

Panaji, 7th January, 2021 (Pausa 17, 1942)

SERIES II No. 41

# OFFICIAL GOVERNMENT OF GOA GAZETTE

PUBLISHED BY AUTHORITY

## GOVERNMENT OF GOA

Department of Agriculture

Directorate of Agriculture

### Order

No. 2/25/2020-21/D.Agri (Part)/1408

On the recommendation of the Goa Public Service Commission vide their letter No. COM/II/12/2(3)/2014/708 dated 26-10-2020, the probation period of the below mentioned Assistant Director's of Agriculture, Group 'A' Gazetted in the pay scale of PB-III Rs. 15,600-39,100+Rs. 5,400 Grade Pay (Level 10 of 7th Pay Commission) of this Directorate has been lifted, as they have satisfactorily completed the probation period as shown against their names:

Sr. No.	Name of the officer	Date of joining in regular service as Assistant Director of Agriculture	Date of lifting of probation period
1.	Shri Satej G. Kamat	25-06-2018	24-06-2020.
2.	Shri Shriram Dhaimodkar	25-06-2018	24-06-2020.

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

*Nevil Alphonso*, Director & ex officio Joint Secretary (Agriculture).

Tonca-Caranzalem, 1st January, 2021.

## Department of Co-operation

Office of the Registrar of Co-operative Societies

### Order

No. 3/1/Urban/TS-II/SZ/2017/RCS/Vol.I/3127

- Read: 1. This office Order No. 48-8-2001-TS-RCS/III/311 dated 21-04-2017.
2. This office Circular No. 6-13-81/EST/RCS/Part V/5833 dated 06-03-2020.
3. Letter No. SUCCSL/20-21/164 dated 30-06-2020 of the Sahakar Urban Credit Co-op. Society Ltd., Vasco-Da-Gama, Goa.
4. Letter No. 29-8-20/ARSZ/ADT/R's Nominee/726 dated 29-07-2020 of the Asstt. Registrar of Co-operative Societies, South Zone, Margao-Goa.

Whereas, Adv. Manguirish Kenkre, FO-3, 1st floor, Gurukrupa Building, Opp. Sai Color Lab, F.L. Gomes Road, Vasco-Da-Gama, Goa was appointed as Registrar's Nominee under Section 86(1) of the Goa Co-operative Societies Act, 2001 read with Rule 116(1) of the Goa Co-operative Societies Rules, 2003 vide Order read at Sr. No. 1 above.

And whereas, now a request has been received from the Sahakar Urban Credit Co-operative Society Ltd., 1st floor, Rosemar Bldg., Above Syndicate Bank, Vasco-Da-Gama, Goa vide their letter read at Sr. No. 3 above to designate Adv. Manguirish Kenkre, FO-3, 1st floor, Gurukrupa Building, Opp. Sai Color Lab, F.L. Gomes Road, Vasco-Da-Gama, Goa as their dedicated nominee to adjudicate disputes referred by the Sahakar Urban Credit Co-operative Society Ltd., 1st floor, Rosemar Bldg., Above Syndicate Bank, Vasco-Da-Gama, Goa.

In view of above and in exercise of powers conferred under Section 123(B) of the Goa Co-operative Societies Act, 2001, I, the undersigned hereby authorise nominee Adv. Manguirish Kenkre, FO-3, 1st floor, Gurukrupa Building, Opp. Sai Color Lab, F.L. Gomes Road, Vasco-Da-Gama, Goa, to

adjudicate the disputes relating to recovery of over dues of loan referred to him by the Sahakar Urban Credit Co-operative Society Ltd., 1st floor, Rosemar Bldg., Above Syndicate Bank, Vasco-Da-Gama, Goa.

When a purported dispute is referred by the society, the above named nominee is authorised to first decide under sub-section (1) of Section 86 of the Goa Co-operative Societies Act, 2001 whether the matter referred by society involves a dispute and pass appropriate orders under sub-section (1) of Section 86.

Only upon the nominee satisfying that there exists a dispute he shall proceed to adjudicate the same and give award accordingly. The nominee shall abide by the terms and condition on which he was originally appointed as nominee read at Sr. 1 above.

This order shall remain in force for one year unless renewed and shall be subject to withdrawal at any time without assigning any reasons.

*Arvind B. Khutkar*, Registrar (Co-op. Societies).  
Panaji, 21st December, 2020.

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**Order**

No. 60/24/RCS Nom./TS/RCS/3190

- Read: 1) Order No. 60/24/RCS Nom./TS/RCS/45 dated 5th April, 2018 from the Registrar of Co-operative Societies, Government of Goa, Panaji.
- 2) Letter No. GSCB/MD/2020-2021/5475 dated 30th October, 2020 from the Managing Director (I/c) of the Goa State Co-operative Bank Ltd., Panaji.

In exercise of the powers conferred on me under Section 86(1) of the Goa Co-operative Societies Act, 2001 read with Rule 116 (1) of the Goa Co-operative Societies Rules, 2003 I, Registrar of Co-operative Societies, Goa hereby appoint Adv. Shivaji B. S. Bhangui, as Registrar's Nominee in addition to Adv. Anant C. Pansekar for deciding the disputes arising in the Goa State Co-operative Bank Ltd., and please to confer the powers under Sections 83, 85, 86, 87, 88 and 89 of the Goa Co-operative Societies Act, 2001 and Rules made thereunder.

He shall maintain all the case files of the bank in terms of Civil Manual issued by the Hon'ble High Court for the guidelines of the subordinate Courts keeping in view the provisions of the Goa Co-operative Societies Act, 2001 and Rules, 2003 in his custody and submit report to this office on or before 5th of every month.

This order shall come into force with immediate effect and will remain in force until further orders.

*Arvind B. Khutkar*, Registrar (Co-op. Societies).  
Panaji, 21st December, 2020.

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**Order**

No. 3/6/Urban Credit/TS II/BZ/2018/RCS/3148

- Read: 1. Circular No. 6-13-81/EST/RCS/Part V dated 06-03-2020.
2. Order No. 48-8-2001-TS-RCS/III/311 dated 21-04-2017.
3. Letter No. AUCCS/20-21/980 dated 23-11-2020.

Whereas, Adv. Sushma T. Mandrekar, having office at H. No. 713/33, Ardhawada Mayem, Bicholim Goa was appointed as Registrar's Nominee under Section 86(1) of the Goa Co-operative Societies Act, 2001 read with Rule 116(1) of the Goa Co-operative Societies Rules, 2003 vide Order read at Sr. No. 2 above.

And whereas, now a request has been received from The Ashtagandha Urban Co-op. Credit Society Ltd., Assonora, Bardez-Goa vide their letter read at Sr. No. 3 above to designate Adv. Sushma T. Mandrekar, as their dedicated nominee to adjudicate disputes referred by The Ashtagandha Urban Co-op. Credit Society Ltd., Assonora, Bardez-Goa.

In view of above, the above named nominee Adv. Sushma T. Mandrekar, in exercise of powers conferred under Section 123(B) of the Goa Co-op. Societies Act, 2001, I, the undersigned hereby authorize the above named nominee to entertain the disputes referred to her on recovery of loan overdues matter by The Ashtagandha Urban Co-op. Credit Society Ltd., Assonora, Bardez-Goa.

When a purported dispute is referred by the society, the above named nominee is authorised to first decide under sub-section (1) of Section 86 of the Goa Co-operative Societies Act whether the matter referred by society involves a dispute and pass appropriate Orders under sub-section (1) of Section 86.

Only upon the nominee satisfying that there exists a dispute she shall proceed to adjudicate the same and give award accordingly. The nominee shall abide by the terms and condition on which she was originally appointed as nominee read at Sr. 2 above.

This appointment shall come into force with immediate effect and shall remain in force for one year and same can be withdrawn at any stage without assigning any reason.

*Arvind B. Khutkar*, Registrar (Co-op. Societies).  
Panaji, 23rd December, 2020.

## Department of Education, Art &amp; Culture

Directorate of Education

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Order

No. 1(17)-2-2020/SE/371

Sanction of the Government is hereby accorded to re-designate one post of Deputy Education Officer to Deputy Director (Legal) Group "A" Gazetted in the same Level "12" of Pay Matrix in the Directorate of Education. Upon re-designation the strength of Deputy Education Officer will be reduced by one post.

This issues with the approval of Government vide U.O. No. 23/F dated 01-01-2021 and approval of ARD vide No. AS (ARD) 640/F dated 01-01-2021.

