

42/84

ON APPEAL
FROM THE SUPREME COURT OF MAURITIUS

B E T W E E N :-

- 1. THE MARINE WORKERS UNION
- 2. PREMANANDA PONAMBALLUM
- 3. CLEMENT MOUTOU
- 4. MAURICE PARUIT

Appellants

- v -

THE MAURITIUS MARINE AUTHORITY
OF PORT LOUIS

Respondent

- and -

THE MINISTERE PUBLIC

Co-Respondent

In the presence of:-

- 1. FEE SIAN YOUNG KIANG YOUNG
- 2. ROGER REQUIN

Co-Respondents

A N D

- 5. THE MAURITIUS MARINE AUTHORITY
EMPLOYEES UNION
- 6. PERCY DEREK LINGAYA
- 7. MOOSSA IBRAHIM
- 8. NARAINSAMY VALAYDEN

Appellants

- v -

THE MAURITIUS MARINE AUTHORITY
OF PORT LOUIS

Respondent

- and -

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In the presence of:-

- 1. FEE SIAN YOUNG KIANG YOUNG
- 2. ROGER REQUIN

Co-Respondents

A N N E X U R E S

ANNEXURE 1

1. Director-General
2. Deputy Director-General
3. Administrative Services Manager
4. Financial Controller
5. Port Engineer
6. Traffic Manager
7. Port Master
8. Asst. Port Master
9. Personnel Manager
10. Secretary
11. Marine Engineer
12. Accountant
13. Pilot
14. Workshop Manager
15. Civil Engineer
16. Mercantile Marine Superintendent
17. Senior Traffic Officer
18. Asst. Secretaru
19. Skipper
20. Personnel Officer
21. Senior Finance Officer
22. Assistant Mercantile Marine Supt.
23. Marine Engineer Chief Asst.
24. Principal Stores Officer
25. Traffic Officer
26. O & M Officer
27. Finance Officer
28. Workshop Supt.
29. Plant Supt.
30. Economist
31. Asst. Workshop Supt.
32. Sen. Confidential Asst.
33. Higher Stores Officer
34. Marine Engineering Asst.
35. Signalman Grade I
36. Office Supervisor
37. Chief Artificer
38. Plant Supt.
39. Workshop Supervisor
40. Traffic supervisor
41. Marine Electrician
42. Chief Shore Boatswain
43. Stores Officer
44. Senior Clerk
45. Berthing Officer
46. Senior Plant Mechanic
47. Senior Plant Operator
48. Marine Works Foreman
49. Assistant Finance Officer
50. Traffic Clerk
51. Cleansing Supt.
52. Confidential Asst.
53. Shore Boatswain
54. Artificer
55. Boatswains (Tug)
56. Floating Plant Operator
57. Coxswain
58. Signalman Grade II

59. Clerk (Administrative)
60. Steno Typist
61. Asst. Stores Officer
62. Tindal
63. Diver
64. Quartermaster
65. Asst. Coxswain
66. Senior Enginehand
67. Mate
68. Seaman?Senior Seaman
69. Cargo Warden
70. Launch Driver
71. Quays Overseer
72. Mason
73. Coach Painter
74. Blacksmith
75. Auto Electrician
76. Electrician
77. Turner & Machinist
78. Fitter
79. Welder
80. Sr. Sailmaker & Rigger
81. Marine Carpenter
82. Lighthousekeeper (Grade I)
83. Caretaker Flat Island
84. Plant Operator
85. Plant Mechanic
86. Enginehand
87. Cleansing Overseer
88. Chairman's Driver
89. Driver
90. Telephonist
91. Lighthousekeeper (Grade II)
92. Deckhand
93. Cranelift Overseer
94. Asst. Mate
95. Head Office Attendant
96. Asst. Tradesman
97. Longshoreman
98. Caretaker Caves Point
99. Office Attendant
100. Cleaner
101. Watchman
102. Lavatory Attendant
103. Warehouseman
104. Shed Attendant
105. Mess Attendant

ANNEXURE 2

(for the purposes of the Appellant's Case annexures H, I, J, K, L, M and V only are attached to this Annexure)

SUPPORTING DOCUMENT

(Terms of reference (i) of agreement of 13th July 1979)

Since the publication of the Sedgwick Report (Annexure O) in 1973 the Unions representing employees of the defunct Marine Services and afterwards those of the MMA (set up in 1976) have been fighting to correct anomalies contained in that Report. In 1977 a special committee chaired by Mr. M. Sidambaram was set up to "undertake" a study of the anomalous issues, clarify the errors and propose remedies which will enable the setting up of an atmosphere to boost up a good industrial relationship". In December 1977 the Sidambaram Report on anomalies in respect of the Marine Services (Annexure P) was published but again many anomalies were not corrected. In 1978 and 1979 two other Reports were published but unfortunately no remedy was found concerning anomalies connected with classification and salaries.

The above situation was aggravated when MMA Employees found out that their colleagues of the Private Companies of the Port were paid higher salaries. Industrial relations at the MMA quickly deteriorated and the Unions had to take trade union actions against the Employer. With a view to find a solution an agreement was signed on the 13th July 1979 referring all the claims of the Unions to an Arbitrator; with:

Inter alia, the question of job evaluation and the review of the salary scales taking into consideration the special operational requirements of the service, relativities (salary and classificationwise) both internally and with other related sectors.

This Union is of opinion that so long the actual salary structure is maintained the unsatisfaction existing since before 1973 will continue to exist as there are too many categories of employees and too many scales of salaries. The first claim of this Union is a change in the structure itself and it has opted for the one introduced by a French Expert from the EDF (Mr. Guillemain) at the CEB in 1979. The positive aspects of that system are:-

- 1) that a basic salary is introduced which in the long run will enable the Union to introduce the concept of 'minimum vital';
- 2) it allows a reduction in the number of categories of employees and an overlapping of scales which narrows the gap within promotional grades;
- 3) it links the salaries of the least paid employee to the highest paid one which prevents piece-meal negotiations (sometimes directly between one employee and the employer outside a negotiation table);
- 4) it avoids relativity conflicts between grades or categories of employees separated in their respective salary scales by a few rupees;
- 5) it allows for a real avenue of promotion to each and every category of employee and will keep off petty conflicts among candidates who would apply to any vacant post.

CLASSIFICATION

The Union submits in annexures Q, R, S and T explanatory notes regarding claims submitted in annexure B with the respective organisational charts for the different existing MMA Departments.

The Basic Salary

At the CEB the basic salary has been fixed as at 2nd April 1979 at Rs 8000 + all salary compensations for the years 1977 to 1979. The Union has proposed a basic salary of Rs 10,200 (excluding the salary compensation of 1980).

Yearly Increments

Taking into consideration that the salary gaps needed some adjustments to be narrowed, the Union has worked out its figures on the basis of Annexure U. It is understood however that all the figures submitted in annexure E regarding monthly salaries should be corrected to the nearest rupee.

