

<b>106<sup>th</sup> CoM Meeting SWFS</b>	
<b>Meeting Date and Time:</b>	June 1 2026, 14:00 Hrs
<b>Meeting Location:</b>	Directorate General of Shipping (DGS) and Microsoft Teams (Hybrid)
<b>Committee of Management</b>	<ul style="list-style-type: none"> <li>• Shri Shyam Jagannathan, The Director General of Shipping</li> <li>• Shri. Sushil Mansingh Khopde, Addl. Director General of Shipping</li> <li>• Capt. Nitin Mukesh, DDG (Member Secretary)</li> <li>• Shri Santosh Kumar, Shipping Master-Mumbai, Govt. Shipping Office</li> <li>• Capt. Sujit Churi</li> <li>• Capt. S.M. Halbe</li> <li>• Capt. M. K. Patankar</li> <li>• Capt. Som Raj</li> <li>• Capt. Milind V Kandalgaonkar</li> <li>• Shri. Sunil V. Nair</li> <li>• Capt. Savio Ramos</li> <li>• Capt. Rajesh Tandon</li> <li>• Capt. Sankalp Shukla</li> </ul>
<b>SWFS</b>	<ul style="list-style-type: none"> <li>• Shri Sumit Patra, Project Consultant</li> <li>• Smt. Uma Bengade</li> <li>• Smt. Jyoti Baraskar</li> <li>• Smt. Madhuri Pachare</li> <li>• Shri Sorbh Rana, MSU</li> <li>• Shri Satya Pattnaik, MSU</li> <li>• Shri Nikhil Margaje, MSU</li> <li>• Ms. Rashmi Gupta, DEO</li> <li>• Ms. Monali Swain, DEO</li> <li>• Shri. Deepak Kadu, DEO</li> </ul>
<b>DG Shipping</b>	<ul style="list-style-type: none"> <li>• Capt. P C Meena, DDG Crew</li> <li>• Shri Ritesh Jadhav, Executive Assistant -2 (UDC)</li> <li>• Shri Arinut Sharma, Project Management Consultant</li> </ul>
<b>Technical Support Unit</b>	<ul style="list-style-type: none"> <li>• Ms Vaishnavi Rajgopal, Consultant</li> <li>• Ms Devika Tiwari, Consultant</li> </ul>
<b>SEED Resource</b>	<ul style="list-style-type: none"> <li>• Shri Sankalp Abhishek, Project Manager, SEED PMC</li> <li>• Shri Shailans Shah, Consultant, SEED-7</li> </ul>

	<ul style="list-style-type: none"> <li>• Ms. Aishwarya Malve, Consultant, SEED-12</li> </ul>
<b>External Participants</b>	<ul style="list-style-type: none"> <li>• Shri Bhupesh Kumar Swain, IPRCL</li> <li>• Shri Mahavir Singh, CGM, IPRCL</li> <li>• Shri R Shrivastav, IPRCL</li> <li>• Shri Sovon Das, IPRCL</li> <li>• Shri Jimmy Buhariwala, SBIMF</li> <li>• Shri Anand SV, KRAN</li> <li>• Shri Kumar Dipanshu, KRAN</li> </ul>
<b>Port Officials</b>	<ul style="list-style-type: none"> <li>• Shri Sudanva Fadte Chief Engineer / MPA</li> <li>• Cochin port</li> <li>• Shri Vikrant Rai</li> <li>• Capt Santoshkumar Darokar</li> <li>• Shri VK Sritharan</li> <li>• Shri Joseph Jegan Xavier E &amp;SS</li> <li>• Shri Binish Varma, Dy Director (MMD Chennai)</li> <li>• Capt Balasaheb Pawar Deputy Conservator JNPA</li> <li>• Shri Shibu Latheef</li> <li>• Shri SGOVINDRA SINGH E&amp;SS MMD KOLKATA</li> <li>• MD KPL, Kamarajar</li> <li>• Shri Avinash Palekar, Rajesh Mogal, DDA.</li> <li>• Capt O P Dhondiyal RBSS</li> <li>• DGM/Civil KPL</li> <li>• Chennai Port Authority</li> <li>• CAPT. A. GUHA THAKURTA - SMPK</li> <li>• Dock Master CHPA</li> <li>• Harbour Master,ChPA</li> <li>• Hm, IPRCL</li> <li>• IPRCL CHENNAI</li> <li>• Senthil Kumar J</li> <li>• Shri Bodh Raj</li> <li>• Shri VK Sritharan, IPRCL, Chennai</li> <li>• CE Mormugao Port Authority</li> <li>• Kamarajar Port Limited</li> <li>• Shri Pratip Mondal, IPRCLKOLKATA</li> <li>• MMD KOLKATA</li> <li>• DHMR</li> </ul>

