	9
7.3	Establishment of Bio-toilets in mechanized fishing vessels	0.5	0.2	0.3
<b>8</b>	<b>Aquatic health management</b>			
8.1	Establishment of Disease diagnostic and quality testing labs	25	10	15
8.2	Disease diagnostic and quality testing Mobile labs/clinics	35	14	21
<b>C</b>	<b>FISHERIES MANAGEMENT AND REGULATORY FRAMEWORK</b>			
<b>9</b>	<b>Monitoring, Control and Surveillance (MCS)</b>			
9.1	Communication and/or Tracking Devices for traditional and motorized vessels like VHF/DAT/NA VIC/Transponders etc.	0.35	0.14	0.21

(i)	(ii)	(iv)	(v)	(vi)
<b>10</b>	<b>Strengthening of safety and security of fishermen</b>			
10.1	Support for providing safety kits for fishermen of Traditional and motorized fishing vessels (other than Communication and/or Tracking Device mentioned at 9.1 above)	1	0.4	0.6
10.2	Providing boats (replacement) and nets for traditional fishermen	5	2	3
10.3	Support to Fishermen for PFZ devices and network including the cost of installation and maintenance etc.	0.11	0.044	0.066
<b>11</b>	<b>Fisheries extension and support services</b>			
11.1	Extension and support services	25	10	15
<b>12</b>	<b>Livelihood and nutritional support for fishers for conservation of fisheries resources</b>			
12.1	Livelihood and nutritional support for socioeconomically backward active traditional fisher families for conservation of fisheries resources during fishing ban/lean period. States	The Governmental assistance and beneficiary share under this activity of PMSSY will be shared as detailed below:		
		Funding Pattern	Contribution	
		50:50 Centre and state	Centre Share Rs. 1500 + State Share Rs. 1500 + Beneficiary Share Rs. 1500 = Rs. 4500/- year	
<b>13</b>	<b>Insurance of Fishing Vessels and Fishermen</b>			
13.1	Insurance to fishers	The entire premium amount will be shared between the centre and state as per the funding pattern of the PMMSY which means that no beneficiary contribution is envisaged.		
13.2	Insurance premium subvention for fishing vessels	DOF will implement the Insurance premium subvention for fishing vessels' as per the funding pattern envisaged under the PMMSY. Accordingly, the Governmental assistance will be up to 40% of the annual premium amount for General category and 60% for SC/ST/ Women and rest of the premium will be borne by the beneficiary.		

**ANNEXURE-II****NON-BENEFICIARY ORIENTED ACTIVITIES UNDER CENTRALLY SPONSORED COMPONENTS OF PRADHAN MANTRI MATSYA SAMPADA YOJANA**

Sl. No.	Sub-component and Activities	Unit Cost (Rs. in lakhs)	Central Assistance for General States (Rs. in lakhs)
1	2	3	4
<b>A</b>	<b>ENHANCEMENT OF FISH PRODUCTION AND PRODUCTIVITY</b>		
<b>1</b>	<b>Development of inland fisheries and aquaculture</b>		

1	2	3	4
1.1	Establishment of Brood Banks (including seed banks for seaweeds)	500.00	300.00
1.2.1	Integrated Development of Reservoirs (Large) (Area: more than 5000 hectares)	600	360
1.2.2	Integrated Development of Reservoirs (Medium) (Area: 1000 to 5000 hectares)	400	240
1.2.3	Integrated Development of Reservoirs (Area: less than 1000 hectares)	300	180
1.3	Integrated Aqua Parks (IAPs)	100000	6000
B	INFRASTRUCTURE AND POST-HARVEST MANAGEMENT		
2	Development of fishing harbours and fish landing centres		
2.1	Construction/Expansion of Fishing Harbours	20000	12000
2.2	Modernization/Up-gradation of existing Fishing Harbours	5000	3000
2.3	Modern Integrated Fish Landing Centres	2500	1500
2.4	Maintenance of Dredging of existing FHs	500	300
3	Markets and marketing infrastructure		
3.1	Construction of state of art whole sale fish market	5000	3000
3.2	Organic Aquaculture Promotion and Certification	DPR/SCP based	
3.3	Promotion of Domestic fish consumption, branding, Fish mark, GI in fish, Himalayan Trout-Tuna branding, Ornamental fishes promotion and branding etc.	DPR/SCP based	
4	Development of deep-sea fishing		
4.1	Promotion of technologically advanced vessels to marine fishermen/fisher men groups through State/UT Governments	5000	3000
5	Integrated modern coastal fishing villages		
5.1	Integrated modern coastal fishing villages	750	450
6	Aquatic Health Management		
6.1	Aquatic Referral Labs for Quality Testing and Disease Diagnostics	1000	600
C	FISHERIES MANAGEMENT AND REGULATORY FRAMEWORK		
7	Monitoring, Control and Surveillance (MCS)		
7.1	Common Infrastructure for MCS including Hub stations, towers, IT based software, peripherals, networks and operations etc.	DPR Based	
8	Fisheries extension and support services		
8.1	Multipurpose Support Services – Sagar Mitra (performance based incentives along with requisite IT/Communication support like Tablet/Mobile telephony etc. would be provided to Sagar Mitras)	12.4	7.44

**Order**

FSH/PLG/N-SCHEMES/2013-14

Ref. Notification No. DF/PLG/BUD/2013-14 published in Official Gazette, Series I No. 11 dated 13-06-2013.

Sub.: "Financial Assistance for purchase of Power Block"

The approval of the Government of Goa is hereby conveyed to discontinue the scheme called "Financial Assistance for purchase of Power Block" notified vide Notification No. FSH/PLG/N-SCHEMES/2013-14 dated 5th June, 2013 which is published on Official Gazette, Series I No. 11 dated 13th June, 2013 from Financial year 2020-21.

This order is issued with the approval of the Government vide their U.O. No. 1400075536 dated 17-10-2020.

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

Dr. (Smt.) *Shamila Monteiro*, Director & ex officio Jt. Secretary (Fisheries).

Panaji, 6th November, 2020.

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Department of Law & Judiciary

Law Establishment Division

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**Order**

2/39/2014/LD(Estt)/Part/1824

The Government of Goa hereby empowers the District Registrar (North), Panaji, Goa and the District Registrar (South), Margao, Goa to exercise the powers under article 32 of the Civil Registration Code of State of India, approved by Decree dated 9th November, 1912 to be performed by the Conservador Geral (General Conservator) only in respect of correction in names and/or surname in the

Marriage Register maintained by the Civil Registrar within the limits of their respective jurisdiction.

This order is issued in supersession of the Government Order No. 2/39/2014/LD(Estt)/252 dated 12-02-2015, published in the Official Gazette, Series I No. 47 dated 19-02-2015.

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

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

Porvorim, 10th November, 2020.

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**Notification**

8/8/2018-LD(Estt.)/Part-I/1797

In view of ease of providing services through Online mode, Government of Goa, Law (Establishment) Division and Registration Department hereby mandates that all the applications pertaining to "Registration of Marriage" shall be accepted and processed online only without requiring the applicant to physically submit a copy of the application or associated supporting documentation. The Department staff (all Sub-Registrar offices) are hereby instructed to process applications through online mode only. The applicants to make online payment of Registration Fees and thereafter may avail the facility of generating appointment date and time through the system.

This notification shall come into force with effect from 16th day of the month of November, 2020.

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

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

Porvorim, 6th November, 2020.



## Department of Personnel

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**Notification**

1/13/78-PER (Pt. III)/5040

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the existing Recruitment Rules for the post of Statistical Officer notified vide Government Notification No. 1/13/78-PER (Pt. III) dated 11-07-2018, published in the Official Gazette, Series I No. 17 dated 26-07-2018, the Governor of Goa hereby makes the following rules to regulate the recruitment to the Goa General Service, Group 'B', Gazetted, Non-Ministerial post, in the Directorate of Planning, Statistics and Evaluation, Government of Goa, namely:—

1. *Short title, application and commencement.*— (1) These rules may be called the Government of Goa, Directorate of Planning, Statistics and Evaluation, Goa General Service, Group 'B', Gazetted, Non-Ministerial post, Recruitment Rules, 2020.

(2) They shall apply to the post specified in column (1) of the Schedule to these rules (hereinafter called as the "said Schedule").

(3) They shall come into force from the date of their publication in the Official Gazette.

2. *Number, classification and level in the pay matrix.*— The number of posts, classification of the said post and the level in the pay matrix attached thereto shall be as specified in columns (2) to (4) of the said Schedule:

Provided that the Government may vary the number of posts as specified in column (2) of the said Schedule from time to time subject to exigencies of work.

3. *Method of recruitment, age limit and other qualifications.*— The method of recruitment to the said post, age limit,

qualifications and other matters connected therewith shall be as specified in columns (5) to (13) of the said Schedule.

4. *Disqualification.*— No person having who has entered into or contracted a marriage with a person having a spouse living or who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.*— Where, the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing and in consultation with the Goa Public Service Commission, relax any of the provisions of these rules with respect to any class or category of persons.

6. *Saving.*— Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Government from time to time in that regard.

These rules are issued in consultation with the Goa Public Service Commission vide their letter No. COM/II/13/38(2)/2018/2435 dated 15-10-2020.

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

*Shashank V. Thakur*, Under Secretary (Personnel-I).

Porvorim, 5th November, 2020.