Conversion

If the new structure as proposed by this Union is recommended by the Arbitrator, the Union proposes that the Conversion from the old structure (i.e. the actual one) to that proposed by the Union be made on the basis of a point to point conversion - i.e. the point reached in the old scale converted to the corresponding point in the proposed scale.

Promotion

In cases of promotion where overlapping scales are involved, the Union proposes that the conversion be made from the point in the original scale to the promotional scale on the basis of the nearest highest point plus two increments.

Other Claims

- i) The Union requests that a 'Commission de Classification' and a 'Commission Salariale' with the same terms of reference as laid down on the CEB Accord Salarial be recommended by the Arbitrator.
- ii) The Union further requests that a relativity be drawn between the employees of the MMA and the Private Companies operating in the Port as per its terms of reference; (see Annexure V for specific comparison). The Union has already submitted (Annexures H - M) regarding the other categories.

END OF THE YEAR BONUS

The employers of companies operating in the port are paying at the end of the year a bonus based on 18% of the annual earnings of their employees (Re Annexure H to M) - Recently an agreement has been signed between the Waterside Workers Union and the CCS(M)L - Annexure X granting MMA employees on loan to the CCS(M)L an end of the year bonus on the same basis. This Union requests that such a bonus be extended to MMA employees.

FOR THE INFORMATION

- | | | |
|-------------|---|---|
| Annexure Y | - | Circular letter No. 6 of 1980 concerning the refund of travelling expenses by bus |
| Annexure Z | - | Agreement signed on the 13th July 1979 concerning Meal Allowance |
| Annexure AA | - | Sea-Going and Towing/Salvage Allowances circular dated 3rd August 1978. |

UNITED DOCKSLIST OF EMPLOYEES AS AT 1 SEPTEMBER, 1979

<u>NAME</u>	<u>OCCUPATION</u>	<u>SALARY</u> RS	<u>FRINGE BENEFITS</u>
Henri De Chazal	General Manager	9,335.	Car Benefit
<u>NEW MAURITIUS DOCK SECTION</u>			
Yrill Bathfiedl	Manager	6,800.	Car Benefit
<u>ACCOUNTANCY & CORRESPONDENCE</u>			
Michel Rivalland	Accountant	5,615.	Car Benefit
Roland Bechard	Cashier	3,755.	
Jacques Chevreau	Head Office Clerk	3,542.	
Jean Bernard Rousset	Credit Controller	3,178.	
Emile Desvaux	Clerk	2,532.	
Mrs Josette Duverge	Confidential Secretary	2,215.	
<u>STORES</u>			
Pierre Sophie	Store Keeper/Purchasing officer	3,081.	
Alment Wiehe	Asst. Store Keeper	2,675.	
Jack Malie	Clerk	2,266.	
<u>PERSONNEL DEPARTMENT</u>			
Ferge Goder	Personnel Manager	3,500.	
Edney Mareemootoo	Statistical officer	1,414.	
<u>SUGAR DEPARTMENT</u>			
Joel Loumeau	Head of Department	4,027.	Car Benefit
Wes Lasplaces	Asst. Head of Dept	3,178.	
Christian Nayna	Head Clerk	2,170.	
Jean Clair Xavier	Clerk	1,672.	
Mayadayave Subbadu	Clerk	1,414.	
Paul Lemiere	Officer i/c (marshalling yard)	2,493.	
Joel Moreau	1st Asst (marshalling yard)	1,672.	
Gerard Noel	" " "	1,672.	
Georgy Young Shee	2nd " " "	1,206.	
Vaidoo Soopen	" " " "	1,206.	
C. Jacques Descubes	Warehouseman (Caudan Warehouse)	2,493.	
Roland Salon	1st Asst " " "	1,812.	
Admond Veerasamy	2nd " " " "	1,414.	
Robert Michaud	2nd " " " "	1,414.	

<u>NAME</u>	<u>OCCUPATION</u>	<u>SALARY</u>	<u>FRINGE BENEFITS</u>
<u>UGAR DEPARTMENT (Contd.)</u>			
Serge Langevin	Warehouseman	2,377.	
icols Johnson	" " "	2,377.	
..obert Chun Wing Kong	1st Asst Warehouseman	1,672.	
Norman Celine	1st " "	1,672.	
ohn L'Eveque	2nd " "	1,414.	
Claude P.E. Petricher	2nd " "	1,414.	
oland Keble	Chief Weigher	2,377.	
Benoit Larose	Weigher	2,170.	
erge E. Francis	" "	2,170.	
Reginald Petricher	" "	2,069.	
arl Gillot	" "	2,069.	
Daniel Larose	" "	2,069.	
yril Duff	" "	2,069.	
arl Larose	Weigher (Marshaling Yard)	1,672.	
aetan Caboche	" " "	1,672.	
Judex Fleury	" " "	1,206.	
ves Casset	Tally Clerk	1,206.	
Albert Sullivan	" " "	1,070.	
enjamin Picon	" " "	946.	
Jean Clair Constantin	" " "	921.	
Antonio Chavry	" " "	921.	
erge Baya	" " "	921.	
Rico Lafrance	" " "	921.	
ylvio Dauguenette	" " "	921.	
Clency Jean Pierre	" " "	921.	
indsay Faucon	" " "	921.	
Regis Mandarin	" " "	921.	
indsay Dubois	" " "	921.	
soocramanien Venkatasamy	" " "	921.	
<u>MAINTENANCE DEPARTMENT</u>			
Philippe Wan Chow Wah	Maintenance Officer	1,672.	
<u>DISPENSARY</u>			
Goolap Munglah	Nurse	1,576.	
<u>WIGHTERAGE DEPARTMENT</u>			
Yves Xavier	Head of Department	3,755.	

ANNEXURE H (Contd.)

<u>NAME</u>	<u>OCCUPATION</u>	<u>SALARY</u> RS	<u>FRINGE BENEFITS</u>
<u>WATERWORKS DEPARTMENT (Contd.)</u>			
Ecosse Jasmin	Asst Head of Dept	3,017.	
Joseph Anime	Head Clerk	2,069.	
J.S. Karl Rahiman	Clerk	1,283.	
Marcel Mariette	1st Cat. Tally Clerk	1,845.	
Pierre Ah-Sen	" " " "	1,845.	
Neville Commarmond	2nd Cat. " "	1,672.	
Henry Shaw	" " " "	1,672.	
Philippe Chan King Hi	3rd Cat. Tally Clerk	1,283.	
John Tegally	Foreman	1,283.	
J. Edgar Lamberty	Tally Clerk	921.	
<u>LABOR DOCK SECTION</u>			
Philippe Joly	Manager	6,795.	Car Benefit
<u>ACCOUNTANCE & CORRESPONDENCE</u>			
Claude De Rosnay	Accountant	5,675.	
Jacques Rey	Cashier	3,755.	
Michel Adam	Head Clerk/Credit Controller	3,542.	
Henri Bellepeau	Clerk	3,178.	
Jean Philippe	Clerk	2,532.	
Gerard Betsey	Typist	2,307.	
<u>STORES</u>			
Clency Aliphon	Storekeeper	3,081.	
Marcel Heeraman	Asst. Storekeeper	2,675.	
Jean Pierre Huet	Clerk	2,266.	
<u>WAREHOUSE DEPARTMENT</u>			
Maurice Halwachs	Head of Department	4,027.	Car Benefit
Caston Perindorge	Asst Head of Dept	3,178.	
Gerard Bruneau	Head Clerk	2,170.	
Roland Carmagnole	Clerk	2,069.	
Abley Grimaud	"	1,206.	
Christian Rangasamy	"	950.	
Maurice Langlois	Warehouseman	2,377.	
Jose Neveu	1st Asst Warehouseman	1,672.	
Marcel Madeleine	2nd Asst " "	1,414.	
Serge Felix	Weigher	2,170.	