## AGENDA A – Action Taken Report (ATR) of Previous CoMs and Minutes

### A.1: Confirmation of ATR – 104th CoM (07.01.2026) and 105th CoM (27.01.2026)

#### Discussion:

- The Action Taken Report on the decisions of the 104th CoM (held 07.01.2026) and the 105th CoM (held 27.01.2026) was placed before the Committee for confirmation. The status of action taken against each decision was reviewed.
- In connection with the 104th CoM decision on the Seafarer Pranaam / facilitation service at Terminal T2, Mumbai Airport (Sr. No. 3), the Committee took a detailed status presentation. The service has been operational since 21 January 2026; data up to 27 May 2026 indicate that approximately 1,992 seafarers were verified, of whom 11 were intercepted while attempting to travel to the UK on fraudulent documents (predominantly open-CDC holders) and a further 4 in the non-UK category. Around 45 seafarers returned voluntarily without proceeding.
- Operational concerns were flagged: reduced cooperation from Indigo Airlines, and a shift of fraudulent travel to other airports (notably Ahmedabad, Bengaluru and Delhi). The support of the DGS Support Team in handling cases was acknowledged.

#### Decision / Direction:

- The Committee confirmed the Action Taken Report of the 104th and 105th CoM and noted the action taken against each decision.
- On the T2 facilitation service, the Committee directed that the service be extended to other airports in due course; that the support of the UK High Commission be sought to ensure airline (Indigo) cooperation; and that issuance of appropriate circulars/advisories to airport authorities be explored to protect genuine seafarers.

#### ATR – 104th CoM (07.01.2026)

Sr.	Agenda	Decision Taken	Action Taken
1	B.1 – Extension of Azadi ka Amrit Mahotsav Schemes	Extension approved till 31.12.2026	Scrutiny of pending applications initiated and beneficiaries contacted
2	B.2 – Merging of Death On-Board Scheme and Survivor Benefit Scheme	Matter to be examined by Sub-committee	Process initiated for constitution of sub-committee. The committee submitted that both schemes are different and therefore, cannot be merged.
3	B.3 – Seafarer Pranaam Scheme at Terminal T2, Mumbai Airport	Scheme approved for one year	Coordination initiated with stakeholders; SOP under preparation
4	B.4 – Projects under SWBAT & presentation by IPRCL and all stakeholders (project-wise)	Project-wise directions issued	Compliance reports sought from respective ports/authorities

Sr.	Agenda	Decision Taken	Action Taken
5	B.5 – Proposal for Health Insurance: Synergy Group	To be discussed in Sub-committee	Proposal referred to Welfare Sub-committee
6	C.1 – ITF Seafarers' Expo 2026	Contribution of ₹8,00,000 approved	Participation coordinated with SPFO; programme successfully conducted
7	C.2 – Sagar Mein Samman – Way forward for SWFS	Phase-II funding approved	Coordination initiated with MUI for implementation
8	C.3 – MoU with ISWAN – action plan and support by SWFS	To be examined by Sub-committee	Proposal forwarded for review
9	C.4 – Sagar Milap 2026	Event approved in Mumbai	Event planning initiated
10	D.1 – Revision of SWFS Staff Salary – DEO/Assistants	No immediate increase; sub-committee formed	Sub-committee constituted for review
11	D.2 – 24x7 Grievance Redressal and Support from SWFS	Salary enhancement approved	Revised remuneration implemented
12	D.3 – Engagement of consultant for SWFS and separately for SPFO (overlap)	Consultant engagement approved	Draft terms and conditions prepared
13	D.4 – Management Support Unit (MSU)	In-principle approval granted	Further action under process
14	D.5 – Representation from ICCSA on Managing Committee of SWFS	To be invited as special invitee	Process initiated for inviting ICCSA as required
15	D.6 – Office Renovation	Budget approved	Execution planning initiated with IPRCL
16	E.1 – Award of ERP	Project awarded to M/s Kran Consulting Pvt. Ltd.	Vendor onboarding and implementation initiated
17	F.1 – Budget proposal for FY 2026-27	Budget for FY 2026–27 approved	Implementation initiated
18	F.2 – Financial Analysis	Placed for information	Noted

**ATR – 105th CoM (27.01.2026)**

Sr.	Agenda	Decision Taken	Action Taken
1	Rationalization of Welfare Schemes	Enhancement of financial assistance and modification of eligibility criteria under existing schemes approved	Necessary amendments initiated and draft circular prepared for implementation