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

*Santosh S. Amonkar*, Director & ex officio Joint Secretary (Education).

Porvorim, 4th January, 2021.

## Order

No. 1(17)-2-2020/SE/372

The Government of Goa is pleased to re-designate one post of Deputy Education Officer in respect of Shri Dayanand N. Chawdikar Group "A" Gazetted Officer in the same Level "12" of Pay Matrix to the post of Deputy Director (Legal) in the Directorate of Education. Consequently, Shri Dayanand N. Chawdikar is hereby designated as Deputy Director (Legal).

The above designation and scale would be only personal to him and as a special case not to be quoted as a precedent.

This issues with the approval of Government vide U.O. No. 23/F dated 01-01-2021 and approval of ARD vide No. AS(ARD) 640/F dated 01-01-2021.

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

*Santosh S. Amonkar*, Director & ex officio Joint Secretary (Education).

Porvorim, 4th January, 2021.

## Order

No. 1(2)-1-2015/SE/373

Government is pleased to order transfer and posting of the following officers under the Directorate of Education, Porvorim, as detailed below, with immediate effect until further orders.

Sr. No.	Name of the Headmaster/ /Vice-Principal	Place where presently working	Place of posting on transfer
1.	Mrs. Vibhali D. Morajkar	Headmaster, Government High School, Kalay, Sanguem	Headmaster, Government High School, Davorlim, Margao thereby relieving Rashmi V. Verenkar alias Chanekar transferred.
2.	Rashmi V. Verenkar alias Chanekar	Headmaster, Government High School, Davorlim, Margao	South Educational Zone, Margao with instruction to look after the work of Deputy Education Officer, South Educational Zone, Margao thereby relieving Shri Sairoj B. Dessai from additional charge.
3.	Smt. Sindhu Raghoba Prabhudevai	Headmaster, Government High School, Malkarne, Quepem	Vice-Principal, Government Multi-purpose Higher Secondary School, Borda, Margao.
4.	Smt. Ida Maria de Lourenco	Vice-Principal, Government Multi-purpose Higher Secondary School, Borda, Margao	Headmaster, Government High School, Malkarne, Quepem.

Smt. Alpa Naik, Headmaster Government High School Balli, Quepem shall hold the charge of Headmaster, Government High School, Kalay-Sanguem in addition to her own duties.

The transfer of officers at Sr. No. 1 and 3 above are at their own request hence they are not entitled for TA/DA and joining time.

The transfer of officers at Sr. No. 2 and 4 above is on administrative grounds.

Sr. No. 2 Rashmi V. Verenkar alias Chanekar, Headmaster, Government High School, shall draw her salary against the post of Headmaster, Government High School, Kalay, Sanguem.

The above officers should submit copy of their joining report to the concerned Zonal Office under intimation to this Directorate and report to the place of posting immediately.

This issues with the approval of the Government vide U.O. No. 6654/F dated 09-11-2020.

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

*Santosh S. Amonkar*, Director & ex officio Joint Secretary (Education).

Porvorim, 4th January, 2021.



## Department of Environment & Climate Change

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### Order

No. 2-81-2020/DIR/ENVT/1110

- Read: 1. No. 2-81-2020/DIR/ENVT&CC/577 dated 08-09-2020.  
 2. No. 2-81-2020/DIR/ENVT&CC/578 dated 08-09-2020.  
 3. No. 2-81-2020/DIR/ENVT&CC/579 dated 08-09-2020.

Government of Goa are hereby extended the tenure of the committees upto 31-12-2020 for preparation of Draft Plan for Khazan Land Management, Comprehensive Plan for Fisherman Community and Mangrove Management Plan with the same members as per earlier orders dated 8-9-2020. The terms and condition shall be remain same.

This is issue with the approval of the Government vide U.O. No. 448 dated 30-12-2020.

*Dasharath M. Redkar*, Director (Environment & CC).

Porvorim, 4th January, 2021.

### Notification

No. 1-24-2010-STE-DIR/Part/1091

The Central Notification S.O. 4620(E) dated 26-12-2019, published in the Gazette of India is hereby republished for general information of public.

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

*Dasharath M. Redkar*, Director (Environment & CC).

Porvorim, 28th December, 2020.

## MINISTRY OF ENVIRONMENT, FOREST AND CLIMATE CHANGE

### Order

New Delhi, the 26th December, 2019

S.O. 4620(E).— In exercise of the powers conferred by sub-sections (1) and (3) of Section 3 of the Environment (Protection) Act, 1986 (29 of 1986), the Central Government hereby makes the following amendments in the order of the Government of India, in the Ministry of Environment, Forest and Climate Change, published in the Gazette of India, Extraordinary, Part II, Section 3, sub-section (ii), vide number S.O. 3975(E), dated the 31st October, 2019, namely:-

In the said order,—

(a) in the Table,—

- (i) for serial numbers 2, 3, 4, 5, 6 and 7 and the entries relating thereto, the following shall be substituted, namely:-

Sl. No.	Members	Status
1	2	3
2.	Principal Chief Conservator of Forest, Department of Forest, Goa or his representative	Member, ex officio;
3.	The Director, Directorate of Panchayats or his representative	Member, ex officio;
4.	The Director, Directorate of Tourism or his representative	Member, ex officio;
5.	The Director, Directorate of Industries, Trade and Commerce or his representative	Member, ex officio;
6.	The Chief Engineer, Water Resources Department or his representative	Member, ex officio;
7.	Principal Chief Engineer, Public Works Department or his representative	Member, ex officio;";

(ii) against serial number 11, in column (2), for the words "Dr. Sujeetkumar Mariapa Dongre", the words "Shri Sujeetkumar Mariapa Dongre" shall be substituted.

(b) In paragraph 5, after Clause (viii), the following Clause shall be inserted, namely:—

"(ix) All Members shall normally remain present for the meetings Scheduled by the Authority for effective enforcement of the said Notification and in the event a Member is unable to be present, he or she may depute an official who is well conversant with the subject matter".

[F. No. 12-6/2005-IA-III (pt.)]  
ARVIND KUMAR NAUTIYAL, Jt. Secy.

Note: The Principal order was published in the Gazette of India, Extraordinary, Part II, Section 3, sub-section (ii), dated the 1st November, 2019, vide number S.O. 3975 (E), dated the 31st October, 2019.

MINISTRY OF ENVIRONMENT, FOREST AND CLIMATE CHANGE

**Order**

New Delhi, the 31st October, 2019

S.O. 3975(E).— In exercise of the powers conferred by sub-sections (1) and (3) of Section 3 of the Environment (Protection) Act, 1986 (29 of 1986), (hereinafter referred to as the said Act), the Central Government hereby constitutes the Goa Coastal Zone Management Authority (hereinafter referred to as the Authority) consisting of the following persons, for a period of three years, with effect from the date of publication of this order in the Official Gazette, namely:—

Sl. No.	Members	Status
1	2	3
1.	Principal Secretary, Environment Department, Government of Goa	Chairman ex officio;
2.	Principal Chief Conservator of Forest, Department of Forest, Goa	Member, ex officio;
3.	The Director, Directorate of Panchayats	Member, ex officio;
4.	The Director, Directorate of Tourism	Member, ex officio;
5.	The Director, Directorate of Industries, Trade and Commerce	Member, ex officio;
6.	The Chief Engineer, Water Resources Department	Member, ex officio;
7.	Principal Chief Engineer, Public Works Department	Member, ex officio;
8.	Shri Savio Joaquim Filipe Correia, Newton Apartments-II Mangor Hill, Vasco-da-Gama	Member (Expert);
9.	Shri Flaviano Jose Miranda, Duncolim Seraulim, Salcete-Goa	Member (Expert);
10.	Shri Mahesh K. Patil, Vision Park CFF3, Tonca, Caranzalem, Panjim-Goa	Member (Expert);