<u>NAME</u>	<u>OCCUPATION</u>	<u>SALARY</u> RS	<u>FRINGE BENEFITS</u>
<u>WATERWORKS DEPARTMENT</u>			
Clency Wohrnitz	Head of Department	3,755.	
Jacques Sandion	Asst Head of Dept	3,017.	
Maurice Allet	Head Clerk	2,069.	
Yrily Noyau	1st Cat. Tally Clerk	1,845.	
Harold Schrooder	2nd " " "	1,672.	
Michel Ladouce	3rd Cat. " "	1,283.	
Marcelle Batour	Tally Clerk	1,067.	
<u>HOSPITAL</u>			
Sylvian Serviabile	Nurse	1,589.	
<u>LABORATORY SECTION</u>			
Yves Goulot	Manager	8,000.	Car Benefit
Pierre Sullivan	Documentation Manager	6,000.	Car Benefit
Maoul Chevreau	Berth Superintendent	6,000.	Car Benefit
Rene Lemasson	" "	6,000.	Car Benefit
John Malie	Asst "	4,000.	
Pierre Bosquet	" "	4,000.	
August Lamaletie	" "	4,000.	
Karl Quenette	" "	4,000.	
Roland Rose	" "	4,000.	
Clement Kon You	" "	4,000.	
Edouard Carver	" "	4,000.	
Ben Breville	Asst Documentation Manager	3,500.	
Antoine Andre	Quay Supervisor	3,200.	
Rene Attungue	Clerical Supervisor	3,000.	
P. Andre Jacques	" "	3,000.	
L. Rene Jean Pierre	" "	3,000.	
Sydney Berthelot	Warehouseman	3,000.	
Yvon L'etang	"	3,000.	
Joseph G. Ah Hang	"	3,000.	
J.H. Robert Picot	"	3,000.	
Harold Beugue	"	3,000.	
Berge Poussin	"	3,000.	
Edouard Docinthe	"	3,000.	
Christian Baya	"	3,000.	
Georges Russie	"	3,000.	
Donald Lim Kee	"	3,000.	

<u>NAME</u>	<u>OCCUPATION</u>	<u>SALARY</u>	<u>FRINGE BENEFIT</u>
<u>QUAYS SECTION (Contd.)</u>			
J. Yves Adolphe	Warehouseman	3,000	
E. Fred Leclair	"	3,000	
J. Yves Blin	"	3,000	
Roland Lapierre	" (Granary)	2,677.	
Regis Juste	Asst Quay Supervisor	2,500.	
Claude Pitchen	" " "	2,500.	
Jacques Faustin	Statistician	2,500.	
Michel Phanjoo	Berth Office Clerk	2,500.	
Max Savrimootoo	" " "	2,500.	
Joseph Laval Ah Why	" " "	2,500.	
Ismael Mohedeen	" " "	2,500.	
Roland Constance	" " "	2,500.	
Marcel Vadiavaloo	" " "	2,500.	
J. Clovis Theodore	" " "	2,500.	
Clement Hawkins	" " "	2,500.	
Clovis Baya	" " "	2,500.	
Herve Lemerle	" " "	2,500.	
Serge Zephir	" " "	2,500.	
Denis Boribon	" " "	2,500.	
D. Lindsay Michel	" " "	2,500.	
Gaetan Ribet	" " "	2,500.	
Christian Jubeau	" " "	2,500.	
J. Claude Perraud	" " "	2,500.	
Joyce Laroche	" " "	2,500.	
Christian Labour	" " "	2,500.	
Jacques Selvon	" " "	2,500.	
Laval L. Kwong Man	" " "	2,500.	
Melvyn Sandrazie	" " "	2,500.	
Shirley Laroche	" " "	2,500.	
Rosaire Vingta	" " "	2,500.	
Suy Cunat	" " "	2,500.	
Arle Rousseau	" " "	2,500.	
Pierre Chaperon	" " "	2,500.	
Pierre Boribon	" " "	2,500.	
Roland Wbn Quai Lam	" " "	2,500.	
Sylvio Martin	" " "	2,500.	

<u>NAME</u>	<u>OCCUPATION</u>	<u>SALARY</u> RS	<u>FRINGE BENEFITS</u>
<u>AYS SECTION (Contd)</u>			
Henri Dauguet	Asst Quay Supervisor	1,800.	
erre Tonta	Personnel Clerk	1,800.	
.. Lai Cheong	" "	1,800.	
Christian Bancilhon	" "	1,750.	
ny Chillen	Clerk (Control Centre)	1,750.	
Noel Joseph	Talley Clerk (Granary)	1,628.	
nry Waterstone	Personnel Clerk	1,500.	
Fernand Fanor	Clerk	1,500.	
celyn Chettiar	Security Officer	1,500.	
Karl Alcindor	1st Cat. Talley Clerk	1,500.	
mand Maurice	" " " "	1,500.	
Roland Joseph	" " " "	1,500.	
y Seeneevasagum	" " " "	1,500.	
Christian G. Ah Weng	" " " "	1,500.	
Jacques Dada	" " " "	1,500.	
Joseph Jusroth	" " " "	1,500.	
D. Lew Shan Sang	" " " "	1,500.	
ul Petricher	" " " "	1,500.	
Luc Silarsah	" " " "	1,500.	
mes Simpson	" " " "	1,500.	
Sylvio Pachetty	" " " "	1,500.	
etan Speville	" " " "	1,500.	
Antoine Ny Wan Fung	" " " "	1,500.	
acques Frappier	" " " "	1,500.	
... Claude Lefevre	" " " "	1,500.	
Hamid Mohedeenkhan	" " " "	1,500.	
. Claude Theodore	" " " "	1,500.	
M.Y. Jose Frappier	" " " "	1,500.	
is Jute Macca	" " " "	1,500.	
L.Y. France Perle	" " " "	1,500.	
rge Bastide	" " " "	1,500.	
Alain Hardy	Clerk (Control centre)	1,250.	
nsy Theodore	2nd Cat. Talley Clerk	1,250.	
Miss Danielle Jacob	Secretary (Control Cent)	1,200.	
edley Domingo	Security Guard	1,200.	
Lifford Harel	Despatch Clerk	650.	