## SCHEDULE

1	2	3	4	5	6	7	8	9	10	11	12	13
Name/ designa- tion of the post	Number of posts	Classifi- cation	Level in the Pay Matrix	Whether selection post or non- selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits	Whether age & educational qualifications prescribed for the direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer/ contract and percentage of the vacancies to be filled by various methods	In case of recruit- ment by promotion/ deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	If a D.P.C./ D.S.C. exists, what is its compo- sition	Circum- stances in which the Goa Public Service Commission is to be consulted in making recruitment
Statistical Officer.	13 (2020) (subject to variation depend- ing on Gazetted, Non- Ministe- rial.	Goa General Service, Group 'B', Gazetted, Non- Ministe- rial.	L-7.	Selec- tion.	Not exceeding 45 years (Relaxable for Government servants upto five years in Statistics)/Business accordance with the orders or instructions issued by the Govern- ment from time to time).	(1) Master's Degree in Science with Statistics/ Operation Research or Master's Degree in Mathematics/Economics/ Commerce (with Statistics)/Business Administration/Computer Application with Statistics as one of the subject from a recognized University or equivalent. (2) Three years experience in collection, compilation, analysis and interpretation of statistical data in any recognized Central or State Government Organisa- tions/Research Projects/ Educational Institutions/ Research Organisations. (3) Knowledge of Konkani.	No	Two years. Note: During probation period, the direct recruitee and promotee shall be required to undergo such training or pass such examination as prescribed by the Controlling Authority for satisfactory completion of probation. The probation period shall be liable to be extended till the time the aforesaid condition is not fulfilled by the candidate.	75% by promotion failing which, by direct recruitment. 25% by direct recruitment.	Promotion: Research Assistants of the Common Statistical Cadre with three years regular service in the grade.	Group 'B', D.P.C. (1) Chairman/ Member, Goa Public Service Commission is necessary for making direct recruitment, (2) Chief Secretary or his nominee- Member. (3) Administra- tive Secretary/ Head of Department- Member. (for promotion and confirmation).	Consultation with the Goa Public Service Commission

**Notification**

7/24/2016-PER/5067

**Goa Public Service Commission  
(Members and Staff) (Conditions of  
Service) Regulations, 2020.**

In exercise of the powers conferred by article 318 of the Constitution of India the Governor of Goa is hereby pleased to make the following Regulations, namely:—

**Part I - Preliminary**

1. (1) These Regulations may be called the Goa Public Service Commission (Members and Staff) (Conditions of Service) Regulations, 2020.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. (1) In these Regulations, unless the context otherwise requires,—

(a) “Chairman” means the Chairman of the Commission appointed by the Governor under article 316 of the Constitution of India;

(b) “Commission” means the Goa Public Service Commission;

(c) “compensatory allowance” means an allowance granted to meet personal expenditure necessitated by the special circumstances in which duty is performed;

(d) “Governor” means the Governor of Goa;

(e) “Government service” means any service under the Government of India or the Government of any State in India and includes service rendered in a Government Aided Institution where Central Civil Service (Pension) Rules, 1972 are applicable;

(f) “member” means a member of the Commission and includes the Chairman thereof;

(g) “Secretariat” means the Secretariat of the Government of Goa;

(h) “Secretary” means the Secretary of the Commission;

(i) “State Service” means the Goa Civil Service;

(j) “Schedule” means the Schedule appended to the said Regulations;

(k) “Service for pension” means the service as provided under Regulation 9.

**Part II - Composition and Pay**

3. The Commission shall consist of a Chairman and such other members as may be appointed from time to time.

4. (1) Subject to the provisions of these Regulations, there shall be paid to the Chairman a pay in Level 17 as per Central Civil Services (Revised Pay) Rules, 2016 and a pay in Level 16 as per said Rules to each of the other members which pay may be revised from such date as may be decided by the Government on the recommendation of Pay Commission.

Provided that if a member is appointed by Government under clause (1-A) of Article 316 of the Constitution of India to perform the duties of the Chairman, he shall be entitled to Rs. 800/- in addition to his pay as member.

Provided further that the performance by the member, the duties of Chairman shall not make him ineligible for appointment as Chairman.

(2) The Chairman or a member who at the time of his appointment as such is a retired Government servant and is in receipt of pension in respect of Government service rendered by him, his pay as Chairman or as the case may be member, shall be fixed by reducing the gross amount of pension received by him as Government servant. For this purpose, the expression “pension” includes basic pension sanctioned for the post

held by Government servant under the Government.

### **Part III - Leave**

5. A member who at the time of his appointment to the Commission is in Government service in a permanent capacity, may, even after such appointment, be granted leave under the rules applicable to him immediately before the date of such appointment and his service as member shall be counted for such leave and leave at the credit in his leave account shall not lapse but shall be carried forward, and may be availed of during his tenure as member.

6. (1) A member, may be granted leave as follows, namely:—

(a) earned leave of 15 days for half year to be credited to his leave account in advance as on 1st January and 1st July of the year. If the member has taken charge in the midst of half year, then leave shall be calculated proportionately @ 2.5 days per month.

(b) half pay leave at the rate of twenty days in respect of each completed year of service.

(2) A member may be sanctioned,—

(a) earned leave as per the norms specified in Central Civil Services (Leave) Rules, 1972;

(b) commuted leave on full pay, if the leave is taken on medical certificate and the authority competent to sanction such leave has reason to believe that the member will return to duty on its expiry. His half pay leave account shall be debited by double the amount of commuted leave on full pay availed by him.

(c) extraordinary leave without allowances subject to a maximum of 90 days at any one time.

*Explanation.*— All or any two of the above kinds of leave may be granted in combination at one time:

Provided that a member who vacates office on account of resignation or on completion of his tenure, may be paid an amount equivalent to his leave salary in one lump-sum, as a onetime settlement, in respect of the unutilized earned leave standing at his credit on the date on which he vacates office, subject to the condition that such compensation shall be limited to leave salary for 300 days of such leave and shall be equal to the leave salary that the member would have drawn had he availed of the leave immediately before the date of vacation of office plus the dearness allowance admissible on such leave salary, but no compensatory local allowance or house rent allowance shall be payable in respect of such leave.

7. The Governor shall sanction such leave as may be due and admissible to the Chairman.

8. The Chairman shall sanction such leave as may be due and admissible to the members and Secretary.

### **Part IV - Pension and Provident Fund**

9. (1) Subject to the provisions of these Regulations, a member shall, on ceasing to hold office as member, be paid pension in accordance with the provisions of these Regulations:

Provided that, no pension shall, save as provided in clause (2) of Regulation 4, be payable to a member, if,—

(a) he has completed less than three years of service as member; or

(b) he has resigned or has been removed from office under the provisions of clause (1), or sub-clause (a) or sub-clause (b) of clause (3), of article 317 of the Constitution; or

(c) at the date of his appointment being a retired Government servant, is in receipt of pension or being in Government service

is entitled to receive pension under the rules applicable to the service to which he belonged or being a retired Government servant, has received or is entitled to receive, the benefits of a Contributory Provident Fund.

(2) A member, who, at the time of his appointment as such is in Government service, shall, if he elects so to do within a period of six months from the date of his appointment as member or within six months from the commencement of these Regulations whichever is later, be eligible to draw his pension and other retirement benefits under the rules applicable to the service to which he belongs with effect from the date of his appointment as member:

Provided that a member, may elect to draw his pension and other retirement benefits with effect from any date between the date of his appointment as member and the date on which he attains the age of 60 years, or completes six years term as member whichever is earlier to be specified by him while making such election, and if he does so, his service under the Commission shall be counted upto the date so specified as qualifying service for the purpose of pension under clause (4) of this Regulation.

(3) If the pay of Chairman/member is fixed by reducing the gross amount of pension as provided in clause (2) of Regulation 4, he shall not be entitled for any other pension for the service as Chairman or member.

(4) A person who on the date of his appointment as a member or Chairman of the Commission, was in Government Service, shall be deemed to have retired from such service with effect from the date on which he joins duty as Member or Chairman of Commission.

Provided that a member or a Chairman who on the date of assuming the office in the Commission as such, may, opt within a period of six months, from the date of appointment

to the Commission or from the date of publication of these Regulations in the Official Gazette, whichever is later, to count the service rendered in the Government prior to the appointment as member or Chairman in the Commission, for the purpose of pension and retirement benefits as applicable to the Government employees who are governed under Central Civil Services (Pension) Rules, 1972. The option once exercised shall be final.

Provided further that in the event of such an option being exercised, the member or Chairman, as the case may be, will be entitled to get his pension and retirement benefits as aforesaid only when he finally lays down his office in the Commission with minimum 20 years of service as specified above.

(5) Service for pension includes,—

(i) time spent by a member on duty as a member,

(ii) any period of absence on leave/on leave salary equivalent to full pay.

10. The Governor may, for special reasons, make an addition of a period which shall not exceed three months to the period of service performed by any member which under the provisions of these Regulations may be treated as service counted for pension.

11. A pension payable to a member who was not in Government service prior to his appointment as such, shall be calculated as per the following formula, namely:—

$$\frac{A \times N}{2 \times 20} = \text{Monthly Pension}$$

*Note:* "A" is the amount of monthly salary drawn by a member at the time of retirement and "N" is the number of years of service rendered at the time of retirement.

*Explanation I:* Where a member, resigns from his post or is removed/dismissed, no pension shall be payable to such member in accordance with these Regulations.

*Explanation II:* When the total service for pension as rendered by a person partly as a member and partly as a Chairman without any break, the pension admissible shall be calculated by considering combined service as member and Chairman and on the salary drawn in the last post held before cessation of service consequent upon attainment of the age of 62 years or completion of full term of six years:

Provided that the Governor may in exceptional circumstances, condone the break in service for a period not exceeding six months.

12. (1) A pension granted under these Regulations shall, subject to the provisions of these Regulations, be payable to a member during his life time and on his death, pension shall be payable to his spouse during her lifetime:

Provided that no pension shall be payable to spouse on the death of member if spouse is in receipt of pension being a retired Government Servant or being in Government Service is entitled to pension under the rules applicable to the service to which he/she belonged or being a retired Government Servant has received or is entitled to receive the benefits of a Contributory Provident Fund.