1	2	3
11.	Dr. Sujeetkumar Mariapa Dongre, Programme Co-ordinator, CEE Goa State, Porvorim-Goa	Member, (Expert);
12.	Shrirang V. Jambhale, Gram Vikas Kendra (NGO) Savoi-Verem, Goa	Member, Non-Governmental Organization;
13.	Director and ex officio Joint Secretary, Department of Environment, Goa	Member Secretary, ex officio.
2.	The Authority shall have its headquarters at Porvorim, Goa.	
3.	The quorum for the meeting of the Authority shall be one-third of the total number of its Members.	
4.	A Member, other than an ex officio Member, shall be paid allowances as per the norms decided by the Central Government.	
5.	The Authority shall, for the purposes of protecting and improving the quality of the costal environment and preventing, abating and controlling environmental pollution in the Coastal Regulation Zone areas in the State of Goa, take the following measures, namely:-	
	(i) the Authority shall, after receiving the application for approval of project proposal, examine the same if it is in accordance with the approved Coastal Zone Management Plan and within the requirements of the Coastal Regulation Zone notification issued by the Government of India in the erstwhile Ministry of Environment and Forests and published vide number S.O.19(E), dated the 6th January, 2011 (hereinafter referred to as the said notification), and make recommendations for approval of such project to the concerned authority, as specified in the said notification, within a period of sixty days from the date of receipt of such application;	
	(ii) the Authority shall regulate all developmental activities in the Coastal Regulation Zone areas as specified in the said notification;	
	(iii) the Authority shall be responsible for enforcing and monitoring the provisions of the said notification;	
	(iv) the Authority shall examine the proposals received from the State Government for changes or modifications in the classification of Coastal Regulation Zone areas and in the Coastal Zone Management Plan and make specific recommendations thereon, to the National Coastal Zone Management Authority;	
	(v) the Authority shall inquire into cases of alleged violation of the provisions of the said Act or the rules made thereunder; and review the cases involving violations or contraventions of the provisions of the said Act and the rules made thereunder;	
	(vi) the Authority shall inquire or review cases of violations or contraventions of the said notification suo-moto, or on the basis of a complaint made by any individual or body or organisation;	
	(vii) the Authority is authorised to file complaints under Section 19 of the said Act;	
	(viii) the Authority shall take such action as may be required under Section 10 of the said Act, to verify the facts of the cases before it.	
6.	The Authority shall, for the purpose of maintaining transparency in its functioning, create a dedicated website and post the information relating to its functions, including the agenda in its meetings, minutes of the meetings, decisions taken in each meeting, recommendations for matters on violations and contravention of the said notification and actions taken on such violations and contraventions, court matters including the orders of the courts and the approved Coastal Zone Management Plan of the State Government.	
7.	The Authority shall furnish reports of its activities at least once in six months to the National Coastal Zone Management Authority.	

[F. No. 12-6/2005-IA-III (pt)]  
ARVIND KUMAR NAUTIYAL, Jt. Secy.

Department of Finance  
Revenue & Control Division

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**Order**

No. 38/05/2020-Fin(R&C)/931

On the recommendation of the Departmental Promotion Committee as conveyed by the Goa Public Service Commission vide their letter No. COM/II/11/24(3)/2020/843 dated 16-12-2020, Shri Deepak Gawas, Assistant State Tax Officer in the Office of the Commissioner of Commercial Taxes is hereby promoted to the post of State Tax Officer (Group 'B' Gazetted) in the pay scale of Rs. 9,300-34,800+Grade Pay Rs. 4,600/- (Level-7 of the 7th Pay Commission) on regular basis with immediate effect.

The above officer shall be on probation for a period of two years from the date of joining. He shall report to the Commissioner of Commercial Taxes, Panaji for his posting.

He shall exercise option for fixation of pay in the promotional post in terms of FR 22(I)(a)(1) within a period of one month from the date of issue of the order. The option once exercised shall be final.

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

*Pranab G. Bhat*, Under Secretary, Finance (R&C).  
Porvorim, 1st January, 2021.

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Department of Labour

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**Order**

No. 28/22/2020-LAB/1118

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Sanofi India Limited, Plot No. L-21, Phase-III, Verna Industrial Estate, Verna, Goa and their workmen represented by the Bhartiya Kamgar Sena, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

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

Now, therefore, in exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the

said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7-A of the said Act.

SCHEDULE

"(1) Whether the action of the Bhartiya Kamgar Sena, C/o. Shankar Pandit, H. No. 86/1(85), Mahalaxmi Residency, Behind Kala Bhavan, Upasnagar, Sancoale, Goa, in refusing to concede the following demands raised by management of M/s. Sanofi India Limited, Plot No. L-21, Phase III, Verna Industrial Estate, Verna, Goa, is legal and justified?

CHARTER OF DEMANDS

**Demand No. 1. Period of settlement:-** The period of settlement will be for a period of 4 years from the date of signing the settlement. No retrospective settlement to be signed by the management.

**Demand No. 2. Applicability:-** Settlement arrived strictly to be extended only to the workmen who are on the rolls of the company and members of the union on the date of submission of the charter and subsequently remains on the rolls of the Company on signing of the settlement. Further the workmen entitled for the same will be those for whom the union membership proof has been submitted by the union on the date of raising charter of demand.

**Demand No. 3. Same scale of pay:-** The management will not revise any scale further and will continue to pay the same.

**Demand No. 4. No separate Dearness Allowance to be paid:-** The Management is already revising salary on yearly basis and increment as per existing scale is given. No separate dearness allowance component to be started.

**Demand No. 5. HRA:-** The Management will continue to pay same HRA as the component paid is already of higher standards.

**Demand No. 6. LTA:-** The Management will continue to pay same LTA as the component paid is already of higher standards. The most costliest train journey in Indian Railways, apart from Tourist Trains, is travelling from Trivandrum to New Delhi and the current amount of LTA given covers more than the same.

**Demand No. 7. Lunch Allowance:-** The Lunch allowance @575/- to be paid only to those employees who don't avail canteen facility.

**Demand No. 8. Subsidized snacks:-** The snacks at the start of the shift and mid night meal to be provided at 50% subsidy cost to the employees concerned.

*Demand No. 9. Education Allowance:-* The Management will continue to pay existing Education Allowance but only to be paid to those workmen who are taking up higher studies and proof of such to be submitted by the workman.

*Demand No. 10. Conveyance Allowance:-* The Management will continue to pay existing Conveyance Allowance only to those workmen who are not availing transport facility provided to the workman.

*Demand No. 11. Transport Facility:-* The Transport facility to be provided by the management where only fixed cost will be borne by the management and fuel cost to be borne by the workman.

*Demand No. 12. Hospitalization Policy:-* The Management provides hospitalization policy to those workmen who are outside the purview of ESIC scheme. Management will continue the scheme and consider increasing the amount of the same than covered in last settlement. No separate medical assistance or any other allowance related to medical to be paid.

*Demand No. 13. Shift Allowance:-* The company works in shift as per provision of the law. The third shift was initiated with an understanding of third shift allowance. There is no change in shifts after that and thus no change in shift allowance to be given.

*Demand No. 14. Special Allowance:-* The Management will continue to give special allowance to employees who perform more duties or special jobs and avails performance based increment system. Based on performance evaluation such increment is given every year. In case any workman wishes to avail such facility the company may look forward to offer/revise special allowance to such employees.

*Demand No. 15. No Separate maintenance allowance:-* No maintenance allowance to be paid to engineering technicians. In case of non availability of technical jobs engineering technicians are required to perform machine operations on daily basis.

*Demand No. 16. Staggered Weekly off for maintenance Dept.:-* The engineering technicians are required to perform preventive maintenance on Sunday or on a Holiday when the plant is not in operation. The technicians concerned will not get any overtime in such case and to get staggered weekly off.

*Demand No. 17. Overtime:-* Overtime to be paid as per provisions of the law.

*Demand No. 18. Leave facilities:-* All the workmen to get leaves as per Factories Act and provisions made therein. Additional leaves currently granted will be given only in case of chronic illness certified by the Factory Medical Officer or under exceptional circumstance explained in writing by the workman to the satisfaction of the management. No additional leave whatsoever than mentioned above to be provided.

*Demand No. 19. Loan:-* The company shall pay reimburse 50% of the interest charged by the bank to the workman for a loan upto Rs. 120000/-. Not exceeding Rs. 360/- per month. This facility will not be extended to workman who have remained habitually absent from duties for the previous year.

*Demand No. 20. Incentives:-* The increment as per the scale yearly to be paid only if the workman has performed his duties at least average for the year and has contributed to the targets. In case of low performance or below average performance only 50% of the yearly increment scale to be given. No profit whatsoever can be shared with workman as the profit needs to be shared with investors.

*Demand No. 21. Punching Card:-* The provision of biometric punching card would be made near each machine/cubical. This will help to track the attendance more accurately and will and increase productivity. Employees are required to punch during start and end of the lunch/dinner/mid-night break timings to ease tracking of break time. Employees strictly to abide to the agreed break timings. In case of violations of more than 3 times in a month, the management to deduct the half day salary for such instances in that particular month.