NOTE: FRINGE BENEFITS

- (1) End of year bonus: 18% of total earnings.
- (2) Local leave: 15 working days per annum
- (3) Overseas Leave: at the discretion of the Board of Directors.
- (4) Sick Leave; 21 working days per annum
- (5) Medical & Surgical schemes.
- (6) Travelling allowance: Rs 1.- per working day
- (7) Meal Allowance: Rs 5.40 when working overtime.
- (8) Contributory Pension Scheme.

DESMARAIS BROTHERS LIMITEDMANAGEMENT, SUPERVISORY AND OFFICE STAFF

Name	Description of Employment	Monthly Salary	Fringe Benefits
		Rs.	
ANTOINE, SYLVAIN	HEAD CLERK	3,226	18% Bonus
BEAUBOIS, PIERRE	ASST. CASHIER	2,500	18% Bonus
BELLOUARD, JEAN (MRS)	SEC/TYPIST	1,746	18% Bonus
COLIMALAY, JACQUES	HEAD CLERK	2,500	18% Bonus
DESMARAIS, GUY	CHAIRMAN	8,333	Car Benefit + Overseas leave every 2 years
DESMARAIS, HENRY	MANAGING DIRECTOR	8,136	Car Benefit + Overseas leave every 2 years
DE SPEVILLE, MICHEL	ACCOUNTANT	3,416	18% Bonus
GOILOT, JACQUES (CAPT)	CHIEF SUPERVISOR	4,861	18% Bonus + Car Benefit + Overseas leave every 2 years
LENETTE, CLAUDE	CHIEF CASHIER	3,681	18% bonus
NALLETAMBY, CYRIL	SUPERVISOR	4,380	18% Bonus
PATURAU, RAYMOND	COMPANY SECRETARY & ACCT.	4,380	18% Bonus + car Benefit
ROHAN, TEDDY	PAY OFFICE CLERK	865	18% Bonus
TIMOL, ANWAR	TELEPHONIST	450	18% Bonus
VAS, GERARD	HEAD CLERK	2,500	18% Bonus

16.10.79

EMPLOYEES - MESSENGERS, BOATMEN ETC.ANNEXURE I
(Contd.)

NAMES	DESCRIPTION OF EMPLOYMENT	TOTAL EARNINGS
		30.6.79
		Rs.
CHAMROO, SERGE	DRIVER/MESSENGER	13,656
DUSSAYE, ROLAND	MESSENGER	11,230
LINGHEN, DENIS	MESSENGER	11,230
SAMSOONDEEN, CASSAM	BOATMAN	22,906
SEECASSEN, OOMAR	MESSENGER	10,350
SERRET, EDWIN	CLEANER (PART TIME)	2,195
SYED, HOSSEN MAMADE	MESSENGER	13,759
SOOGUN, MALLECK	BOATMAN	17,225
SYED HOSSEN KADER	WATCHMAN (PART TIME)	3,610

16.10.1979

ASSOCIATION OF PORT AND HARBOUR EMPLOYERSSTEVEDORING SECTIONMANAGEMENT, SUPERVISORY AND OFFICE STAFF

NAMES	DESCRIPTION OF EMPLOYMENT	PRESENT	TOTAL
		BASIC MONTHLY SALARY	EARNINGS
		Rs.	Rs.
ANTOINE, SYLVAIN	HEAD CLERK	3,226	58,960
BAYA, GINETTE (MISS)	P.R.O.'s SECRETARY	1,500	17,101
BEAUBOIS, PIERRE	ASST. CASHIER	2,500	48,975
BERTRAND, EDWIN	CHIEF SUPERVISOR	4,500	93,016
BELLOUARD, JEAN (MRS)	SEC/TYPIST	1,746	24,552
BERTHELOT, JOSEPH	CHIEF SUPERVISOR	4,535	99,548
BOSQUET, MARIO	CASHIER	2,500	47,172
BOOLAKY, DHARAMDEL	CLERK	1,800	37,732
CANGY, JOSEPH GUY	ASST. NURSING OFFICER	2,200	29,030
CANTIN, JEAN CLAUDE	REC. OFFICER/PART TIME SUPERVISOR	5,155	119,369
COLIMALAY, JACQUES	HEAD CLERK	2,500	52,710
COMARMOND, ANDRE DE	FINANCE MANAGER/ COMPANY SECRETARY	7,000	91,792
COX, L. NORMAN	PERSONNEL MANAGER	6,000	78,123
DESMARAIS, GUY	CHAIRMAN	8,333	100,000
DESMARAIS, HENRI	MAN. DIRECTOR	8,136	97,632
D'HOTMAN, CHRISTIAN	CHAIRMAN	7,000	92,478
D'HOTMAN, FRANCOIS	BILLING CLERK	3,224	57,394
D'HOTMAN, RIVALTZ	MAN. DIRECTOR	7,000	92,478
FREYNAUD, ODGE	PAY OFFICE CLERK	1,750	38,754
GOILOT, JACQUES (CAPT.)	CHIEF SUPERVISOR	4,861	87,972
GOUGES, PATRICK	CLERK	1,500	21,488
JACOB, PETER	ACCTS EXECUTIVE MANAGER	6,800	83,202
JOCELYN, PIERRE	TELEPHONIST	750	9,254
KOENIG, BERTRAND	ASST. GEAR MANAGER	3,000	42,480
LAPIERRE, JANICK (MISS)	STATISTICS CLERK	1,500	17,563
LAROCHE, DENIS	CLERK	1,500	19,912
LEE KENG SANG, JEAN	PERSONNEL STATISTICS CLERK	1,800	33,292
LEGRIS, SERGE	BILLING CLERK	4,000	56,844
LENETTE, CLAUDE	CHIEF CASHIER	3,681	74,757
LI YEN PIN, CHRISTING (MISS)	COMPUTER SECRETARY	1,500	20,398

STEVEDORING SECTION

(Contd.)