(2) A pension granted under these Regulations to a member who is later appointed to the office of the Chairman shall be held in abeyance with effect from the date on which he enters upon that office, and shall be merged in the pension payable to him on his ceasing to hold that office.

(3) A pension granted under these Regulations to a member shall be held in abeyance during the period he holds office as Chairman or member of the Union Public Service Commission or as Chairman of any other State Public Service Commission.

13. The authority competent to sanction a pension under these Regulations shall be the Governor.

14. Save as otherwise expressly provided in these Regulations, the provisions of the rules applicable to the payment of retiring or superannuation pension to Group "A" Officer, subject to formulae for calculation of pension as specified under Regulation 11, shall, so far as may be, apply to the grant and payment of pensions to members.

15. A member, who, at the date of his appointment was in Government service either under a contract or otherwise, and prior to that date he had been admitted to the benefits of any provident fund maintained by the Government, he shall be eligible, after appointment on the Commission, to continue to subscribe to such fund upon the same terms and conditions and subject to the same rules that were applicable to him:

Provided that, on attaining the age of sixty years or on the expiry of the term of his appointment specified in the contract, as the case may be, the amount standing to the credit of such member in the said fund or the balance thereof after such deductions have been made as are authorized under the rules applicable to him shall, notwithstanding anything contained in such rules, become payable to him, and shall be paid in the manner provided in section 4 of the Provident Fund Act, 1925 (XIX of 1925).

16. A member who is not eligible under Regulation 15 to continue to subscribe to a provident fund maintained by the Government or who being so eligible has been paid the amount standing to his credit in provident fund in accordance with the provision, of these Regulations, shall be eligible to subscribe to the General Provident Fund. On such subscription, the provisions of the General Provident Fund Rules shall as far as possible apply to him:

Provided that where the term of re-employment is initially for a period of one year or less but is later extended so as to exceed one year, the Government contribution with interest will be credited



only after completion of one year's re-employed service. The Government contribution with interest shall be payable for the entire period for which the re-employed officer is allowed to contribute to the Contributory Provident Fund if such period exceeds one year.

#### **Part V – Travelling Allowances**

17. The Chairman and members of the Commission shall be entitled to the benefits contained in the rules/orders issued by the Government from time to time in respect of,—

- (i) Dearness Allowance/House Rent Allowance/other compensatory allowances;
- (ii) Leave Travel Concession;
- (iii) Travelling Allowance;
- (iv) Medical Allowance;
- (v) Computer Advance;

Provided that for availing the benefits of the above rules/orders the status of Chairman/member shall be considered equivalent to that of Chief Secretary or with those of members of State Service:

Provided further that the Chairman and members of the Commission when travelling on duty, shall be allowed to draw travelling allowance calculated on the route actually taken, without sanction from Government.

18. While considering claims of the Chairman or member for any advance, entitlement or reimbursement in respect of travelling allowance, house rent allowance, compensatory allowance, dearness allowance, medical facilities and any other allowance, entitlement or facility, no rule or Office Memorandum applicable to the Heads of Departments or to the Members of the State Service shall be applicable to such claims of the Chairman or of the member, but the extent of such allowances, entitlements or facilities admissible to the Heads of Departments or to the Members of the State

Service, as the case may be, shall be considered before finalization of the claims.

#### **Part VI – Composition**

19. The staff of the Commission shall be such, as the Government may, from time to time, determine:

Provided that, the Commission may, for special reasons, employ temporary staff not higher than those carrying salary of a Section Officer in the Government.

#### **Part VII - The Secretary, Deputy Secretaries, Under Secretaries and other Gazetted Officers**

20. The Secretary shall be appointed by the Governor after consultation with Commission.

21. (1) The Secretary shall hold office for such period as may be fixed at the time of his appointment:

Provided that the period of the Secretary's tenure may be extended by such further period or periods as the Governor may decide.

(2) Notwithstanding anything contained in clause (1), a person appointed as Secretary shall, unless he is granted re-employment or extension of service by the Governor, retire on attaining the age of superannuation as prescribed for members of the service to which he belongs or where he is not a member of any organized service, on attaining the age of sixty years.

22. (1) The Secretary shall receive pay in the senior scale of IAS and in addition shall receive such allowance as the Governor may determine.

(2) Notwithstanding anything contained in clause (1), the Governor may, in any particular case, fix such pay and allowances as he may, in the special circumstances of the case, thinks, proper.

23. The Deputy Secretary shall receive the pay in the scale attached to the post in Senior Scale of Goa Civil Service and the Under Secretary shall receive the pay in the scale attached to the post in Junior Scale of Goa Civil Service and in addition, shall receive such allowances, as the Government may, from time to time, determine for said posts.

24. In respect of all other matters, the conditions of service of the Secretary, Deputy Secretary and Under Secretaries shall be such as are applicable to Members of I.A.S./State Service, except that when they are not members of I.A.S./State Service, the authority who may impose any of the penalties prescribed in rule 11 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 shall be the Commission, and the appellate authority shall be the Governor.

25. (1) Promotion and confirmation to the post of Deputy Secretary shall be made on the basis of seniority subject to fitness on the recommendation of the Departmental Promotion Committee as constituted under Regulation 26.

(2) The officer of Commission with minimum six years of regular service in the post of Under Secretary shall be eligible for being considered for promotion to the post of Deputy Secretary.

26. The Departmental Promotion Committee referred in the Regulation 25 shall consist of,—

- (i) Chairman, Goa Public Service Commission — Chairman.
- (ii) Member, Goa Public Service Commission — Member.
- (iii) Secretary to the Government of Goa — Member.

27. The Gazetted Officers below the rank of Secretary shall be appointed by the Commission with the approval of the Governor:

Provided that where an appointment of a Gazetted Officer in the office of the Commission is for a period not exceeding three months, it shall not be necessary for the Commission to obtain the prior approval of the Governor, but the Governor shall be informed of such appointment as soon as it is made, and in any case before expiry of the period of such an appointment, subject to the condition that the same person shall not be appointed again without the specific prior approval of the Governor:

Provided further that, where the Governor has already approved the appointment of an officer for a specified period, it shall ordinarily not be necessary to seek his approval again if the appointment of that officer is to be continued in the same post, without any break for another specified period, subject to the condition that the same person shall not continue in the same post for a total period exceeding six months without the specific prior approval of the Governor under this proviso.

28. Every other Gazetted Officer shall receive such pay and allowances as the Governor may, by general or special order, from time to time determine.

29. In respect of all other matters, the conditions of service of other Gazetted Officers, if any, shall be such as are applicable to a member of a Group "A" or a Group "B" Officers of the Government as the case may be except that,—

(i) the authority who may grant leave and sanction pension and gratuity to other Gazetted Officers, if any, shall be the Commission; and

(ii) the authority who may impose any of the penalties prescribed in rule 11 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 shall be the Commission and the appellate authority shall be the Governor.



**Part VIII – Ministerial Establishment**

30. (1) The Senior Assistants, Stenographers Grade I and Grade II, Accountants, Assistants, Junior Assistants, Private Secretary to Chairman, Drivers and other Group 'C' staff shall be appointed by the Secretary:

Provided that the previous approval of the Commission shall be required to any appointment to a post carrying salary not less than that of Group "C" post in the Government.

(2) The staff referred to in clause (1) shall receive pay and allowances as follows:-

(a) those recruited after the commencement of these Regulations, according to the rates and on the conditions prescribed from time to time for new entrants to corresponding grades in the Secretariat:

Provided that in the case of holders of posts of a special character for which there are no corresponding grades in the Secretariat, the Governor may fix such pay and allowances as he may in the special circumstances of the case think proper.

31. The ministerial establishment shall be subject to the same conditions of service as the personnel of the corresponding grades in the Secretariat who were recruited at the same time, save that the authority who may impose any of the penalties prescribed in rule 11 of the Central Civil Services (Clarification, Control and Appeal) Rules, 1965 be the Secretary and the appellate authority shall be the Commission.

**Part IX – Rules to regulate recruitment**

32. Notwithstanding anything contained elsewhere in these Regulations, the recruitment for the posts in the Commission as mentioned in column (2) of the Schedule hereto shall be governed by the conditions of service as specified in the corresponding entries in columns (3) to (13) of the said Schedule.

**Part X - Miscellaneous**

33. In respect of any matters for which special provision is not made in these Regulations, the conditions of service of a person serving as a member of the Commission or of its staff shall be governed by the rules and orders for the time being applicable to such class of Government servants as shall be specified by the Governor.

34. *Interpretation.*— If any question arises as to the interpretation of these Regulations, the same shall be decided by the Governor.

35. *Power to Relax.*— Where Governor is satisfied that the operation of any of these Regulations causes or is likely to cause undue hardship in the case of the Chairman or any member who at the date of his appointment on the Commission was in Government service, he may by an order in writing exempt any such Chairman or member from any provision of these Regulations or may direct that such provision shall apply to such Chairman or member with such modifications as may be specified in such order.

36. *Repeal and Savings.*— (1) The Goa Public Service Commission (Members and Staff) (Conditions of Service) Regulations, 1988 are hereby repealed.

(2) Notwithstanding such repeal, anything done or any action taken under the Regulations so repealed shall, unless such thing or action is inconsistent with the provisions with these Regulations, be deemed to have been done or taken under the corresponding provisions of these Regulations.

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

Maya Pednekar, Under Secretary (Personnel-II).

Porvorim, 9th November, 2020.