*Demand No. 22. Shift Timings:-* Current shift timings to be continued. First shift, Second shift, Third shift and General shift. (8.00 to 16.00, 16.00 to 00.00, 00.00 to 8.00), shifts timings as agreed upon in the last consent award to be implemented. Break to be given as per Factories Act.

*Demand No. 23. Transport facility:-* The Company currently provides transport facility to Shiroda, Marcel, Mapusa, Margao, Ponda, Vasco and Usgao in all three shifts. Company maintains that this facility has been extended to all workers without being it a demand in any of the settlement. Thus this is a management prerogative and is not a service condition. However company demands that the fixed cost to be borne by the company of all



buses and fuel cost to be borne by the workmen. Buses to continue to start at the same timing as on date and will change the timings as and when it is necessary by giving all workmen 7 days notice.

**Demand No. 24. Bonus:-** Bonus to be paid by the company as per provisions of the Bonus Act, 1965 and rules made therein.

**Demand No. 25. Service Award:-** The Company on its own has started rewarding employees on completion of every 5 years, 10 years, 15 years, 20 years, and 25 years in the company. The reward consists of a merit certificate, trophy and monetary benefits based on completion of the number of years in the company. These facilities are revised as and when deemed necessary. It will remain same as of now. Company wishes to introduce that this reward will not be given to any employee who have faced Disciplinary action and found guilty in the tenure of last 5 years.

**Demand No. 26. Medical Scheme/Medical Allowance:-** The Company already have Medical Scheme (Medical Hospitalization Reimbursement Policy) insurance policy on 24 hrs. basis upto an amount of Rs. 1,00,000/- per financial year for self, spouse and up to 2 dependent children up to 21 years age of age. It is one of the few companies in the region to offer such a facility to its workmen in the region-cum-industry.

Company also pays medical allowance @500/- per month to all such workers who are outside the purview of ESIC. Company demands that this amount is to be paid to only those workers who are outside the purview of ESIC and incurs this medical expense. They will be required to submit the medical bills along with certified doctor's prescription to claim this amount. Sanofi India Pvt. Ltd. Goa to employs contractors and no casual workers are employed under Sanofi India Ltd.

**Demand No. 27. Local Committee of the Union /Meetings:-** The company wants the union to participate and co-operate in works committee which is requirement under law. Union should counsel its workers on following discipline and help company to increase its productivity. Company already provides casual leave and in any emergency case half day casual leave will be considered.

**Demand No. 28. Wage Ceiling:-** The workers to have pay ceiling @38,000. INR CTC per month in the workman grade.

**Demand No. 29. Work on Special Projects as a part of Job Rotation:-** Current practice of job rotation to continue which is on need basis to increase productivity. The company proposed workers depending on their experience and skill level, may be placed in process development projects/any other projects, inhouse or external for which they should provide total participation.

**Demand No. 30.:-** A gift is and also understood to be a donation or offering. As a welfare measure and for motivating its workmen, the company on its own has started marriage gift. The gift which is currently given cannot be matter of right. These policies of the company are revised as and when deemed necessary and at the discretion of the management.

**Demand No. 31. CTC basis:-** Any increase or demand agreed upon or for discussion will be on CTC basis. The settlement amounts to the additional cost to be incurred by the company and the cost needs to be budgeted for the settlement period.

**Demand No. 32. Insurance Policy:-** Workers are covered under ESI Act, which takes care of all medical needs of the workmen and their family members for which company contributes a substantial amount in respect of each workmen. The company provides its employees a very high level hygienic, safe and healthy work environment. Every employee is medically checked annually and the company also maintains a full fledged First Aid centre managed by a full time medical practitioner and a full time Nurse. Even though the medical facility is free of cost in State of Goa the company on its own have covered its employees under Employees Compensation Act, Group Life Insurance Policy, Group Accident Policy. The amount is decided by the company on timely basis.

**Demand No. 33. Lumpsum Payment Incentive:-** No lumpsum incentive will be paid for signing the agreement/wage settlement.

**Demand No. 34. Festival Advance:-** Current practice of festival advance to continue. No change in the current practice.

**Demand No. 35. CTC Increase:-** The company offers 5% increase over and above current CTCC including yearly increment year on year. CTC will include all emoluments which can be decided or named by the workers, PF & ESIC contribution by the company, Bonus, LTA or any other amount to be paid or any other additional amount incurred due to change in current clauses of the consent award.

**Demand No. 36. Interim Relief:-** ZERO Unauthorized Absenteeism. There is huge unauthorized absenteeism and it is not acceptable. The Management propose that the union should ensure zero unauthorized absenteeism for its members. ZERO Data Integrity violations—Data integrity violation is against the fundamental principle of pharmaceutical industry and business. The union will co-operate and ensure that no such case will occur and in case if occurs management will take strict action against such employee.

ZERO Rework/Rejections due to operator attributable reasons.

ZERO Markets complaints.

ZERO defects to quality.

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

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

A. S. Mahatme, Under Secretary (Labour).

Porvorim, 21st December, 2020.

Inspectorate of Factories and Boilers

**Notification**

No. VI/FAC-3/(GOA/159)Part/2020-IFB/2197

In exercise of the powers conferred by the proviso to Clause (b) of sub-section (1) of Section 66 of the Factories Act, 1948 (Central Act No. 63 of 1948) (hereinafter called the "said Act"), the Government of Goa hereby varies the limits laid down in said Clause (b) of sub-section (1) of Section 66 of the said Act in respect of employment of women in the factory, namely, M/s United Spirits Limited, Survey No. 164, 165/1 and 165/2, Bethora, Ponda, Goa, thereby authorising the employment of women in the said factory between the hours of 7 p.m. and 10 p.m., for a period of two years with effect from the date of publication of this notification in the Official Gazette.

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

Vivek P. Marathe, Chief Inspector & ex officio Joint Secretary (Factories and Boilers).

Panaji, 4th January, 2021.

**Order**

No. 28/13/2020-LAB/1119

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Macaroni Ship Management Private Limited, 302, Anand Chamber, F. L. Gomes Road, Vasco-da-Gama, Goa and it's 169 Barge Crew/Workmen, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

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

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

**SCHEDULE**

"(1) Whether the action of the management of M/s. Macaroni Ship Management Private Limited, 302, Anand Chamber, F. L. Gomes Road, Vasco-da-Gama, Goa, in refusing employment to following 169 Barge Crew/Workmen, is legal and justified?"

Sr. No.	Name of Workmen	Designation
1	2	3
(1)	Abdul Hannan Shaikh	Master
(2)	Agustin Rodriguse	Master
(3)	Conceicao Estibeirol	Master
(4)	Dnyaneshwar Kerkar	Master
(5)	Eknath Phadte	Master
(6)	Eulogio Barbosa	Master
(7)	Francisco Vaz	Master
(8)	Golam Rasul Sardar	Master
(9)	Gyan Singh Verma	Master
(10)	Kanta Naik	Master
(11)	Luis Rodrigues	Master
(12)	Mohamed Shaukat Khan	Master
(13)	Mohammad Tofail Khan	Master
(14)	Reginaldo Gonsalves	Master
(15)	Sanjiv Bhonsle	Master
(16)	Sateesh Naik	Master
(17)	Sebastiao Carneiro	Master
(18)	Shafi Bhatkar	Master
(19)	Shyam Naik	Master
(20)	Vidyadhar Redkar	Master
(21)	Vilas Yeram	Master