MANAGEMENT, SUPERVISORY AND OFFICE STAFF

NAMES	DESCRIPTION OF EMPLOYMENT	PRESENT	TOTAL
		BASIC MONTHLY SALARY	EARNINGS
		Rs.	Rs.
LIM TIT CHEONG, YAN PIN (MISS)	SEC/TYPIST	1,450	20,532
MAUREE, JOHN	PRINCIPAL NURSING OFFICER	4,000	56,640
MICHAUD, SERGE	CHIEF CASHIER	3,500	89,505
MONGELARD, MICHELE (MRS)	STATISTICS CLERK	1,500	19,587
NADAL, GERARD	P.R.O. OFFICER	4,500	54,447
NALLETAMBY, CYRIL	SUPERVISOR	4,380	86,472
NGYUN WING, IRENE (MISS)	SEC/TYPIST	1,500	21,240
PATIENT, RICHARD	PERSONNEL STATISTICS CLERK	1,500	25,717
PATURAU, RAYMOND	COMPANY SECRETARY/ ACCOUNTANT	4,300	61,760
PEEROO, BASHEER	PERSONNEL STATISTICS CLERK	1,500	42,475
POUPINEL, JEAN	GEAR MANAGER & PART TIME SUPERVISOR	5,735	104,441
PYDIAH, CLIFFORD	PERS. STATISTICS CLERK	1,500	21,240
RAMKISSOON, GEORGES	ASST. PERS. MANAGER	3,500	49,560
ROHAN, TEDDY	PAY OFFICE CLERK	865	9,053
SMIGH, IAN GEORGE	CHAIRMAN	7,735	109,527
SPEVILLE, MICHEL DE	ACCOUNTANT	3,416	48,124
TAYLOR, A. DEREK	MANAGING DIRECTOR	7,335	103,863
TIMOL, ANWAR	TELEPHONIST	450	6,372
TANG TENG CHEONG, MARIE CLAIRE (MRS)	PERSONNEL SECRETARY	3,000	39,650
VAS, GERARD	HEAD CLERK	2,500	52,126
VICTOIRE, ANDRE	ASST. CASHIER	1,800	54,208
VICTOIRE, GAETAN	ASST. ACCOUNTANT	3,000	38,775
YTHIER, JACQUES (DR)	DOCTOR	2,500	28,000
YONG CHING, DANIELLE (MRS)	TELEPHONIST	1,500	17,376

The information contained in this document is private and confidential.

D'HOTMAN & SONS LIMITED
LIST OF EMPLOYEES

NAMES	DESCRIPTION OF EMPLOYMENT	TOTAL OF EARNINGS YEAR 30. 6 . 1979
Noel ABRAHAM	Carpenter	24,147
oland Joseph ABRAHAM	Stevedore	15,464
lley ADROIT	Stevedore	16,436
Elior ADROIT	Stevedore	15,339
laude ALBERTHE	Stevedore	10,817
yril ALCINDOR	Stevedore	15,580
Antonio ALCINDORE	Stevedore	13,444
ylvio ALCINDORE	Winchman	18,831
esire Berty ALEXANDRE	Stevedore	5,000
Hervais ALLATE	Stevedore	14,852
Cyril ALLY	Winchman	19,292
oseph AMBOULE	Stevedore	24,046
Louis Mario ANDRE	Stevedore	15,827
Max ANGHO	Stevedore	22,047
naud ANGHO	Stevedore	4,440
ames ANTHONY	Stevedore	20,647
Michel ANTHONY	Stevedore	19,961
reddy ANTOINE	Stevedore	22,919
arie Lavepdure ANTOINE	Stevedore	15,154
Maxime APPANAH	Stevedore	24,797
Louis Franco ASSON	Stevedore	4,944
ichel ASSON	Winchman	18,939
marc ASTERIE	Stevedore	17,791
José AUGUSTE	Stevedore	16,910
ic AUGUSTE	Stevedore	15,346
ylvio AUGUSTE	Stevedore	24,588
Philippe AUGUSTIN	Stevedore	17,628
ylvio AZA	Stevedore	23,378
oseph AZEEMUTH	Stevedore	25,834
Georgie BADOOKEEMHAM	Stevedore	14,678
ean Claude BAGEENUTH	Stevedore	16,064
ean Louis BAPTISTE	Stevedore	18,883
Israel BATTAM	Winchman	20,073
Clency BEEHARRY	Tally clerk	36,196
udraduth BEELAR	Stevedore	19,507
Louis Begue	Stevedore	22,588
Cyril Raphael BENGALI	Stevedore	26,459
oland BENOIT	Stevedore	13,488
hilippe BERTHE	Stevedore	21,125
Gérard BERTRAND	Tallyclerk	50,517
France BETHUEN	Stevedore	24,556
abriel Francois BIBERON	Stevedore	16,237
Clency BISMATH	Stevedore	16,317
Bignat Parsad BISSOONDUTH	Stevedore	20,081
orges Yves BLANCHE	Stevedore	24,193
France Louis BONCOEUR	Stevedore	14,500
Georges BONCOEUR	Stevedore	20,414
acques BONCOEUR	Stevedore	15,702
arcel BONCOEUR	Foremen	39,931
Gumputh BOOLAKEE	Stevedore	16,915
ranck Francois BORDELAY	Stevedore	15,241
yril BOTTE	Stevedore	20,435
Désiré Serge BOTTE	Stevedore	16,257

D'Hotman & Sons Ltd
List of Employees

ANNEXURE K (Contd.)

NAMES	DESCRIPTION OF EMPLOYMENT	TOTAL EARNINGS YEAR 30.6.1979
Paul BOTTE	Stevedore	23,194
Georges BOUTOURI	Foreman	27,963
Guy BOUTOURI	Stevedore	11,196
M Lindsay Simon BOUTOURI	Stevedore	10,880
Claude BRASSE	Stevedore	18,711
Hajee BUCUUS	Stevedore	18,760
Henri BUSSAC ..	Stevedore	17,047
Jean Claude CALCUTTE	Stevedore	15,061
Bruneau CALOU	Stevedore	14,231
Joseph Francis CALUBSO	Stevedore	20,334
Vella CANDASSAMY	Stevedore	13,860
Antoine CANGY	Winchman	15,838
Georges CANGY	Stevedore	19,916
Jean Antonio CANGY	Stevedore	16,767
Jean CANTAL	Stevedore	23,832
José Laval CAROSIN	Stevedore	20,447
Tristan CAROSIN	Stevedore	19,406
Daniel CARPEN	Stevedore	25,766
Francis CARPEN	Stevedore	18,680
Mardaymootoo CARPEN	Stevedore	5,000
Michel CARPEN	Winchman	18,020
Louis Alberto CARVER	Stevedore	14,549
Yvon Stellio CARVER	Stevedore	17,038
Samiah CASSIM	Stevedore	21,784
Cyril CATHEER	Stevedore	16,547
Joseph CATY	Stevedore	12,933
Serge CEASAR	Stevedore	15,042
Laval Amédé CELERINE	Stevedore	14,021
Felix CELINE	Stevedore	20,850
Jean CHARLES	Stevedore	21,968
Roger CHELIN	Stevedore	15,654
Sydney CHERIE	Stevedore	16,021
Medgé Herbert CHERY	Stevedore	5,054
Ramsamy CHETTIAR	Stevedore	20,647
Jean Marie CHIMIER	Stevedore	5,098
René CHIMIER	Stevedore	21,953
Roger CHIMIER	Stevedore	30,851
Sydney CHIMIER	Stevedore	21,680
Raouf CHOLAN	Stevedore	22,504
John Michel CHOWRIMOOTOO	Stevedore	13,481
Claude CHOYEN	Stevedore	1,091
Mohun Rafick CHUE KING PAN	Stevedore	4,757
Antoine CLEMENTINE	Stevedore	14,996
Georges OMERASSMAY	Winchman	16,673
Luc COMPTY	Stevedore	17,104
Désiré CONGO	Stevedore	4,811
Thommy COOJEE	Stevedore	24,385
Anthony CORNICHE	Stevedore	15,802
Pierre CORNICHE	Stevedore	17,342
Noor CORRIMBACCUS	Stevedore	24,337
Jean Reynald Cully	Stevedore	13,278
Laval DABEE	Stevedore	19,318
Marion Louis Alain DAMBEL	Stevedore	14,443
J DARTAGNAN	Stevedore	14,965
André DAVID	Stevedore	12,507
Roger France DAVID	Stevedore	12,233
Roger DAVIS	Stevedore	22,657

D'Hotman & Sons Ltd
List of employees

ANNEXURE K (Contd.)