## SCHEDULE

Serial No.	Name/ designa- tion of post	Number of posts	Classifi- cation	Scale of pay	Whether selection post or non- selection post	Age limit for direct recruits	Whether the benefit of added years of service is admissible under Rules 30 of CCS (Pension) Rules, 1972	Educational and other qualifications required for direct recruits	Whether age & educational qualifications prescribed for the direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer/ contract and percentage of the vacancies to be filled by various methods	In case of recruit- ment by promotion/ deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	If a D.P.C. exists, what is its composi- tion
1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
1. Secretary		01 (2020)	Group 'A', Gazetted.	Level 11	Not Appli- cable	Not Applicable	No	Not Applicable	Not Applicable	Not Applicable	By transfer on deputa- tion.	Transfer on deputation: Senior Scale Officer of the Goa Civil Service (Period of deputation shall ordinarily not exceed 3 years). Regulations, 2020, after consultation with the Chairman, Goa Public Service Commission.	To be appointed by the Governor Under Regulation 20 of the G.P.S.C. (Members & Staff) (Conditions of Service) shall ordinarily not exceed 3 years). Regulations, 2020, after consultation with the Chairman, Goa Public Service Commission.
2. Deputy Secretary		01 (2020) (Subject to variation depen- dent on workload)	Group 'A', Gazetted.	Level 11	Selec- tion.	Not Applicable	No	Not Applicable	Not Applicable	Not Applicable	By promo- tion, failing which, by transfer on deputation.	Promotion: Under Secretary in Goa Public Service Commission with at least 8 years regular	Group 'A' DPC consisting of:- (1) Chairman, G.P.S.C.— Chairman. (2) Secretary G.P.S.C.— Member.

1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
												service in the Grade.	(3) Any other Member of Goa Public Service Commission—Member.
												<i>Transfer on deputation:</i>	
												Senior Scale/Junior Scale	
												Officer of the Goa Civil Service.	
												(Period of deputation shall	
												ordinarily not exceed three years).	
3.	Under Secretary	03 (2020) (Subject to variation dependent on workload)	Group 'A', Level 10 Gazetted.	Level 10	Selection.	Not Applicable	No	Not Applicable	Not Applicable	Two years	By promotion, failing which, by transfer on deputation.	Promotion: Section Officer in Goa Public Service Commission with 5 years regular service in the Grade.	Group 'A' DPC consisting of:- (1) Chairman, G.P.S.C.—Chairman. (2) Secretary G.P.S.C.—Member. (3) Any other Member of Goa Public Service Commission—Member.
4.	Section Officer	02 (2020) (Subject to variation dependent on workload)	Group 'B', Level 7 (Gazetted).	Level 7	Selection.	Not Applicable	No	Not Applicable	Not Applicable	Two years	By promotion, failing which, by transfer on deputation.	Promotion: Senior Assistant/Stenographer Grade I in the Goa Public Service Commission	Group 'B' DPC consisting of:- (1) Chairman, G.P.S.C. — Chairman.

1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
5. Private Secretary to Chair-man.	01 (2020)	Group 'C' (Non Gazetted, Ministerial).	Level 7	N.A.	Not exceeding 45 years (Relaxable for employees of G.P.S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the G.P.S.C. and/or Government).	No	Essential: (i) Degree of a recognized University or equivalent. (ii) Shorthand speed of 110 words per minute and typing speed of 50 words per minute. (iii) Should be Computer literate. v) Knowledge of Konkani. <i>Desirable:</i> Knowledge of Marathi (2) 5 years	Not Applicable	Not Applicable	By transfer or deputation.	Transfer: Transfer of person from amongst the staff of the Secretariat or other State Government Departments holding analogous post. <i>Deputation:</i> Any official holding analogous post in the State Government Department or Central	Group 'C' DPC consisting of:- (1) Secretary, G.P.S.C.—Chairman. (2) Deputy Secretary, G.P.S.C.—Member. (3) Under Secretary, G.P.S.C.—Member.	
												with 5 years regular service in their respective Grades. <i>Transfer on deputation:</i> Any official holding analogous post in the State Government Department. (The period of deputation shall ordinarily not exceed three years).	(2) Secretary G.P.S.C. — Member. (3) Any other Member of Goa Public Service Commission — Member.

1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
								experience as Personal Assistant/ Private Secretary in Government Office.				Government Department or Central Government Department. (The period of deputation shall ordinarily not exceed three years).	
6.	Senior Assis- tant.	04 (2020) (Subject to varia- tion depen- dent on workload)	Group 'C' (Non Gazetted, Ministe- rial).	Level 6	Selection	Not exceeding 45 years (Relaxable for employees of G.P.S.C. and Govern- ment Servants upto 5 years in accordance with the instruc- tions or orders issued by the G.P.S.C. and/or Govern- ment).	No	Essential: (i) Degree of a recognized University or equivalent. (ii) Knowledge of Konkani.  <i>Desirable:</i> (i) Knowledge of Marathi. (ii) 3 years office experience.	Age: No.  <i>Educa- tional Qualifica- tion: N.A.</i>	Two years	60% by promotion, failing which, by transfer on Commission deputation with 3 years and 40% by regular service direct recruitment.	Promotion: Assistant in the Goa Public Service Commission with 3 years regular service in the Grade.  <i>Transfer on deputation:</i> Any official holding analogous post in State Government Department. (Period of deputation shall ordinarily not exceed three years.)	Group 'C' DPC/DSC consisting of:- (1) Secretary, G.P.S.C.— Chairman. (2) Deputy Secretary, G.P.S.C.— Member. (3) Under Secretary, G.P.S.C.— Member.
7.	Stenog- rapher Grade-I.	04 (2020) (Subject to varia- tion depen- dent on workload)	Group 'C', Level (Non Gazetted, Ministe- rial).	Level 6	Selection	Not exceeding 45 years (Relaxable for employees of G.P.S.C. and Government)	No	Essential: (i) Higher Secondary School Certificate or equivalent qualification from a	Age: No  <i>Educa- tional Qualifica- tion: Yes.</i>	Two years	75% by promotion, failing which, by transfer on deputation and 25% by direct recruitment.	Promotion: Steno Grade-II in the Goa Public Service Commission with 5 years regular service in the Grade.	Group 'C' DPC/DSC consisting of:- (1) Secretary, G.P.S.C.— Chairman.

1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
						Servants upto 5 years in accordance with the instructions or orders issued by the G.P.S.C. and/or Government).	7(a)	<p>recognized institution.</p> <p>(ii) Should be Computer literate.</p> <p>(iii) Speed of 120 words per minute in Shorthand and 40 words per minute in typewriting.</p> <p>(iv) Knowledge of Konkani.</p> <p><i>Desirable:</i> Knowledge of Marathi.</p>				<p>Transfer on deputation: Any official holding analogous post in the State Government Department. (Period of deputation shall ordinarily not exceed three years).</p>	(2) Deputy Secretary, G.P.S.C.—Member.
8.	Legal Assistant	01 (2020) (Subject to variation dependent on workload)	Group 'C', Level 6 (Non-Gazetted, Non-Ministerial).		Selection	Not exceeding 45 years (Relaxable for employees of G.P.S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the G.P.S.C. and/or Government).	No	<p><i>Essential:</i></p> <p>(i) Degree in Law of a recognized University or equivalent.</p> <p>(iii) Knowledge of Konkani.</p> <p><i>Desirable:</i></p> <p>(i) Experience of Legal work in any Legal Department or practice of two years as an Advocate.</p> <p>(ii) Knowledge of Marathi.</p>	N.A.	Two years	By direct recruitment.	N.A.	<p>Group 'C' DSC/DPC consisting of:-</p> <p>(1) Secretary, G.P.S.C.—Chairman.</p> <p>(2) Deputy Secretary, G.P.S.C.—Member.</p> <p>(3) Under Secretary, G.P.S.C.—Member.</p>

1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
9.	Technical Officer (Computer)	01 (2020)	Group 'C', Level 6 (Non-Gazetted, Non-Ministerial).		Selection	Not exceeding 45 years (Relaxable for employees of G.P.S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the G.P.S.C. and/or Government).	No	Essential: (i) Bachelor's degree in the discipline of Computer/Computer Application/Information Technology/Electronic and Telecommunication from a recognized institution. (ii) Two years experience in relevant field (iii) Knowledge of Konkani. <i>Desirable:</i> (i) Knowledge of Marathi. (ii) Experience in Programming/Testing/Networking	N.A.	Two years	By direct recruitment.	N.A.	Group 'C' DPC consisting of:- (1) Secretary, G.P.S.C.—Chairman. (2) Deputy Secretary, G.P.S.C.—Member. (3) Under Secretary, G.P.S.C.—Member.
10.	Stenographer Grade-II.	03 (2020)	Group 'C', Level 4 (Non-Gazetted, Ministerial).		N.A.	Not exceeding 45 years (Relaxable for employees of G.P.S.C. and Government Servants upto 5	No	Essential: (i) Higher Secondary School Certificate or equivalent qualification from a recognized institution.	Not applicable.	Two years	By direct recruitment, failing which by transfer on deputation.	Transfer on deputation: Any official holding analogous post in the State Government Department. (Period of	Group 'C' DSC/DPC consisting of: (1) Secretary, G.P.S.C.—Chairman. (2) Deputy Secretary, G.P.S.C.—Member.