1	2	3	1	2	3
(22)	Zacarias Natividade Fernandes	Master	(76)	Radesh Gad	Oilman
(23)	Joseph Barbosa	Master	(77)	Pandurang Mayekar	Oilman
(24)	Abdul Latif Shaikh	Driver	(78)	Radhakrishna Pagui	Oilman
(25)	Dinabandhu Hazra	Driver	(79)	Sitaram Gawade	Oilman
(26)	Biju Koshy	Driver	(80)	Kunal Pagui	Oilman
(27)	Caetan Soares	Driver	(81)	Sandeep Pednekar	Oilman
(28)	Bikash Mandal	Driver	(82)	Arvind Dhuri	Oilman
(29)	Ganoji Naik	Driver	(83)	Keshav Naik	Oilman
(30)	Gobinda Mondal	Driver	(84)	Sadanand Mapari	Oilman
(31)	Goutam Maitra	Driver	(85)	Gopichand Bhute	Oilman
(32)	Govind Parab	Driver	(86)	Wasin Ali	Sailor
(33)	Jaydeb Biswas	Driver	(87)	Vitorino Mascarnahas	Oilman
(34)	Joaquim Mascarenhas	Driver	(88)	Dipak Mokhardkar	Oilman
(35)	Kashinath Sarkar	Driver	(89)	Bejami Marnekar	Oilman
(36)	Khokam Bar	Driver	(90)	Raj Bali Saroj	Oilman
(37)	Mahadev Das	Driver	(91)	Kashinath Naik	Oilman
(38)	Hariday Sanyal	Driver	(92)	Ravindra Gaude	Oilman
(39)	Paulo Vaz	Driver	(93)	Sedrico Texeira	Oilman
(40)	Pradeep Mokhardkar	Driver	(94)	Kalil Aziz Shaikh	Oilman
(41)	Raghuraj Naik	Driver	(95)	Roseman Couthino	Oilman
(42)	Reginaldo Fernandes	Driver	(96)	Custodio Rebello	Sailor
(43)	Sebastiao Barreto	Driver	(97)	Daeid Dsouza	Sailor
(44)	Shankar Kumar Samai	Driver	(98)	Rupesh Palyekar	Sailor
(45)	Ved Prakash Verma	Driver	(99)	Sushant Phadte	Sailor
(46)	Shafirkur Rehman	Sukani	(100)	Devendra Naik	Sailor
(47)	Darshan Sawant	Sukani	(101)	Umesh Nagvekar	Sailor
(48)	Gurudas Naik	Sukani	(102)	Lakshant Naik	Sailor
(49)	Krishna Kurle	Sukani	(103)	Vishnu Juvatkar	Sailor
(50)	Shivram Mavlankar	Sukani	(104)	Antonio Sequiera	Sailor
(51)	Sunil Pednekar	Sukani	(105)	Antonio Costa	Sailor
(52)	Paresh Patekar	Sukani	(106)	Thomas Chacko	Sailor
(53)	Vishwanath Girap	Sukani	(107)	Krishnanath Naik	Sailor
(54)	Bindesh Kundaikar	Sukani	(108)	Raju Metri	Sailor
(55)	Isaac Lucas	Sukani	(109)	Anthony Gomes	Sailor
(56)	Dattatray Kalangutkar	Sukani	(110)	Costancio Dias	Sailor
(57)	Prashant Bhonsle	Sukani	(111)	Gabriel Mascarenhas	Sailor
(58)	Prasad Bhosle	Sukani	(112)	Albert Marnekar	Sailor
(59)	Sunil Sadiye	Sukani	(113)	Ganaraj Tandel	Sailor
(60)	Cajetan Fernandes	Sukani	(114)	Ghanshayam Pagi	Sailor
(61)	Nazareth Diniz	Sukani	(115)	Chanrakant Sawant	Sailor
(62)	Deepak Parab	Sukani	(116)	Ramchandra Toraskar	Sailor
(63)	Hansraj Gaonkar	Sukani	(117)	Krishnand Pagui	Sailor
(64)	Amrutbal Giraf	Sukani	(118)	Devu Shetgaonkar	Sailor
(65)	Anesh Sawnt	Sukani	(119)	Amit Vast	Sailor
(66)	Santosh Datekar	Sukani	(120)	Vasudev Kannaik	Sailor
(67)	Rama Sadiye	Sukani	(121)	Gopalkrishna Metri	Sailor
(68)	Vilas Pednekar	Sukani	(122)	Prabhakar Velip	Sailor
(69)	Anton Soz	Sukani	(123)	Shantaram Pednekar	Sailor
(70)	Vishal Naik	Oilman	(124)	Shivanand Phadte	Sailor
(71)	Ravindra Kurle	Oilman	(125)	John Pereira	Sailor
(72)	Domnic Marnekar	Oilman	(126)	Jose Fenandes	Sailor
(73)	Jatin Amonkar	Oilman	(127)	Arvind Dicholkar	Sailor
(74)	Raju Bhuttewadkar	Oilman			
(75)	Ashok Kumar	Oilman			

1	2	3
(128)	Rama Sawant	Sailor
(129)	Mahabaleswar Sarang	Sailor
(130)	Pradeep Ghogle	Sailor
(131)	Sujith Tholol	Sailor
(132)	Anant Gawade	Sailor
(133)	Sunil Gaude	Sailor
(134)	Samrat S. K.	Sailor
(135)	Dayanand Govekar	Sailor
(136)	Arun Morji	Sailor
(137)	Anand Bhat	Sailor
(138)	Sanjay Sarang	Sailor
(139)	Devanand Naik	Sailor
(140)	Yadunand Tari	Sailor
(141)	Deepak Manjrekar	Sailor
(142)	Suresh Navage	Sailor
(143)	Laxshmaikant Gokarnakar	Sailor
(144)	Rosario Raposo	Sailor
(145)	Pradeep Kelaskar	Sailor
(146)	Deepak Kotharkar	Sailor
(147)	Deepak Sagekar	Sailor
(148)	Gourish Redkar	Sailor
(149)	Lokender Singh	Sailor
(150)	Pramod Kurle	Sailor
(151)	Rangnath Pagui	Sailor
(152)	Bhim Kumar Gupta	Sailor
(153)	Rintu Kumar Singh	Sailor
(154)	Shankar Govekar	Sailor
(155)	Shanu Naik	Sailor
(156)	Shyama Mallick	Sailor
(157)	Ganesh Sakate	Sailor
(158)	Machindranath Bhosle	Sailor
(159)	Sanjay Korkhankar	Sailor
(160)	Giridhar Gauns	Sailor
(161)	Dinesh Naik	Sailor
(162)	Rama T. Pagi	Sailor
(163)	Xavier Anthony Vaz	Sailor
(164)	Bhikaji Dhawade	Sukani
(165)	Uday Chandekar	Sailor
(166)	Rupesh Pagi	Sailor
(167)	Rupesh Nagvekar	Sailor
(168)	Rama V. Sawant	Sailor
(169)	Conceicao Fernandes	Oilman

- (2) If answer to issue No. (1) above is in negative, then, to what relief the Barge Crew/Workmen are entitled?"

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

A. S. Mahatme, Under Secretary (Labour).

Porvorim, 21st December, 2020.

### Order

No. 28/6/2020-LAB/1120

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Ramada Caravela Beach Resort, Varca Beach, Salcete, Goa, and it's workmen represented by the Ramada Renaissance Resort Employees Union, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

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

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

### SCHEDULE

- "(1) Whether the following demands raised by the management of M/s. Ramada Caravela Beach Resort, Varca Beach, Salcete, Goa, are legal and justified?

#### **Demand No. 1. Operative period of settlement:-**

The operative period of this settlement has to be for a period of 5 years or the same needs to be adjusted to the financial year for all administrative purposes that is for 50 months to end on 31st March 2017.

#### **Demand No. 2. Tips:-**

Existing practice of Tips distribution to be continued.

#### **Demand No. 3. Appreciation of Dedicated Services & New Year Gift:-**

Appreciation of dedicated services will be extended to an employee at the discretion of the management and on successful completion of every 5 years on a milestone basis (that is 5, 10, 15, 20 and so on) and not every year, as is the standard industry practice. New Year Gifts to the employees shall be given at the management's discretion.

#### **Demand No. 4. Shift rotation:-**

All employees will be rostered to work in all shifts as and when required. No employee shall refuse the same, for smooth flow of operations.



**Demand No. 5. Privilege Leave:-**

Current practice of 22 days leave will be reduced to 20 days from which a minimum of 60% of PL should be availed per annum; accumulation limit will be reduced to 50 days. It is advised that all employees need to take quality time off considering work life balance and avail leaves as per the pre-determined yearly leave plan.

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

Only PL will be encashed during the separation, no other leave will be encashed or adjusted. Casual leave encashment will discontinue, as CL is extended for any urgent domestic work that may arise during the year. This is as per the industry standards. The management urges the employees to utilise the CL during the applicable period.

**Demand No. 7. Bereavement Leave:-**

The current practice of 4 days bereavement leave will be as per the standard industry practice.

**Demand No. 8. Paternity Leave:-**

The current practice of 1 day Paternity leave will be discontinued in view of the privilege leave.

**Demand No. 9. Holidays:-**

All employees will be entitled to 10 holidays; employees should choose any 5 festival holidays from the 15 declared by the management. Employees will get the benefits as per Shops and Establishment Act for working on the 5 National / State holidays. No compensation or comp off will be given for not availing the festival holidays from the 15 declared.

This is being done to benefit the employees of all religions/cast/creed. No employee will get any compensatory off if his/her off falls on a public holiday.