NAMES	DESCRIPTION OF EMPLOYMENT	TOTAL EARNINGS YEAR 30.6.1979
Georges Louis DEGRACE	Stevedore	18,653
Antoine DELAIH	Tallyclerk	55,259
Callatchan DEOKEENUN SUN	Stevedore	21,269
Alex DERCY	Stevedore	22,142
Henri DESIRE	Stevedore	17,556
Philippe DESVEAUX	Stevedore	13,774
France DIOLLE	Stevedore	15,576
Gaetan DRACK	Stevedore	16,721
Jacques DRACK	Stevedore	13,545
Gabriel DUBOIS	Stevedore	16,725
Abdool Carrim DUSMAHOMED	Stevedore	15,417
Alex DUVAL	Stevedore	23,373
Michel EDOUARD	Stevedore	42,439
Pierre ELEONORE	Stevedore	19,348
Andre EMILE	Foreman	33,831
Eddy EMILE	Stevedore	21,243
Joseph Maxime EMILIE	Stevedore	14,287
E H Lindsay EMPEIGNE	Tallyclerk	30,545
Philippe ESCLAPATON	Stevedore	19,795
Salomon ETHELBERT	Stevedore	18,444
Jacques Roland FANIHON	Stevedore	13,700
Laval FARELL	Stevedore	14,270
Fernand FAUVEL	Stevedore	19,193
Emmanuel Pierre FIDELE	Stevedore	5,012
Noel FINE	Stevedore	21,402
J Jimmy C.FINETTE	Tallyclerk	30,670
Roland FLORENTIN	Winchman	17,795
Desire Laval FORTUNE	Stevedore	227
Mario FORTUNE	Stevedore	19,006
Jean Aurele FRANCE	Stevedore	18,672
Gaby FRANCOIS	Stevedore	20,670
Louis Pierre FRANCOIS	Stevedore	21,475
Renaud FRANCOIS	Stevedore	16,669
Odge FREYNAUD	Tallyclerk	38,754
Regis FURCY	Stevedore	18,271
Denis GAETAN	Stevedore	17,801
Romulus GAIQUI	Stevedore	15,509
Soresh GANGAH	Stevedore	14,171
Michel GARRICK	Stevedore	3,899
Mario GAUTHIER	Stevedore	21,161
Georges GENGE	Stevedore	8,480
Michel GEORGES	Stevedore	16,547
Noel Jean GEORGES	Stevedore	16,890
Laval Desire GODIN	Stevedore	13,809
Palani GOINSAMY	Stevedore	18,444
Louis Mario GOMBEAU	Stevedore	23,432
Jean Cyril GONTRAN	Stevedore	15,388
Bazil GONTRAND	Stevedore	15,473
Sheik Herrah GOOLAM	Stevedore	21,814
Harry GONTRAND	Watchman	24,094
Eugene GRACE	Stevedore	30,540
Patient GUITO	Stevedore	13,209
Alphonse GUM	Stevedore	22,212
Georges HEERAH	Stevedore	26,854
Georges HELIOTROPHE	Stevedore	22,253

D'Hotman & Sons Ltd.List of EmployeesANNEXURE K (Contd.)

<u>NAMES</u>	<u>DESCRIPTION OF EMPLOYMENT</u>	<u>TOTAL EARNINGS YEAR 30.6.1979</u>
Sylvio HENRY	Stevedore	14,959
Maxime HERMIOT	Winchman	10,042
Marie Heanne HERVAIS	Stevedore	15,460
Octave HILAIRE	Stevedore	16,758
Stellio HOMET	Stevedore	14,076
Momode Mohamed HOSSEN	Stevedore	18,507
Elmy HUET	Watchman	22,891
Charmier ISAIE	Stevedore	15,387
Guy Jean ISNARD	Stevedore	20,716
Andre ITHIER	Tallyclerk	38,200
Gerard ITHIER	Tallyclerk	62,706
Louis JASMIN	Stevedore	20,573
Guillaume Jocelyn JEAN	Stevedore	17,641
Ignace Jean LOUIS	Stevedore	14,170
Louis Sylvain JEANPIT	Stevedore	15,262
Dhyansswar JHAUMAL	Stevedore	14,264
Louis JOLY	Stevedore	17,155
Claude Louis JOMCKEER	Stevedore	16,570
Amid JOOBANALLY	Stevedore	21,243
Abdool Hack JOOMUM	Stevedore	22,162
James Clement JOSEPH	Stevedore	19,911
Marc JOSEPH	Stevedore	14,144
Philippe JOSEPH	Stevedore	19,141
Roger JULIE	Stevedore	17,484
Raoul JULIEN	Tallyclerk	516
Louis JUMEAU	Stevedore	17,320.
Louis Gabriel JUSTIN	Stevedore	24,234
Bashir KODADEEN	Stevedore	4,985
Henry Maurice LAAZ	Stevedore	16,966
Maurel LABICHE	Stevedore	18,806
Jacques Desire LABONNETTE	Stevedore	12,986
Jose LABONTE	Stevedore	16,773
Michel LABOUR	Stevedore	9,233
Michel LABUTTE	Stevedore	22,024
Jacques Desire Laval LACRICE	Stevedore	4,722
Denis LAFADE	Stevedore	15,375
Francis LAFILEUSE	Stevedore	23,610
Joseph LAFILEUSE	Stevedore	10,161
Luc LAFILEUSE	Stevedore	22,955
France Gerard LAFLEUR	Stevedore	4,823
Remy LAGAIETE	Stevedore	23,007
Reynald LAGAIETE	Stevedore	18,872
Georges Louis LAGRANDEUR	Stevedore	22,754
Francis LAGRISSE	Stevedore	17,625
Reynald LALLMAN	Stevedore	15,025
Stellio Joseph LAPEYRE	Stevedore	5,205
Michel Francis LAPIERRE	Stevedore	23,852
Serge Joseph LAPIERRE	Stevedore	21,438
Roger LAPROVIDENCE	Stevedore	15,916
Joseph Firmin LATOUCHE	Stevedore	5,182
Antonio LAW KWANG	Stevedore	15,047
Lindsay LAW KWANG	Stevedore	5,173
Reynolds LAZAIRE	Stevedore	11,080

D'Hotman & Sons Ltd.