1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
						years in accordance with the instructions or orders issued by the G.P.S.C. and/or Government).		(ii) Should be Computer literate. (iii) Speed of 100 words per minute in Short hand and 35 words per minute in typewriting. (iv) Knowledge of Konkani. <i>Desirable:</i> Knowledge of Marathi.				deputation shall ordinarily not exceed three years.)	(3) Under Secretary, G.P.S.C.—Member.
11. Assis- tant.	03 (2020) (Subject variation depend- ent on workload)	Group 'C' (Non Gazetted, to Ministe- rial).	Level 4	Selection	Not exceeding 45 years (Relaxable for employees of G.P.S.C. and Govern- ment Servants upto 5 years in accordance with the instruc- tions or orders issued by the G.P.S.C. and/or Govern- ment.	No		<i>Essential:</i> (i) Higher Secondary School Certificate or equivalent qualification from a recognized institution. (ii) Knowledge of Konkani. <i>Desirable:</i> Knowledge of Marathi.	Age: No Educa- tional Qualifica- tion: No	Two years	By promo- tion, failing which, by direct recruitment, failing both, by transfer on deputa- tion.	Promotion: Junior Assistant in the Goa Public Service Commission with 5 years regular service in the Grade. <i>Transfer on deputation:</i> Any official holding analogous post in the State Government Department. (Period of deputation shall ordinarily not exceed three years).	Group 'C' DPC/DSC consisting of: (1) Secretary, G.P.S.C. — Chairman. (2) Deputy Secretary, G.P.S.C. — Member. (3) Under Secretary, G.P.S.C.— Member.

1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
12.	Junior Assistant.	05 (2020) (Subject to variation dependent on workload)	Group 'C' (Non Gazetted, Ministerial).	Level 2	Selection	Not exceeding 45 years (Relaxable for employees of G.P.S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the G.P.S.C. and/or Government).	No	Essential: (i) Higher Secondary School Certificate or equivalent qualification from a recognized institution. (ii) Should be Computer literate. (iii) Knowledge of Konkani.  <i>Desirable:</i> Knowledge of Marathi.	Age: No Educational Qualifications: As prescribed in Column No. 12	Two years	12 ½ % by Promotion, failing which by direct recruitment and 87 ½ % by direct recruitment.	Promotion: Group 'C' employees of the Goa Public Service Commission possessing following qualifications: (i) Secondary School Certificate or equivalent from a recognized institution. (ii) Computer literacy.  <i>Note:</i> The entry level pay scale of all the feeder category employees for promotion must be lower than the entry level pay scale of Junior Assistant.	Group 'C' DSC/DPC consisting of: (1) Secretary, G.P.S.C. – Chairman. (2) Deputy Secretary, G.P.S.C. – Member. (3) Under Secretary, G.P.S.C. – Member.
13.	Data Entry Operator.	01 (2020) (Subject to variation dependent on workload)	Group 'C' (Non Gazetted, Non-Ministerial).	Level 2	N.A.	Not exceeding 45 years (Relaxable for employees of Goa Public Service Commission and Government Servants	No	Essential: (1) Higher Secondary School Certificates from a recognized Board or All India Council for Technical Education approved Diploma awarded by a	N.A.	Two years	By direct recruitment.	N.A.	Group 'C' DSC/DPC consisting of: (1) Secretary, G.P.S.C. – Chairman. (2) Deputy Secretary, G.P.S.C. – Member. (3) Under Secretary, G.P.S.C. – Member.

1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
14.	Light Vehicle Driver. Note: Promotees as well as direct recruits will have to undergo practical driving test conducted by DPC/DSC before selection. An Inspector from the Directorate	06 (2020) (Subject to variation dependent on workload)	Group 'C' (Non Gazetted, Non-Ministerial).	Level 2	Selection	Not exceeding 45 years (Relaxable for employees of G.P.S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the G.P.S.C. and/or Government).	No	<p>recognized State Board of Technical Education or equivalent qualification from a recognized Institution.</p> <p>(2) Six months Diploma in Computer from a recognized institution.</p> <p>(iii) Knowledge of Konkani.</p> <p><i>Desirable:</i></p> <p>(i) Knowledge of Marathi.</p>	Age: No Educational Qualifications: Yes	Two years	50% by promotion, failing which, by direct recruitment and 50% by direct recruitment.	<p>Promotion: Group 'C' employees of the G.P.S.C. possessing driving license for light vehicle.</p> <p>Note: The entry level pay scale of all the feeder category employees for promotion must be lower than the entry level pay scale of Light Vehicle Driver.</p> <p>(3) Under Secretary, promotion must be lower than G.P.S.C. – Member.</p> <p>(1) Secretary, G.P.S.C. – Chairman.</p> <p>(2) Deputy Secretary, G.P.S.C. – Member.</p>	Group 'C' DSC/ DPC consisting of: - (1) Secretary, G.P.S.C. – Chairman. (2) Deputy Secretary, G.P.S.C. – Member. (3) Under Secretary, G.P.S.C. – Member. Invitees/ Experts:- (1) Director of Transport or his nominee not below the rank of Assistant

1	2	3	4	5	6	7	7(a)	8	9	10	11	12	13
	of Transport will be associated to the DPC/ DSC as an "expert".							(iii) Experience of light vehicle repairing. (iv) Unblemished experience of at least 2 years in the line. (v) Knowledge of Konkani.  <i>Desirable:</i> Knowledge of Marathi.					Director of Transport. (2) Assistant Engineer (Mechanical) from Government Garage, Public Works Department.
15.	Multi Tasking Staff.	08 (2020) (Subject to variation depen- dent on workload)	Group 'C',	Level 1	Not appli- cable.	Not exceeding 45 years (Relaxable for employees of G.P.S.C. and Government Servants upto 5 years in accordance with the instructions or orders issued by the G.P.S.C. and/or Govern- ment).	No	<i>Essential:</i> (i) Passed the Secondary School Certificate Examination from a recognized Board/ Institution.  OR Successfully completed the course conducted by a recognized Industrial Training Institute. (ii) Knowledge of Konkani.  <i>Desirable:</i> Knowledge of Marathi.	Not applicable.	Two years	By direct recruitment.	Not appli- cable.	Group 'C' DSC consisting of:- (1) Deputy Secretary, G.P.S.C.— Chairman.  (2) Under Secretary, G.P.S.C.— Member.  (3) Section Officer, G.P.S.C.— Member.

## Department of Tourism

## Notification

7/3/WC-TMP/20-21/DT

Government of Goa is hereby pleased to notify the 'Goa Tourism Policy 2020' for enabling the framework for implementation of the 'Goa Tourism Master Plan' over the next 25 years prepared to have a planned and holistic development of the tourism sector in the State of Goa, and the same is published herewith for information of concerned stakeholders/general public.

*Menino D'Souza*, Director & ex officio Addl. Secretary (Tourism).

3rd November, 2020.

## GOVERNMENT OF GOA

## GOA TOURISM POLICY 2020

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**1. Preface**

Goa is often referred to as the 'Pearl of the Orient' and the 'Beach Capital of India'. Its natural beauty, unique heritage and a delectable mix of cultures, along with friendly and hospitable people, make it perhaps the most attractive tourist destination in India.

Tourism is the back bone of Goan economy, with 40% of the population directly or indirectly dependent on it. The sector has shown strong growth with total tourist arrivals increasing from 2.3 million in 2005 to 7.8 million in 2017, an annual growth of nearly 11%.

The tourist mix is dominated by domestic tourists that comprise nearly 89% of total tourist arrivals. The peak season of October to December sees nearly half of the annual tourist arrivals, putting immense stress on Goa's ecology, infrastructure and tourism assets.

The Government of Goa has developed the Goa Tourism Master Plan, 2016 ('GTMP 2016') to harness the full potential of its tourism sector and to address existing challenges in a systematic manner. The Goa Tourism Policy 2019 ('GTP 2019', 'the Policy') provides the enabling framework for implementation of the GTMP 2016.

The Policy has been developed in a collaborative manner over a period of two years, incorporating the feedback and advice from various stake holders in Goa.

**2. Vision, Cornerstone Principles and Objectives**

**2.1. Vision.**— "Make Goa the most preferred destination around the year for high-spending tourists in India by 2024, and a world-class international tourism destination by 2030"

**2.2. Cornerstone Principles.**— The Policy has been prepared considering the cornerstone principles as below. These encapsulate the broad objectives of the Government of Goa, industry and other stakeholders who formed an integral part of the consultative process. The cornerstone principles are:

(a) *Sustainability.*— Develop and promote tourism infrastructure in an environmentally and ecologically sustainable manner through appropriate plans, programs and policies.

(b) *Uniquely Goan.*— Showcase the unique historic, ethnic, natural, cultural locations and attractions of Goa to provide a wholesome and memorable experience for tourists.

(c) *Safety.*— Make Goa one of the safest tourist destinations as per world-class standards.

(d) *Ease of mobility.*— Provide fast, reliable, affordable and comfortable travel, transport and support services that ensure a seamless experience for tourists travelling in and out of Goa.

(e) *Global visibility.*— Create awareness about Goa as a global tourist destination through innovative, focused and sustained marketing, promotion and communication initiatives in various target markets.

(f) *Authenticity.*— Offer tourists an opportunity to experience the authentic Goan heritage and lifestyle, represented by its rich cultural, ethnic and social diversity.

(g) *Diversity.*— Redevelop and rebrand Goa as a diversified tourism destination that offers a combination of culture, ecotourism, heritage, nature, coastal and entertainment based attractions for domestic and international tourists.

2.3. *Objectives.*— This Policy aims to set out the governance, institutional and regulatory frame work that would support implementation of GTMP 2016 over the next 25 years. The objectives of the Policy are as follows:

(a) Help attract a healthy mix of domestic and international tourists to Goa on a sustainable basis.

(b) Create a more environmentally and socially sustainable tourism destination, where territorial development is more balanced between the coast and the hinterland; employment opportunities are enhanced for local Goans and growth opportunities are created for Small, Medium & Micro Enterprises.

(c) Augment the capacity and quality of infrastructure facilities including accommodation, connectivity, power, water, wastewater treatment and other support infrastructure services.

(d) Give tourists a world-class experience characterized by distinct Goan hospitality, identity, diversity and local heritage.