**Demand No. 10. Attendance linked incentive:-**

Attendance linked incentive will be added as per the previous settlement but not encashed. The practice of calculating on actual working day will continue.

**Demand No. 11. Cafeteria:-**

Due to increase in the price of commodities, the management will increase the cafeteria food deduction from present Rs. 150/- to Rs. 520/- per person per month, as per the minimum wage notification dated 14th March, 2013, and will be subject to revision based on the notifications released by the Government from time to time and as is applicable to the unit.

**Demand No. 12. Medical allowance:-**

Those employees who are out of ESIC coverage will be covered under the Mediclaim Scheme and cost of the same will be shared between the employees and the management on an equal basis that is 50%:50%. Mediclaim Scheme will be discontinued if the employee falls again under the purview of ESIC scheme for whatever reasons.

**Demand No. 13. Fixed Dearness Allowance & City Compensatory Allowance:-**

Separate components for FDA and CCA to be discontinued. FDA will be merged with VDA and CCA with HRA/Performance Allowance. This is being done to simplify the payroll process.

**Demand No. 14. General terms and discipline:-**

- All employees will be required to go through frisking by the security personnel (DFMD).
- All staff once in a year shall produce police verification certificate irrespective of number of years of service.
- All employees have to update their photographs, signature and current address with the HR.
- Staff will not use the staff coach other than for commuting to work and other designated official purposes.
- Staff will not be allowed to carry more than Rs.1,000/- INR. Any one carrying more than Rs.1,000/- will have to declare the same at security. Staff also should not carry any foreign currency in any denomination. Any tips from the guest to an employee shall be duly routed through and authorised by the department Head.
- All guest belongings found by any employee shall be deposited with the appropriate authority within ½ hour of finding, failing which it will be considered as theft and misconduct.
- Employees found sleeping on duty will be marked absent for the day and if the occasion is repeated the person will be marked absent for 2 days.
- Policy on Sexual Harassment circulated is deemed to be incorporated in Service Rules.
- The Union shall not support or aide any wilful loss/damage caused to the company and disobedience of the law and reasonable orders by the workmen.



**Demand No. 15. Training and Development:-**

The management strongly believes in the fact that efficient and appropriate training is necessary for both personal and professional growth and development of its employees. All employees shall compulsorily attend any or all, Training sessions as scheduled.

**Demand No. 16. Development/Growth and Multi-Skilling:-**

In the interest of the organisation and its development, the management will introduce multi-skilling schemes for which the union and the workmen will extend their co-operation. Necessary training for multi-skilling will be imparted by the management. Multi-skilling will be for optimum utilization of manpower and for giving benefits and promotional opportunities to the staff to higher categories. Any Union member who is proposed at any level he/she shall not refuse the same.

**Demand No. 17. Payment for working on holidays:-**

Employees will get the following if they are called for work on the National/State declared holidays – Days Wage + OT + Comp off.

**Demand No. 18. Retirement age:-**

The employee shall qualify for retirement on attaining the age of 55 years and shall be extended up to the age of 58 years; subject to physical and mental ability, efficiency and capacity to work in the position in which workman is working.

**Demand No. 19. Voluntary retirement scheme:-**

The management will shortly announce a Voluntary Retirement Scheme (VRS). The scheme will not be extended to all staff.

**Demand No. 20. Upgradation of product:-**

The management strongly believes in the upgradation of product and services for its healthy survival in this competitive market. Hence all staff should necessarily and whole heartedly co-operate with the management, during renovation or upgradation of the property and the product or any such demanding situations.

**Demand No. 21. Scholarship:-**

The present practice of scholarship scheme will be discontinued.

**Demand No. 22. Employee welfare:-**

The Union Committee shall initiate and actively participate in organizing activities like Staff day, Welfare, Sports and alike in co-ordination with HR.

**Demand No. 23. Handbook/Service/House Rules:-**

The Management shall update/upgrade/revise the existing Handbook/Service/House Rules/Standing Orders presently applicable to all staff.

**Demand No. 24. Job descriptions:-**

The Management will also provide with the job descriptions to all staff to have better clarity on their job roles and expectations, which will be amended from time to time.

**Demand No. 25:-** What is signed and agreed upon at any time will not be re-discussed and will form part of the agreement.

- (2) If the answer to issue No. (1) above is in negative, then, what relief the management of M/s. Ramada Caravela Beach Resort, Varca Beach, Salcete, Goa is entitled to?"

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

A. S. Mahatme, Under Secretary (Labour).

Porvorim, 21st December, 2020.

**Notification**

No. 28/2/2020-LAB/1116

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 27-11-2020 in Appl. No. 07/2018 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

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

A. S. Mahatme, Under Secretary (Labour).

Porvorim, 18th December, 2020.

IN THE INDUSTRIAL TRIBUNAL AND  
LABOUR COURT

GOVERNMENT OF GOA  
AT PANAJI

**(Before Mr. Vincent D'Silva, Hon'ble Presiding  
Officer)**

Appl. No. 07/2018

Shri Datta Mahadev Devidas,

H. No. 378, Deulwada,

Rivona-Goa - 403 704. ... Applicant/Party I

V/s

The Managing Director,

Agency Real Margao Pvt. Ltd.,

Old Railway Station Road,

Margao-Goa - 403 601. ... Respondent/Party II

Applicant/Party I present in person.

Respondent/Party II represented by Ld. Adv.  
Shri A. Carvalho.

AWARD

**(Delivered on this the 27th day of the month of  
November of the year 2020)**

This is an application filed by the Applicant under Section 2A(2) of the Industrial Disputes Act, 1947 (for short The Act).

2. Briefly stated, the case of the Applicant is as follows:

The Applicant was initially appointed as Clerk w.e.f. 06-06-1988 and thereafter was promoted as a Salesman from 01-10-2003. The Applicant was working sincerely and was performing all duties assigned by the Respondent. The Applicant was performing the work of sale of liquor and was preparing bills, collection of cash and preparing daily reports and other clerical work. The Applicant however was prohibited and stopped to work as a Salesman w.e.f. 21-08-2014 and was directed to stay within the shop premises and was not assigned any work by the superiors. The action of Respondent is clearly a refusal of employment and was not paid his monthly salary from 01-08-2014, although he was continuously attending his duties at Margao. The Applicant was abused and insulted however, he continued attending his duty. The Respondent filed a police complaint against the Applicant and four other employees for alleged misappropriation of funds, although he was not involved in any such acts. The Applicant stopped reporting at Margao office from 26-12-2014 on account of harassment. The Applicant has continuously worked for more than 26 years. He has raised a dispute before the Dy. Labour Commissioner, Margao on 27-10-2017, however, the Conciliation Officer has not taken any action on his representation. Hence, the application.

3. The Respondent filed a written statement inter-alia contending that the claim is not maintainable as Applicant is a Salesman and therefore does not fall under the purview of Industrial Disputes Act. The Applicant stopped reporting for work from 01-08-2014 and continued to remain absent thereafter. The Applicant is not entitled for any reliefs.

4. The Applicant filed a Rejoinder at Exh. 8 denying the case put forth by the Respondent in the written statement.

5. Issues came to be framed on 17-10-2018.

6. It is a matter of record that the Applicant thereafter examined himself and produced various documents and the matter was fixed for further evidence of the Applicant. There is no dispute that the Applicant filed a pursis at Exh. 36 stating therein that the above dispute is resolved and that he has no claim of whatsoever nature against the Respondent and therefore no dispute award may be passed and the present matter may be disposed of as resolved. The Advocate for Party II Shri A. Carvalho has made an endorsement on the said application stating therein that without prejudice to the rights of Party II, it has no objection to the above application. I have gone through the records of the case and the above pursis filed by the Applicant and I am convinced that the Applicant has resolved his dispute with Party II and has no claim of whatsoever nature against the Respondent and therefore there remains no dispute, claim and/or demand of whatsoever nature against each other.

7. In view of above, I pass the following:

ORDER

- (i) The application U/s 2-A(2) of Industrial Dispute Act stands disposed of in view of the pursis filed by the Applicant at Exh. 36.
- (ii) No Order as to costs.
- (iii) Inform the Government accordingly.

Sd/-  
(Vincent D'Silva)  
Presiding Officer,  
Industrial Tribunal and  
Labour Court.

Notification

No. 28/2/2020-LAB/1117

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 27-11-2020 in reference No. IT/14/2020 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

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

A. S. Mahatme, Under Secretary (Labour).

Porvorim, 18th December, 2020.