List of Employees

ANNEXURE K (Contd.)

<u>NAMES</u>	<u>DESCRIPTION OF EMPLOYMENT</u>	<u>TOTAL EARNINGS</u> <u>YEAR 30.6.1979</u>
Jean Alfred LEBON	Stevedore	20,959
Noel LEBON	Stevedore	22,243
Raymond LEBON	Stevedore	15,542
Simon Noel LEBON	Stevedore	19,828
Freddy LEBRUN	Stevedore	14,827
Jose LECASSEUR	Stevedore	18,127
Georges LEGRAND	Stevedore	9,151
Georges LEGRIS	Stevedore	21,908
Andre LEMEME	Stevedore	19,603
Daniel LI TIEN KEE	Stevedore	24,838
Paul LIEUTHIER	Stevedore	16,337
Louis Gaetan LIM HING TENG	Stevedore	12,830
Jean LIM HOW	Tallyclerk	41,734
Jean Claude LINDSAY	Stevedore	18,536
Joseph Louis JEAN	Carpenter	26,703
Malikansing LUCKUM	Stevedore	16,672
Noel Mario LUTILE	Stevedore	15,030
Sayed MAD HOO	Stevedore	34,534
Marc MAGASIN	Stevedore	23,844
Freddy MAL HERBE	Stevedore	15,946
Sylvio MALLET	Tallyclerk	52,177

NAMES	DESCRIPTION OF EMPLOYMENT	MONTHLY SALARY	FRINGE BENEFITS
BERTRAND, EDWIN	CHIEF SUPERVISOR	Rs. 4,500	18% Bonus
BOSQUET, MARIO	CASHIER	2,500	18% Bonus
D'HOTMAN, FRANCOIS	BILING CLERK	3,224	18% Bonus
D'HOTMAN, CHRISTIAN	CHAIRMAN	7,000	18% Bonus + Car Benefit + Overseas leave every 2 years.
D'HOTMAN RIVALTZ	MANAGING DIRECTOR	7,000	18% Bonus + Car Benefit + Overseas leave every 2 years.
FREYNAUD, HODGE	PAY OFFICE CLERK	1,750	18% Bonus
JOCELYN, PIERRE	TELEPHONIST	750.	18% Bonus
LIM TIT CHEONG, YAN PIN	SECRETARY TYPIST	1,450	18% Bonus

16.10.79

EMPLOYEES - BOATMAN, MESSENGERS, ETC.

NAMES	DESCRIPTION OF EMPLOYMENT	TOTAL EARNINGS 30.6.79
BAUDA, NOEL	MESSENGER	Rs. 13,810
BONNE, ROGER	MESSENGER	13,194
CHELIN, ROGER	MESSENGER	10,762
GRANDCOURT, RENE	BOATMAN	20,924
L'ETENDRIE, JACQUES	MESSENGER	15,096
PHOLOHAND, ISMAEL	BOATMAN	23,995
SYED, HOSSEN KADER	OFFICE WATCHMAN	3,610

16.10.79

FORM OF AGREEMENT

AGREEMENT made between the Association of Port & Harbour Employers (hereinafter called "The Association")

AND

The Docks and Wharves Staff Employees Association (hereinafter called the "DAWSEA")

THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. Members of staff whose conditions of work are to be changed by new methods of operations on the Quays shall receive the following basic salaries monthly:-

Assistant Berth Superintendent	...	...	...	Rs 4,000.-
Clerical Supervisors	...	...	...	Rs 3,000.-
Warehousemen	...	...	...	Rs 3,000.-
Berth Office Clerks	...	...	...	Rs 2,500.-
1st category tally clerks	...	...	...	Rs 1,500.-
2nd category tally clerks	...	...	...	Rs 1,250.-

The 1st category Tally Clerks and 2nd category Tally Clerks shall receive a Monthly Guaranteed Minimum Pay (MGMP) of Rs 1,750.- and Rs 1,500.- respectively including overtime.

2. The twenty-two Tally Clerks who were employed on a daily basis and were guaranteed 6 days work a week shall now receive the same salary and Monthly Guaranteed Minimum Pay (including overtime) as the 2nd category Tally Clerks as specified in Paragraph 1 above.

3. The DAWSEA would let the Association know whether the seven casual Tally Clerks who are guaranteed only four days work a week, shall continue to be posted at quays. In the event they would be posted elsewhere than at quays, they shall continue to receive the four days guaranteed work per week.

4. In the event that the 29 2nd category Tally Clerks would not be adequate, the Association would consult the DAWSEA before proceeding to any recruitment.

5. The 32 members of the Lighterage Staff shall receive a Monthly Guaranteed Minimum Pay including overtime on an individual basis as agreed separately between the Association and the DAWSEA at a meeting at the Mauritius Marine Authority on Monday, 29th January, 1979, at 12.40 hours.

Made in quadruplicate, this 31st day of January, 1979.

Representatives of the
Association of Port &
Harbour Employers

Representatives of the
Docks and Wharves Staff
Employees Association

In the presence of

Mr. H. Rammarain
Chairman
Mauritius Marine Authority

Representative of the
Ministry of Labour &
Industrial Relations

ANNEXURE D (i)TAYLOR AND SMITH LIMITEDMANAGEMENT, SUPERVISORY AND OFFICE STAFF

NAMES	DESCRIPTION OF EMPLOYMENT	MONTHLY SALARY	FRINGE BENEFITS
		Rs.	
BERTHELOR, JOSEPH	CHIEF SUPERVISOR	4,535	18% Bonus
COMARMOND, ANDRE DE	FINANCE MANAGER & COMPANY SECRETARY	7,000	18% Bonus + Car Benefit + Overseas Leave every 2 years
LEGRIS, SERGE	BILLING OFFICER	4,000	18% Bonus
MICHAUD, SERGE	CHIEF CASHIER	3,500	18% Bonus
NG YUN WING, IRENE (MISS)	SECRETARY/TYPIST	1,500	18% Bonus
SMITH, IAN G.	CHAIRMAN	7,735	18% Bonus + Car Benefit + Overseas Leave every year
TAYLOR, DEREK, J.A.	MANAGING DIRECTOR	7,335	18% Bonus + Car Benefit + Overseas Leave every year
VICTOIRE, ANDRE	ASST. CASHIER	1,800	18% Bonus
VICTOIRE, GAETAN	ASST. ACCOUNTANT	3,000	18% Bonus
YONG CHING, DANIELLE (MRS.)	TELEPHONIST	1,500	18% Bonus

16.10.1979

ANNEXURE D (ii)TAYLOR AND SMITH LIMITEDEMPLOYEES - BOATMEN, MESSENGERS, ETC.