(e) Incorporate modern technology, where pertinent in the tourism value chain to enhance quality of the tourism product, through research and efficient utilization of statistics.

### **3. Governance and institutional framework**

This Policy shall define the role of the Goa Tourism Board (GTB), the Goa Tourism Development Corporation (GTDC) and the Directorate of Tourism (DoT).

The Goa Tourism Board shall be a statutory autonomous body and shall be responsible for laying down the policies regarding all spheres of planning, development and marketing of tourism in Goa. GTB's powers and functions shall be as specified in the relevant statute.

GTDC, in addition to the performance of the functions mentioned in its Memorandum of Association and Articles of Association, shall also implement the policies and decisions made by the GTB.

The Directorate of Tourism, in addition to the performance of the functions envisaged in the Goa Tourist Trade Act, 1982, shall implement all the policies and decision made by the GTB.

In case of conflict, if any, the decision of the GTB shall prevail.

### **4. The structure and functions of the Goa Tourism Board**

4.1. *The structure.*— The Goa Tourism Board shall be constituted as a statutory autonomous body by enacting appropriate legislation and shall comprise the following members:

(a) Chairman— Tourism Minister, Government of Goa.

(b) Vice Chairman— Nominated by eight representatives of industry in the GTB.

(c) Chairman, Goa Tourism Development Corporation (Member).

(d) Chief Secretary, Government of Goa (Member).

(e) Secretary Tourism, Government of Goa (Member).

(f) Director Tourism, Government of Goa (Member).

(g) Managing Director, GTDC (Member).

(h) Representative from Ministry of Tourism, Government of India (Member).

(i) Eight representatives of industry bodies from tourism industry (Member).

(j) Environment expert (Member).

(k) Chief Executive Officer —Appointed by the Government (Member Secretary).

4.2. *The functions.*— GTB will, inter alia, undertake the following functions (subject to approval from Government, where required):

(a) Evaluate and prioritize tourism development initiatives identified in the GTMP and facilitate its implementation.

(b) Develop the broad guidelines and action plan for implementation of identified initiatives in the GTMP such as marketing and promotion activities, tourism education, development of infrastructure, new tourism services through State funding and private sector participation.

(c) Decide on preparation of sector-specific policies including amendments to the regulatory frame work to achieve the overall objectives of the Goa Tourism Policy.

(d) Decide on specific actions to be undertaken for infrastructure develop-

ment, marketing and tourism promotion initiatives, education, including providing directions to DoT, GTDC and other implementation agencies with well-defined milestones.

(e) Invite sector experts as special invitees to meetings to provide technical advice to aid decision making. This may include experts in environment protection, sustainable tourism, safety, town and country planning, engineering etc. These invitees shall not have the right to vote.

(f) Appoint an environment expert, a qualified professional having at least ten years of experience in environmental science and sustainable development.

(g) Appoint program managers having at least ten years of experience in relevant sectors for management of individual tourism program development, flagship tourism projects, statistics and research activities, destination marketing, new product development and other specialized programs.

(h) Assess budgets and advise on the financing plan for implementation of identified tourism development initiatives.

(i) Periodically monitor progress of projects and programs including usage of funds, based on well-defined performance parameters.

(j) Review and address issues and challenges faced by the implementation agencies.

(k) Decide on specific actions for addressing the grievances of tourists and other stakeholders.

(l) Form appropriate committee/sub-committees to assist in the functioning of the GTB.

(m) Coordinate with the Goa Investment Promotion and Facilitation Board in promoting private sector investments in Goa's tourism sector.



(n) Define guidelines for approval of tourism related events in the State and provide recommendations on type of events.

(o) Issue Annual Reports of GTB to highlight initiatives carried out; and activities planned for the future and key statistics.

(p) Perform any other function as directed by the Government and/or competent authorities.

4.3. *Other conditions.*— (a) The eight representatives from the industry shall nominate the Vice Chairman of GTB. The Vice Chairman shall chair GTB meetings in the absence of the Chairman.

(b) In case two or more posts allotted to the Government of Goa are occupied by the same person, the Government of Goa shall nominate additional member(s) to the GTB such that six distinct votes are held by the Government of Goa and/or its entities.

(c) The Chief Executive Officer (CEO) shall be appointed by the Government for a period of 5 years. CEO shall be entitled to salary and perks as decided by the Government in accordance with the relevant pay commission or as per applicable norms.

(d) The CEO shall be designated as Member Secretary of the GTB. This person shall be responsible for conducting routine business of the GTB. This shall include arranging for the GTB meetings, inviting members, defining meeting agenda, preparing minutes of meetings; and other activities as required.

(e) The CEO shall be responsible for day to day operations of the Board, including but not limited to, planning, implementation and monitoring of activities and tasks of the Board.

(f) The CEO can be removed from the position after approval of the Government if a majority of the Board members vote for the removal. If the position of CEO becomes

vacant, a new CEO shall be appointed within a period of 3 months, by the Government.

(g) Eight members shall be appointed to the GTB as representatives of industry bodies from the Goa tourism industry as follows:

(i) President/Managing Committee Member of Travel and Tourism Association of Goa (TTAG).

(ii) One representative from the Goa Chamber of Commerce and Industry (GCCCI).

(iii) One representative elected by and from within the legally registered industry bodies for restaurants, permanent shacks, event managers/wedding planners of the State of Goa (Segment 1), on a rotation basis.

(iv) One representative elected by and from within the legally registered industry bodies for heritage accommodation, art galleries, eco-tourism (Segment 2) on a rotation basis.

(v) One representative elected by and from within the legally registered industry bodies for tourist guides, travel agent, tour operators and river cruise operators (Segment 3), on a rotation basis.

(vi) Government to nominate three industry representatives from any tourism sectors as deemed fit by the Government.

(h) *For the industry representatives.*— (i) A maximum of 1 representative can be appointed from an industry body.

(ii) The members other than the ones from TTAG and GCCCI shall hold a position for two years on a rotation basis. For example, in the Segment 1, the representative for first two years could be from restaurants, for the next two years from permanent shacks, then from event managers/wedding planner, then from restaurants again and so on.

(iii) Any industry representative nominated by the Government shall be a member for a maximum period of two years.

(iv) Only those industry bodies shall be eligible for sending a representative to GTB, which represent at least 25% of the market for their respective sub-segment in Goa. The list of such eligible industry bodies shall be approved by GTB.

(v) In case, there are multiple industry bodies within a segment that propose to provide their own representative in a given year, the representative of that segment shall be chosen by the Government members of GTB.

(vi) The industry representatives shall have at least ten years of experience in the segment they represent, prior to their appointment to GTB.

(vii) The representatives from the tourism industry bodies shall recuse from discussions at GTB on a specific agenda item in case they have a conflict of interest, real or perceived, vis-à-vis the said agenda item. In case of any doubt, the decision of the Chairman shall be binding.

**4.4. Frequency of meeting.**— The Goa Tourism Board shall convene at least once every quarter with a quorum of at least 50% of members. Matters placed before GTB shall normally be decided through a simple majority, provided however that at least two representatives each from Government and industry bodies in the Board are in favor of the decision. The Chairman of GTB shall have the casting vote in case of a tied decision between the GTB members.

### **5. Other tourism committees**

Once the GTB is constituted, the State Level Marketing & Promotion Committee (SLMPC) and State Level Permission Committee shall be dissolved and activities of marketing & promotion shall be undertaken by DoT/GTDC, under directions of the GTB. The High Powered Monitoring Committee for Tourism

shall be dissolved and all its roles & functions shall be taken over by the GTB. The GTB shall recommend approval guidelines to the Single Window Permissions Committee constituted for according permission to tourism related events with respect to the types of events to be promoted in Goa, venue, scheduling of events, quality standards and allied characteristics.

### **6. Funding mechanism and utilization**

GTB shall recommend, administer and monitor the utilisation of a dedicated Goa Tourism Development Fund (GTDF) for specific projects and programs identified under the GTMP or any other priority programs for development of tourism infrastructure, as decided by the GTB.

Sources of funds for GTB would include budgetary provisions made in the Goa's annual budget, levy of cess on specific transactions, membership fees or other charges as identified by the GTB. Proceeds of such cesses and other charges shall accrue to the GTDF.

The budgetary allocation to GTB shall be placed under the control of the GTB and the Board shall decide upon the purpose and manner of its deployment. GTB may suggest a one-time contribution to the GTDF from the Government of Goa as an initial contribution.

GTB shall be eligible to receive grants in aid from any Government Department or organization in furtherance of its objectives. In addition to the GTDF, funds may also be sourced from State/Central Government schemes and domestic or external borrowings, if required.

### **7. Role of Department of Tourism**

DoT shall be the primary agency for administration and enforcement of tourism related policies, legislation and rules in Goa.

The functions of DoT, inter alia, shall be:

(a) Administration and enforcement of tourism related policies, legislation and rules such as Goa Registration of Tourist Trade Act, 1982 (Prescribed Authority

under the Act), Goa Tourist Places (Protection and Maintenance) Act, 2001 (Competent Authority under the Act) etc. and their amendments thereof.

(b) Acquisition of land for various tourism related projects of DoT as approved by the GTB and Government of Goa.

(c) Administration of beach-shack policy including allotment of temporary shacks, deck beds and regulation of temporary shacks, deck beds and private property shacks in terms of quality of service, hygiene and safety standards.

(d) Levy of penalties and fines; and suspension of registration/licenses for violation of applicable tourism related policies, legislation and rules.

(e) Procurement of works and consultants, as required.

(f) Conduct of awareness building, training and skill development activities.

(g) Conduct of tourism related research, marketing and promotion activities.