IN THE INDUSTRIAL TRIBUNAL AND  
LABOUR COURT

GOVERNMENT OF GOA  
AT PANAJI

**(Before Mr. Vincent D'Silva, Hon'ble Presiding  
Officer)**

Ref. No. IT/14/2020

Shri Datta Mahadev Devidas,  
H. No. 378, Deulwada,  
Rivona-Goa - 403 704. ... Workman/Party I

V/s

The Managing Director,  
Agency Real Margao Pvt. Ltd.,  
Old Railway Station Road,  
Margao-Goa - 403 601. ... Employer/Party II

Workman/Party I present in person.

Employer/Party II represented by Ld. Adv.  
Shri A. Carvalho.

AWARD

**(Delivered on this the 27th day of the month  
of November of the year 2020)**

By Order dated 8-9-2020, bearing No. 28/19/2020-  
-LAB/947, the Government of Goa in exercise of  
powers conferred by Section 10 (1)(d) of the  
Industrial Disputes Act, 1947 (for short The Act),  
has referred the following dispute to the Tribunal  
for adjudication.

*"(1) Whether non-employment of Shri Datta  
Mahadev Devidas with M/s Agency Real  
Margao Private Limited, Old Railway Station  
Road, Margao, Goa, with effect from  
01-08-2014 is an instance of refusal of  
employment or voluntary absence or  
abandonment of employment?"*

*(2) Whether the workman is entitled to any  
relief?"*

2. Upon receipt of the reference, it was registered  
as IT/14/2020 and registered A/D notices were  
issued to both the parties. Pursuant to service of  
notices, Party II filed an application to close the  
reference inter-alia stating that the matter  
referred to the Court and the application bearing  
No. 07/2018 are identical/similar to the matter  
pending before this Court and therefore, the  
present reference be closed.

3. It is a matter of record that the Party I filed a  
pursis at Exhibit 4 stating therein that the above  
dispute is resolved and that he has no claim of  
whatsoever nature against the Party II and therefore  
no dispute award may be passed and the present  
matter may be disposed of as resolved. The  
Advocate for Party II, Shri A. Carvalho has made an  
endorsement on the said pursis stating therein that  
without prejudice to the rights of Party II, it has no  
objection to the above application. I have gone  
through the records of the case and the above  
pursis filed by the Party I and I am convinced that  
the Party I has resolved his dispute with Party II  
and has no claim of whatsoever nature against the  
Party II and therefore there remains no dispute,  
claim and/or demand of whatsoever nature against  
each other.

4. In view of above, I pass the following:

ORDER

- i. The above reference stands disposed of in  
view of the pursis filed by the Party I at  
Exhibit 4.
- ii. No Order as to costs.
- iii. Inform the Government accordingly.

Sd/-

(Vincent D'Silva)  
Presiding Officer,  
Industrial Tribunal and  
Labour Court.

◆◆◆  
Department of Law & Judiciary  
Law (Establishment) Division

—  
Notification by the High Court of Judicature  
Appellate Side, Bombay

No. A-3924/G/2020

Subject: Grant of First Assured Career Progression Scale (ACP-I) to the Judicial Officers as per the recommendations of the Honourable Shetty Commission, the directions given by the Honourable Supreme Court in its Judgement dated 23-3-2003 in Writ Petition No. (C) 1022/89 All India Judges' Association Vs. Union of India and Others and revised Pay Scale as per recommendations of the Honourable Padmanabhan Commission.

The High Court is pleased to confer the first Assured Career Progression Scale i.e. Rs. 43690-1080-49090-1230-56470 on the following Judicial Officers in the cadre of Senior Civil Judges w.e.f. the dates shown against their respective names. Accordingly, the concerned heads of the departments shall refix the pay of these Officers in accordance with the Order No. 8/44/97-Fin (R&C)-FPC/Part IV dated 8th May, 2003 issued by the Government of Goa in Finance (Rev. & Cont.) Department and other relevant orders/circulars/judgments.

Sr. No.	Name of the Judicial Officers	Date of appointment in cadre	Date of conferment of ACP	Present posting
1	2	3	4	5
1.	Ms. Durga V. Madkaikar	'24-04-2006	'24-04-2011	DJ-2 and Addl. Sessions Judge, Mapusa, Panaji.
2.	Shri Cholu M. Gauns	'01-10-2010	'01-10-2015	Ad hoc DJ-1 and Assistant Sessions Judge, Margao.
3.	Ms. Shaikh Shabnam	'02-04-2012	'02-04-2017	Ad hoc DJ-1 and Asst. Sessions Judge, Panaji.
4.	Ms. Sharmila Anant Patil	'20-10-2014	'20-10-2019	Ad hoc DJ-2 and Asstt. Sessions Judge, Margao.
5.	Ms. Kalpana V. Gavas	'04-12-2008	'04-12-2013	CJSD and Bicholim Judicial Magistrate, Panaji.
6.	Ms. Vijayalaxmi R. Shivolkar	'16-10-2014	'16-10-2019	CJSD and Judicial Magistrate, Vasco-da-Gama, Margao.

High Court, Bombay,  
Dated: 16th December, 2020.

*S. G. Dige,*  
Registrar General.

**Notification by the High Court of Judicature  
Appellate Side, Bombay**

No. A-3924/G/2020

Subject: Grant of Second Assured Career Progression Scale (ACP-II) to the Judicial Officers as per the recommendations of the Honourable Shetty Commission, the directions given by the Honourable Supreme Court in its Judgement dated 23-3-2003 in Writ Petition No. (C) 1022/89 All India Judges' Association Vs. Union of India and Others and revised Pay Scale as per recommendations of the Honourable Padmanabhan Commission.

The High Court is pleased to confer the Second Assured Career Progression Scale i.e. Rs. 51550-1230-58930-1380-63070 on the following Judicial Officers in the cadre of Senior Civil Judges w.e.f. the dates shown against their respective names. Accordingly, the concerned heads of the departments shall refix the pay of these Officers in accordance with the Order No. 8/44/97-Fin (R&C)-FPC/Part IV dated 8th May, 2003 issued by the Government of Goa in Finance (Rev. & Cont.) Department and other relevant orders/circulars/judgments.

Sr. No.	Name of the Judicial Officers	Date of appointment/promotion as C.J.S.D.	Date of conferment of ACP-II	Present posting
1	2	3	4	5
1.	Ms. Durga Madkaikar	'24-04-2006	'24-04-2016	DJ-2 and Addl. Sessions Judge, Mapusa, Panaji.
2.	Ms. Kalpana V. Gavas	'04-12-2008	'04-12-2018	CJSD & JMFC, Bicholim, Panaji.

High Court, Bombay,  
Dated: 15th December, 2020.

*S. G. Dige,*  
Registrar General.

## Department of Personnel

## Order

No. 5/24/2020-PER/5432

Read: Order No. 5/24/2020-PER/5407 dated 17-12-2020.

The salary of the Officers mentioned in column 2 promoted to Junior Scale of Goa Civil Service vide order read in preamble shall be drawn against the Junior Scale posts mentioned in column 3 with effect from the date of accepting the promotion until further order in relaxation to F. R. 17(1):-

Sl. No.	Name and feeder grade of the promoted officer	Pending posting salary to be drawn against the post of
1	2	3
1.	Smt. Nancy Fernandes	Assistant Commissioner of Excise-I.
2.	Shri Mandar Mohan Naik	Assistant Commissioner of Excise-II.
3.	Smt. Gautami Sachin Parmekar	Deputy Director, Industries, Trade & Commerce.
4.	Shri Dattaraj Krishna Gauns Dessai	Deputy Director (Admn.), Office of the Directorate of Police.
5.	Shri Eshant Vasudev Sawant	Deputy Director of Mines-III.
6.	Kum. Amalia Olivia Fatima Pinto	Deputy Registrar of Co-op. Societies (Tech.).
7.	Smt. Sharmila Ulhas Gaunkar	Deputy Director (Admn.), SDCT.
8.	Shri K. B. Salgaonkar	Deputy Collector (DRO), North.
9.	Shri H. B. Khedekar	Deputy Director (Admn.), Fire & Emergency Services.
10.	Smt. Jyoti B. Dessai	Deputy Director, Apna Ghar.
11.	Shri Tulsidas S. Karanzalkar	Under Secretary (HT&C).

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

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

Porvorim, 21st December, 2020.