NAMES	DESCRIPTION OF EMPLOYMENT	TOTAL EARNINGS 30.6.79
		Rs.
BEGUE, OLIVIER	WATCHMAN	7,392
CLEMENTINE, RAYMOND	OFFICE WATCHMAN	7,392
DOUCE, SYLVAIN	MESSENGER	4,970
ELAHEE, REZA	LAUNCHMAN	22,003
KAUMAYA, NOEL	MESSENGER	14,633
MALLECK, DAWOOD	LAUNCHMAN	28,572
NAUZEER. ISSA	MESSENGER	21,740
RAMJAN, CHOTA ABEDeen	MESSENGER	21,436
TRAPPU, REYNALD	LAUNCHMAN	26,360

16.10.1979

YLOR & SMITH LTD. DESMARAIS BROS. LTD. AND D'HOTMAN AND SONS LTD.
MANAGEMENT, SUPERVISORY AND OFFICE STAFF COMMON TO THE THREE COMPANIES

NAMES	DESCRIPTION OF EMPLOYMENT	MONTHLY SALARY	FRINGE BENEFITS
		Rs.	
YU YA, GINETTE (MISS)	P.R.O. SECRETARY	1,500	18% Bonus
BOOLAKY, DHARAMDEV	CLERK	1,800	18% Bonus
KHONGY, JOSEPH GUY	ASST. NURSING OFFICER	2,200	18% Bonus
CANTIN, JEAN CLAUDE	RECRUITING OFFICER	5,155	18% Bonus
KHONG X, L. NORMAN	PERSONNEL MANAGER	6,000	18% Bonus + Car Benefit + Overseas Leave every 4 years
KHONG UGES, PATRICK	CLERK	1,500	18% Bonus
JACOB, M. PETER	ACCOUNTS EXECUTIVE	6,800	18% Bonus + Car Benefit + Overseas Leave every 3 years
LE ENIG, BERTRAND	ASST. GEAR MANAGER	3,000	18% Bonus
LAPIERRE, JANICK (MISS)	STATISTICS CLERK	1,500	18% Bonus
LE ROCHE, DENIS	CLERK	1,500	18% Bonus
LEE KEN SANG, JEAN	PERSONNEL & STATISTICS CLERK	1,800	18% Bonus
LE YEN PIN, CHRISTINE (MISS)	COMPUTER SECRETARY	1,500	18% Bonus
LE MAUREE, JOHN	PRINCIPAL NURSING OFFICER	4,000	18% Bonus
LE NGELARD, MICHEL (MRS.)	STATISTICS CLERK	1,500	18% Bonus
LE NADAL, GERARD	P.R.O. & WELFARE OFFICER	4,500	18% Bonus
LE TIENT, RICHARD	PERSONNEL & STATISTICS CLERK	1,500	18% Bonus
LE PFEROO, BASHEER	PERSONNEL & STATISTICS CLERK	1,500	18% Bonus
LE POUPINEL, JEAN	GEAR MANAGER	5,735	18% Bonus
LE DIAH, CLIFFORD	PERSONNEL & STATISTICS CLERK	1,500	18% Bonus
LE RAMKISSOON, GEORGES	ASST. PERSONNEL MANAGER	3,500	18% Bonus
LE NG TENG CHEONG, MARIE- CLAIRE (MRS.)	PERSONNEL SECRETARY	3,000	18% Bonus
LE THIER, JACQUES (DR)	DOCTOR	2,500	18% Bonus

16.10.1979

ANNEXURE V(EXCLUDING
COLA '80)

1)	Director-General	General Manager (United Docks)	9335
2)	Traffic Manager	Operations Manager (CCS (M) L)	8000
3)	Senior Traffic Superintendent (Senior Traffic Officer)	Berth Superintendent (CCS (M) L)	6000
4)	Accountant	Accountant (United Docks)	5615
5)	Traffic Superintendent (Traffic Officer)	Asst Berth Superintendent	4000
6)	Asst Accounts Supervisor (Asst Finance Officer)	Cashier (United Docks)	3755
7)	Office Supervisor	1. Clerical Supervisor (United Docks) 2. Head Clerk (Desmarais Bros.)	3000 3226
8)	Traffic Supervisor (Cargo Supervisor)	Warehouseman (CCS (N) L)	3000 + Overtime
9)	Clerk (Administration)	Clerk (United Docks)	2532
10)	Shed Attendant	Ti-Colis (CCS (M) L)	1650
11)	Asst Traffic Supervisor	Berth Office Clerk, 1st category Tally Clerk, Tally Clerk, (Performing part duties of a Traffic Clerk)	1250 - 2500
12)	Cargo Warden	Security Officer (CCS (M) L)	1400

LONGSHOREMAN
ASSISTANT MATE
CLEANSING OVERSEER
ENGINE HAND
LIGHTHOUSE KEEPER + SIGNALMAN
(GRADES 1 + 11) - RESTYLED
LIGHTHOUSE KEEPERS
LAUNCH DRIVER
SEAMAN/SEMIAN SEAMAN
SENIOR ENGINE HAND
DIVER
RADIO OFFICER AND
SIGNALMAN GRADE 11
BOATSWAIN (TUG)
SHORE BOATSWAIN
TRAFFIC CLERK RESTYLED
ASST. TRAFFIC SUPERVISOR
BERTHING OFFICER
MARINE ELECTRICIAN
PLANT SUPERVISOR
CHIEF ARTIFICER
ENGINEERING ASSISTANT
(MARINE)
ASST. WORKSHOP SUPERINTENDENT
WORKSHOP SUPERINTENDENT
ASST. MERCANTILE MARINE
SUPERINTENDENT
SKIPPER
SENIOR TRAFFIC OFFICER
PILOT
ASSISTANT PORT MASTER
TRAFFIC MANAGER
ADMINISTRATIVE SERVICES MANAGER

SHED ATTENDANT (TI COLIS)
CRANE LIFT OVERSEER
DECKHAND
CARETAKER FLAT ISLAND + CAVES POINT
MARINE CARPENTER
SAILMAKER AND RIGGER
QUAYS OVERSEER
CARGO WARDEN
MATE
QUARTERMASTER
TINDAL
COXSWAIN
FLOATING PLANT OPERATOR
ARTIFICER
CLEANSING SUPERINTENDENT
MARINE WORKS FOREMAN
SENIOR PLANT OPERATOR
CHIEF SHORE BOATSWAIN
CARGO SUPERVISOR RESTYLES
TRAFFIC SUPERVISOR
LIGHTHOUSEKEEPER AND SIGNALMAN
GRADE 1 RESTYLES RADIO OFFICER
AND SIGNALMAN GRADE 1
PLANT SUPERINTENDENT
CHIEF MARINE ENGINEERING ASST.
RESTYLED MARINE ENGINEERING
CHIEF ASSISTANT
MERCANTILE MARINE SUPERINTENDENT
WORKSHOP MANAGER
MARINE ENGINEER
PORT MASTER
PORT ENGINEER