(h) Assessment of tourist feedback as part of infrastructure planning and implementation of projects and programs

(i) Operation of Tourism Information Centres.

(j) Any other activity assigned by the GTB and/or Government of Goa.

## **8. Role of Goa Tourism Development Corporation**

(a) GTDC shall be the primary agency for development and management of tourism infrastructure, marketing and promotion activities and development of new tourism products in Goa.

(b) The functions of GTDC, inter alia, shall be:

(i) Development and upgradation of tourism infrastructure, including but not limited to, hotels, convention centres, tourism hubs, commercial places, tourist facilities decided by the GTB. The

projects shall include those developed through private sector participation/ Joint venture/PPP route.

(ii) Operations and management (O&M) of tourism infrastructure through GTDC or third party service providers.

(iii) Monitoring of service quality, hygiene, safety standards and other obligations under O&M contracts.

(iv) Conduct of marketing and promotional activities as directed by GTB.

(v) Provide support for development of upcoming tourism products and tourism locations.

(vi) Attracting private investment into tourism sector.

(vii) Development of new tourism products like Adventure, Heritage & cultural tourism.

(viii) Procurement of works and consultants, as required and providing tourism consultancy related services to the tourism sector.

(ix) Any other activity assigned by the GTB and/or Government of Goa.

(c) GTDC shall be empowered to undertake all functions outlined for GTDC under this Policy, under the overall supervision of GTB. Members of the GTDC Board of Directors that are not Government employees should have at least 10 years professional experience in specific fields of the tourism sector, including:

(i) Tourism infrastructure and allied sectors.

(ii) Hospitality industry.

(iii) Marketing and promotion.

(d) The GTB may appoint subject matter experts as independent advisers to the Board of GTDC, as may be required.

(e) Since 1982, GTDC has been instrumental in providing commercial

activities such as operations of hotels, halls, renting of buses and taxis, organization of sightseeing tours and river cruises in the State. Given that these facilities and services are now well supported by a vibrant private sector, GTDC shall disengage from the same progressively over the next ten years.

(f) Assets such as hotels, buildings, land and immovable assets etc. shall be redeveloped through private sector participation under long-term lease or licensing arrangements, for development and/or operations & management. This process has already been initiated in the form of assets being developed through private investment mode on a license basis at Colva, Anjuna, Britona and Miramar etc. Existing staff employed in such activities shall be retrained by GTDC and redeployed as per requirement.

(g) Transfer of land/properties from DoT to GTDC for the purpose of development of tourism infrastructure, as and when required, shall be undertaken at acquisition rate for such land/property.

## **9. Policy facilitation for focus initiatives under GTMP**

### **9.1. Destination Development.— (a) Coastal Tourism**

(i) Environmental sustainability shall be the key determinant for coastal tourism development projects. Regeneration of beaches, as identified and planned by Goa Tourism Board, shall be undertaken. Regeneration activities would include infrastructure development such as access, parking, urban sidewalks, promenades, public amenities etc. and services for providing cleanliness and security on beaches.

(ii) Conservation of the character of the beach shall be a key measure therein, including safeguards for sand and water quality, adoption of preventive measures versus erosion, protection of sand dunes and ecologically sensitive areas.

(iii) Blue flag certification or comparable standards for beaches shall be pursued for select beaches. This may then be extended to the coast, as per suitability in a progressive manner.

(iv) Water sports area separate from swim zones shall be demarcated. Relevant norms to enable blue flag certification or other equivalent or better global best practices will be followed.

(v) On beaches identified by the GTB, shacks at sufficient intervals on the edge of the beach, shall be granted as a special license. On such beaches, presence of eateries and shacks on the beach shall be limited.

(vi) Shack location and licensing would be undertaken in accordance with applicable laws and guidelines. Quality labels and accreditations for Goan cuisine and special services shall be instituted. Shack owners and operators will need to meet specific guidelines to acquire these labels and accreditations.

(vii) On beaches with constraints or restrictions in development as identified by the GTB, construction of beach huts shall be permitted on areas outside the beach, as a special license. On such beaches, concentration of beach huts shall be limited.

(viii) In the vicinity of protected areas, GTB will work with respective agencies to identify development locations and regulations in accordance with applicable laws and guidelines.

(ix) Development of ecotourism attractions in relevant coastal sites would be facilitated by DoT and GTDC, and eco-resorts would be facilitated by attracting acclaimed national and international brands at locations identified by GTB.

(x) Fishermen markets, and food & beverage (F&B) courts shall be developed in participation with local stakeholders with well laid out



standards on cleanliness, hygiene, preparation and availability of Goan cuisine.

(xi) Development of evolved tourist accommodation combined with luxury, lifestyle, music and fashion would be facilitated by attracting acclaimed national and international brands at locations identified by GTB.

(xii) Development standards and development guidelines would be specified for setting up small marinas and jetties at specific locations identified by GTB.

*(b) Culture and Heritage tourism*

(i) Conservation, regeneration and promotion of Goan culture and heritage is one of the key initiatives of the GTMP. GTB would identify essential infrastructure and public amenity requirements for identified tourism assets of historical and cultural importance. This would include norms to address tourist needs like road access, walk-ways, disability-friendly services, illumination, signage, interpretation centres, information panels, washrooms, cloak rooms, parking areas, eating facilities, surveillance cameras, souvenir shops, accommodation and transport services etc.

(ii) To encourage tourist visits to Goan villages, especially to explore traditional Goan houses, the GTB would designate villages conducive for development as "Tourism Villages". The applicable standards for the receiving the designation of Tourism Village shall be specified, so that villages can compete for the same in a transparent manner.

(iii) Special labels for designated Tourism Villages, such as old Goan houses, handicrafts and Goan cuisine would be specified to help tourists explore the village based on their inherent uniqueness and variety of experiences on offer.

(iv) Voluntary certification schemes and labels for other specific services or facilities may be pursued by business entities and service providers interested in enhancing their brand or visibility. These labels can be used for the benefit of restaurants, cafes, shacks, spice plantations, homestays, food carts and other eating places. Self-certifications may be subject to an independent audit by a committee appointed by the GTB to review and monitor compliance.

*(c) Nature-based tourism*

(i) Ecologically sustainable and environmentally sound practices would be adopted in development of nature-based tourism.

(ii) High quality facilities in protected areas would be developed to increase the number and stay-duration of high-end visitors, in adherence with applicable laws and regulations.

(iii) Infrastructure, information and other services including signage and road access, parking, information centre, toilets, wireless internet connectivity, permanent electricity, water, sewage and telecommunications would be developed in tourist-frequented areas in the vicinity.

(iv) Nature clusters comprising key natural or cultural assets located in the vicinity of each other across the Goan hinterland shall be identified for development.

(v) River cruises in small vessels across Goa's inland waterways shall be facilitated, subject to environmental and navigational constraints. Emphasis would be on eco-friendly operations for river vessels, using small ports and jetties along the demarcated river circuits for hinterland exploration. This would be governed by mandatory service, safety and quality standards for river vessels.

(vi) Unique tourism assets including the myristica swamps and freshwater crocodiles that have adapted to saltwater would be identified and promoted.

(vii) Adventure and sports tourism shall be promoted through identification of minimum standards for facilities and services across activities.

(viii) Certification schemes for companies, and training schemes for specialized guides/trainers would be instituted.

(ix) Spice plantations and agro farms involved in tourism trade would be designated and defined, with specialized quality labels and certification schemes.

(x) Tourism accommodation and activities based on the premise of eco-tourism would be designated and defined, with specialized quality labels and certification schemes.

*(d) Leisure and entertainment*

(i) Minimum development guidelines would be specified for setting up family entertainment districts at suitable locations in Goa.

(ii) Investment promotion and facilitation schemes would be employed to attract top international/national investors and brands.

(iii) GTB will facilitate development of golf courses on a case to case basis. Proposals for setting up golf-courses shall be evaluated based on international guidelines and best practices to conform to the overall objectives of environmental sustainability. The mandatory guidelines and standards for setting up golf-courses would be recommended by the GTB.

(iv) Development of waterfront promenade shall be undertaken at locations identified by the GTB. Special emphasis would be laid on surrounding infrastructure including road access, parking facilities, waste management and public amenities.

(v) Relocation of offshore casinos to a more appropriate location, to create an international class gaming cluster is envisaged. This includes identification of the location for the cluster, along with development and operational guidelines for a state-of-the art gaming cluster, either offshore (with some services onshore); or onshore; or mixed mode (offshore and onshore).

(vi) Voluntary standards and certifications for wellness centres to upgrade the offerings both in terms of facilities and manpower shall be facilitated

*(e) Meetings, Incentives, Conferences and Exhibitions (MICE) and Weddings*

(i) Mass events would be promoted, especially during the lean tourist season.

(ii) New events that can become popular Goan attractions over time will be identified and promoted. Guidelines for mass events including fees, locations, approval procedures, supporting services, infrastructure access and other kinds of facilitation shall be set out by GTB.

(iii) Development of international convention centres shall be facilitated.

(iv) Marketing and promotion of Goa as preferred destination for MICE and weddings shall be done in collaboration with industry.

9.2. *Connectivity infrastructure.*— (a) Connectivity infrastructures a critical component for ensuring a seamless tourist experience.

(b) GTB will work with Government departments and stakeholders for prioritization, planning, execution and monitoring of tourism related infrastructure projects. The role of GTB would be recommendatory in nature and envisaged to align development of infrastructure with the requirements of tourism sector.

(c) GTB shall carry out the following actions related to connectivity infrastructure:

(i) *Road network*: Advise on development and expansion of road network and remove bottlenecks to improve access to key tourism clusters.

(ii) *Waterways*: Advise on improving interstate and intra-state connectivity through infrastructure development depending on feasibility of routes. Advise on provisions to support ferry services, catamarans, sea buses, speed boat and seaplanes to ferry tourists.