## Order

No. 13/104/2013-VIG(Part)/23

Shri P. S. Reddy, IAS Secretary (Ports) shall hold the charge of the post of Secretary, Institution of Goa Lokayukta, in addition to his own duties in public interest with immediate effect.

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

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

Porvorim, 04th January, 2021.

## Department of Public Health

## Order

No. 44/18/2017-I/PHD/Part/3891

On the recommendation of Goa Public Service Commission conveyed vide their letter No. COM/II/12/24(1)/17/787 dated 27-11-2020, the Government is pleased to declare the following doctors under Directorate of Health Services as having satisfactorily completed their probation period of two years with effect from the date indicated against their names and to confirm them in the post of Junior Physician with effect from the date of completion of their probation period.

Sr. No.	Name of doctor	Date of joining in regular service as Junior Physician	Date of completion of probation period
1.	Dr. Hubert John Viegas	21-05-2018	20-05-2020.
2.	Dr. Swapnil Madhav Naik	14-05-2018	13-05-2020.

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

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

Porvorim, 24th December, 2020.



**Order**

No. 38-45-2019-I-PHD/3923

Government is pleased to recognize "Prasad Netralaya, Super Speciality Eye Hospital, Udupi", for the purpose of mediclaim under Goa Mediclaim Scheme and for the Medical reimbursement under the Central Services (Medical Attendance) Rules, 1944 for only those super specialities in ophthalmic care which are not available in Goa Medical College and any other hospital under Government of Goa.

The rates shall be fixed same as accepted for Sankara Netralaya Hospital, Chennai.

This issues with the concurrence of Finance (Exp.) Department vide their U.O. No. 1400070209 dated 20-12-2020.

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

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

Porvorim, 30th December, 2020.

**Department of Revenue****Notification**

No. 28/2/1/2020-RD-I/7547

In exercise of the powers conferred by Clause (a) of Section 35 of the Goa Land Revenue Code, 1968 (Act No. 9 of 1969) (hereinafter referred to as the "said code", the Government of Goa, being of the opinion that it is necessary, in the public interest for the purpose of carrying out the objects of the said Code, hereby exempts the portion of land admeasuring an area of 2000.00 sq. mts., of the property surveyed under Survey No. 134 sub-div No. 1 of Village Sancoale, Taluka Mormugao, District South Goa, State of Goa, from the operation of the provisions of Sections 30, 32 and 33 of the said Code, subject to the condition that the said portion of land shall be used exclusively for purpose of construction of Multi Purpose Cyclone Shelter.

This notification shall come into force on the date of its publication in the Official Gazette.

This issues with the concurrence of Finance (Exp.) Department given vide U.O. No. 1400077085 dated 30-12-2020.

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

*Sudin A. Natu*, Under Secretary (Revenue-I).

Porvorim, 30th December, 2020.

**Notification**

No. 28/4/8/2020-RD-I/7582

In exercise of the powers conferred by Clause (a) of Section 35 of the Goa Land Revenue Code, 1968 (Act No. 9 of 1969), the Government of Goa hereby exempts being of the opinion that, it is necessary in the public interest for the purpose of carrying out the objects of the said Code, hereby exempts the land admeasuring an area of 3,26,953.00 sq. mts., surveyed under Survey No./Sub-Div. No. 625/1, 627/0, 632/0 (part) and 633/0 (part) of Village Latambarcem, Taluka Bicholim, District North Goa, State of Goa, acquired by the Government vide the Government Notification No. 22/34/2013-RD dated 21st November, 2013, issued under sub-section (1) of Section 4 of the Land Acquisition Act, 1894 (Central Act of 1894) and published in the Official Gazette, Series II No. 36 dated 5th December, 2013 for the purpose of setting up an industrial estate at Village Latambarcem of Bicholim Taluka, from the operation of the provisions of Sections 30, 32 and 33 of the said code, payment of fees of Rs. 3,59,64,830/- (Rupees three crore fifty nine lakhs sixty four thousand eight hundred and thirty only) payable under the said code, for conversion of the land admeasuring an area of 3,26,953.00 sq. mts., surveyed under survey No. 625/1, 627/0, 632/0 part and 633/0 part of Latambarcem Village, Bicholim Taluka, District North Goa, State of Goa subject to the condition that the said land shall be used exclusively for industrial purpose.

This issues with the concurrence of the Finance Department vide their U.O. No. 1400076670 dated 23-12-2020.

This notification shall come into force on the date of its publication in the Official Gazette.

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

*Sudin A. Natu*, Under Secretary (Revenue-I).

Porvorim, 04th January, 2021.

## Department of Transport

Directorate of Transport

## Order

No. 5/2/93-Tpt/2020/3103

The following Assistant Directors of Transport (Group 'B' Gazetted) are hereby transferred with effect from 01-01-2021 on administrative grounds and in public interest as detailed hereunder:-

Sr. No.	Name of the Assistant Director of Transport	Present posting	Posting on transfer
1.	Shri Sandeep B. Dessai	A.D.T., Quepem	A.D.T., Dharbandora.
2.	Shri Meghashyam Pilankar	A.D.T., North, Panaji	A.D.T., Pernem.
3.	Shri Vinod R. Arlekar	A.D.T., Enf., South, Margao	A.D.T., Quepem.
4.	Shri Minesh C. Tar	A.D.T., Pernem	A.D.T., Enf., South, Margao.
5.	Shri Luisito Edwin De Souza	A.D.T., Dharbandora	A.D.T., North, Panaji.

The above Assistant Directors of Transport are hereby directed to join the new place of posting on 01-01-2021 and complete handing over/taking over formalities accordingly.

The said officers shall not avail joining period or any type of leave till they assume charge at the new place of posting.

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

*Rajan Satardekar*, Director & ex officio Joint Secretary (Transport).

Panaji, 29th December, 2020.



## Department of Urban Development

(Municipal Administration)

## Order

No. 1/03/DMA/ADMN/RTI/4688

- Read: 1) Order No. 1/03/DMA/Admn/RTI/255 dated 30-4-2015.  
2) Order No. 1/03/DMA/Admn/2349 dated 14-11-2017.

In partial modification to the above referred orders, the Government has approved the appointment of the following officials of the Goa State Urban Development Agency under sub-section (2) of Section 5 of the Right to Information Act, 2005:-

Sr. No.	Designation of the officials	Designation as per RTI Act	Office Telephone Number
1.	Chief Project Officer	First Appellate Authority	2437094/2437415
2.	Senior Project Engineer	Public Information Officer (PIO)	2437094/2437415
3.	Assistant Project Officer	Public Information Officer (PIO)- Scheme Section	2437094/2437415
4.	Assistant Engineer	Assistant Public Information Officer (APIO)	2437094/2437415

The First Appellate Authority/Public Information Officers/Assistant Public Information Officer are responsible for maintaining and updating all required information and also receiving and disposing off applications under Right to Information Act, 2005.

Dr. *Tariq Thomas*, IAS, Director (Urban Development).

Panaji, 30th December, 2020.

## Department of Women &amp; Child Development

Directorate of Women &amp; Child Development

**Notification**

No. 2-103(32)-2017/DWCD/SARA/10241

In exercise of the powers conferred by Section 67 of the Juvenile Justice (Care and Protection) Act, 2015, and Regulation 33 of the Adoption Regulation, 2017, the Government of Goa had constituted the Governing Body of the State Adoption Resource Agency, and the same has been renewed/extended for a period of three years with immediate effect i.e. 2nd December, 2020 to 1st December, 2023.

Sr. No.	Representative	Designation
1	2	3
1.	The Secretary, Women & Child Development	— Chairperson.
2.	The Director, Directorate of Health Services, Panaji	— Member.
3.	The Chairperson, Child Welfare Committee, North Goa	— Member.
4.	The Chairperson, Child Welfare Committee, South Goa	— Member.

1	2	3
5.	The Representative of SAA-Matruchhaya, Ponda-Goa	— Member.
6.	The Representative of SAA-OPM-Caritas, Nachinola, Bardez-Goa	— Member.
7.	The City Co-ordinator, Nirmala Education Society-Childline, Altinho, Panaji-Goa	— Member.
8.	The Member Secretary, Goa State Legal Services Authority, Panaji	— Member.
9.	The Director, Women & Child Development, Panaji	— Member Secretary.

The Governing Body of the Agency shall meet to review the progress of adoption work and to address the operational as well as logistic issues and bottlenecks in the adoption process or system in the State.

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

*Deepali Naik*, Director & ex officio Joint Secretary (Women & Child Development).

Panaji, 22nd December, 2020.

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