(iii) *Air*: Work with airport operators at Dabolim and Mopa airports to improve air connectivity of Goa. GTB and airport operators to coordinate on marketing and promotion activities along with domestic and foreign airlines to attract high-end tourists.

9.3. *Support tourism infrastructure.*— (a) *Tourist Information Centres*: Well-equipped tourist information centers shall be established at prominent tourist locations including tourist entry points. Tourist Information centres would be staffed with personnel trained for handling queries, grievances and providing support. Tourist Information Centers would have promotional material on tourism in Goa including schedule of events, provision for booking and technology based interactive kiosks.

(b) *Signage*: A clear, visible, permanent and consistent signage system shall be adopted. Tourism signs and symbols shall express their meaning in the most universal and simple language possible using international standards, as mentioned by the UNWTO. Signage system shall be implemented at the Tourist Information Centers, ports of entry/exit, tourism circuits defined in the GTMP, locations identified for development of tourism products and all major roads.

(c) *Cleanliness*: Cleanliness of tourism locations including beaches is a necessity for attracting high-spending tourists. Adequate infrastructure for ensuring cleanliness such as placement of garbage bins at convenient locations would be provided. GTDC shall have the responsibility of ensuring cleanliness of tourist locations and shall work with local authorities. Enforcement of cleanliness norms shall be undertaken by Department of Tourism.

(d) *Public amenities*: Public amenities such as toilets, changing and shower facilities at beaches, cloak rooms etc. shall be provided at tourist locations. Number and location of such facilities shall be determined based on tourist density and distance. Such public facilities shall be disabled friendly. Operations and maintenance of these facilities shall be undertaken through third party contracts.

(e) *Pedestrian walkways*: Development of contiguous levelled pedestrian walkways, clearly segregated from vehicular traffic, shall be promoted along roads and at tourist locations including beaches and heritage assets.

(f) *Disabled-friendly access*: Tourist locations identified under GTMP shall have well designed access points, amenities and ease of movement for the disabled.

9.4. *Utilities and other services.*— (a) *Water and waste management*: Poor waste management can cause a strain on tourism sector, affecting cleanliness, air and water pollution; and general hygiene. Utilization of new age waste water disposal methods shall be evaluated, especially in mass tourism areas.

(b) *Electricity supply*: 24 X 7 electricity would be provided at key tourism assets and establishments in the long term. In the short term steps shall be undertaken to provide 24X7 supply at tourist accommodation, flagship products and tourism hotspots.



(c) *Healthcare*: Increased number of emergency healthcare and first aid services would be required at tourism hotspots. All tourism hotspots shall have quick access to ambulance services. Contact details of ambulance services shall be displayed with proper signage at prominent locations at tourism hotspots.

9.5. *Promotion and Marketing*.— (d) Promotional and marketing collateral will be developed with a view to ensure consistent storytelling on historical, heritage, cultural and other natural tourist attractions. Product clusters would be developed for service providers sharing the same product market (e.g. nature tourism, cultural tourism, cruise tourism, etc.).

(e) *Website and mobile applications*: Technology driven marketing and promotion activities would be a key endeavor of the GTB. Usage of online channels to build the brand, create awareness, attract new customers, transmit experience and gather visitor information shall be taken up with relevant agencies and trade channels. Promoting mobile applications, customized digital content and real time information would be the key focus areas.

(f) *Tourism Information Centres*: Key physical contact points including virtual kiosks would be developed, to understand, assist, inform and seek feedback from the tourists as specified under the Tourism Infrastructure section.

(g) *Press, Publicity and Programmatic Marketing*: Segmented and efficient communication through traditional and mainstream media shall be strengthened.

(h) *Social media*: Building promotional narrative, seeking feedback and addressing customer feedback and grievances through continuous engagement on social media shall be continued.

(i) *B2B meetings and events*: Participation in domestic and global events and exhibitions, conducting marketing

roadshows and events, facilitating focused B2B marketing and promotion activities shall be enhanced.

(j) *Customer intelligence and market research*: A tourism statistics unit shall be formed for collection of data, analysis and online reporting of tourism related statistics – foreign and domestic arrivals, hotel occupancy rates, average duration of stay, per-capita tourism spends, ticketing volumes, revenues, results of tourist surveys, international quality ratings, customer feedback etc.

(k) *Building a Smart Tourism Destination*: Efforts shall be made for dynamically interconnecting stakeholders through a technological platform on which information relating to tourism activities could be exchanged instantly. This integrated platform shall be made amenable for access through a variety of end-user devices to share experiences and feedback. This initiative would help improve the effectiveness of tourism resources management across destinations.

(l) *Building awareness among local stakeholders*: *Sustainable tourism development in Goa is a responsibility of everyone*: Civil society, public and private sector. Campaigns with state coverage should be undertaken to raise awareness on the importance of tourism and environmental sustainability. In addition, a civic pride campaign should emphasize on the importance of conserving the natural and cultural heritages of Goa (either monuments or living culture and nature etc).

## 10. Skill development

(a) Human Resource Service Centres (HRSCs) shall be developed to cater to training and skill building requirement of the tourism sector. GTB would set up a task force to understand skill gaps and advice on training and skill development needs including syllabi and courses in consultation with industry stakeholder.

HRSCs will be the focal point to provide the training, support and awareness required to meet the demand for skilled workforce Goa. Three HRSCs shall initially be set up in the state, and may be increased in number based on industry need.

(b) HRSCs shall have three major functions:

(i) *Awareness programs:*

- Grass root engagement through awareness programs on the tourism sector development planned.
- Design of implementation strategies based on local strengths and opportunities.
- Seminars for students and teachers on maintaining general safety, cleanliness and hygiene standards in the locality.

(ii) *Training programs:*

- Train and up skill current and future professionals comprising the tourism workforce.
- Specific programs designed around GTMP program requirements.
- Tourist guide certification courses.
- Taxi driver training courses emphasizing on hospitality and courtesies.
- Tourist police/security force training courses.
- Facilitation of specialized programmes for adventure sports.
- Preparation of local Goan dishes: administer training courses and certification programmes.
- Skill development programs for local stakeholders involved in tourist trade, e.g. homestays, spice plantations, heritage houses, village walks, etc.

- Skill development programs for persons involved in traditional Goan handicraft.

(iii) *Support programs:*

- Help create Micro and Small Enterprises to bridge gaps that exist in the rural tourism sector.
- Help increase employment in the tourism sector.

## 11. Regulatory Framework

11.1. *Regulation of Tourism Acts.*— The Goa, Daman and Diu Registration of Tourist Trade Act, 1982 and The Goa Tourist Places (Protection and Maintenance) Act, 2001 with amendments thereof

(a) The Registration of Tourist Trade Act will be replaced by The Regulation of Tourist Trade Act to reflect the role played by the Act.

(b) Enforcement of policy and regulation shall be one of the principal roles of the Department of Tourism.

(i) To enable the Department of Tourism to enforce the Acts, provisions on inspections, penalties, fines and suspension, cancellation procedures etc. shall be detailed in the Tourist Trade Act. The new and amended provisions to support the policy objectives shall be recommended by the GTB.

(ii) Department of Tourism as the Prescribed Authority under Tourist Trade Act shall have powers to terminate the licence, seal and close tourist facilities such as hotels etc. if the said facilities are not compliant with the provisions of the Act or if such registration has been cancelled by the Prescribed Authority.

(c) Setting up of Goa Tourism Board and provisions on its functioning and powers shall be included in the Tourist Trade Act.

(d) Quality norms and certification standards in respect of classification of accommodation under Tourist Trade Act shall be amended in line with nationally and globally recognised classification standards.

(e) Tourism hotspots as envisaged in the GTMP 2016 shall be included in the list of places notified under the Tourist Places Act based on recommendation of GTB.

(f) The tenure of registration for tourism activities such as tenure for registration of boat rides and water-related activities shall be reviewed by GTB. Increase in tenure may be proposed considering business viability requirements and applicable rules and guidelines.

11.2. Framework for GTDC.— (a) The key responsibilities for GTDC under the GTP have been highlighted in an earlier section.

(b) To achieve the objectives, the Scheme on Pattern of Assistance to Goa Tourism Development Corporation (A special purpose vehicle) for development of Tourism related infrastructure in State of Goa dated 2-7-2013 shall be modified to include -

(i) Implementation of tourism infrastructure as decided by GTB.

(ii) Assessing financing requirements and annual budgets to implement projects identified by GTB.

(iii) Utilization of budgetary funds under the Scheme in a time bound manner by following codal procedures.

(iv) Submit utilization certificates from time to time.

(v) Provide timely progress reports to the Board of directors of GTDC and GTB on implementation of projects decided by GTB.

(vi) Undertake operations and management of such infrastructure (on its own or through third parties).

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

*Menino D'Souza*, Director of Tourism & ex officio Addl. Secretary.

3rd November, 2020.



Department of Tribal Welfare

Directorate of Tribal Welfare

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### Corrigendum

1-1-2020-21/ADMN/DTW/3182

Read Order No.- 1-1-2018-19/ADMN/DTW/6379 dated 27-11-2018.

Corrigendum No.- 1-1-2018-19/ADMN/DTW/6699 dated 11-12-2018.

The Sr. No. 4 of Column No. 3 of above referred order, the Pay Scale of District Welfare Officer, Group 'B', Gazetted Non-Ministerial (Non-lapsable) post is corrected to read as:—

“Pay Matrix Level-6” instead of “Pay Matrix Level-7”.

The other contents mentioned in the above referred order remains unchanged.

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

*Sandhya Kamat*, Director & ex officio Jt. Secretary (TW).

Panaji, 4th November, 2020.

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