Sr.	Agenda	Decision Taken	Action Taken
2	Survivor's Benefit Scheme (SBS)	Assistance enhanced from ₹4 lakh to ₹6 lakh	Implementation initiated as per revised norms
3	Invalidity Benefit Scheme (IBS)	Eligibility period extended from 24 to 36 months	Changes incorporated in scheme guidelines
4	Maternity Benefit Scheme (MBS)	Assistance enhanced from ₹25,000 to ₹50,000	Revised assistance being processed for eligible cases
5	Family Benefit Scheme (FBS)	Educational assistance enhanced	Implementation initiated
6	Old Age Benefit Scheme (OABS)	Eligibility criteria revised; new benefit for 75 years introduced	Guidelines under revision; implementation initiated
7	Death on Board Benefit Scheme (DBBS)	No change in existing provisions (subsequently, Welfare Sub-Committee dt. 23.03.2026 recommended enhancement to ₹6,00,000)	Recommendation noted; action for implementation of ₹6,00,000 initiated
8	ESBS (Abandoned Seafarers)	Assistance enhanced from ₹10,000 to ₹20,000 per month	Revised benefit implemented
9	Award to Meritorious Child of Seafarers (AMCS)	No changes approved	Continued as per existing norms
10	Medical & Term Insurance Premium Assistance Scheme	New scheme approved	Draft guidelines prepared; process initiated for implementation
11	Medical Support Scheme (Critical Illness)	One-time assistance of ₹2 lakh approved	Implementation process initiated
12	CoC Recognition Scheme	₹2 lakh assistance for career progression approved	Draft guidelines under preparation
13	Disaster & Natural Calamity Scheme	Deferred for further discussion	Draft guidelines to prepare. Refer to Welfare sub committee.

## AGENDA B – Welfare Initiatives

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### B.1: Projects under SWBAT and their status project wise

#### Discussion

The Committee reviewed the status of the SWBAT project portfolio and deliberated upon the project-wise proposals presented by the respective stakeholders. The Committee emphasized that all projects funded through SWFS should demonstrate clear and measurable benefits to seafarers, possess a viable implementation mechanism, and establish a sustainable post-completion operational framework along with honourable mention of SWFS as a key contributor to the clubs upgradation by display of a permanent capstone of appropriate size. The Committee further observed that release of SWFS funds should remain linked to physical progress, certified expenditure and achievement of defined milestones.

#### Project Wise Decision

##### 1. Patna MMD Outreach Centre

The Committee noted that the project has been completed and is scheduled for handover. It was further noted that the DPR cost has increased from the previously approved amount of ₹30 lakh to ₹36 lakh based on actual site requirements and prevailing market rates.

#### Decision:

The Committee approved revision of the project cost from ₹30 lakh to ₹36 lakh (excluding PMC charges and applicable taxes). **Approval for Payment of total project cost (₹36 lakh plus applicable GST & Other charges) was accorded** and shall be released to IPRCL upon completion and submission of requisite documentation and invoice as per norms.

##### 2. Marine Club, Kolkata

A presentation was made by Seamen's Welfare Association "Marine Club", Kolkata on the proposal under consideration. The Committee reviewed the proposal for comprehensive renovation of the Marine Club, Kolkata. Members discussed the importance of ensuring resolution of legacy legal, financial and occupancy issues prior to commencement of major capital works and deliberated on methods for timely resolution. The long-term sustainability of the facility through room revenue and ancillary commercial activities was also noted.

#### Decision:

The Committee reiterated its in-principle approval of the project with a tentative development cost of ₹7.75 Crore (Excluding GST & Other Charges), subject to implementation of the project through M/s IPRCL i.e. the Public Sector Undertaking Project Management Consultancy (PSU PMC) of DGS/SWFS through formal MOU while the Port Welfare Committee (PWC) for the Marine Club takes efforts for resolution of all legal and financial encumbrances subsequently. **Funding of final project cost (₹7.75 Crore plus applicable GST & Other Charges) was approved** and shall be carried out on milestones basis. Implementation timelines shall be submitted to the Welfare Sub-Committee by M/s.

IPRCL and works to be executed in consultation with PWC, Marine Club; SMPK Port; and DGS.

3. Maritime Academy of India (MAI) and Nabik Griha Samity, Taratala

The Committee reviewed the presentation made by the stakeholders (M/s IPRCL and PO MMD, Kolkata) regarding integration of training facilities with welfare infrastructure and the long-term viability of the Nabik Griha Samity (NGS) ecosystem. Discussions focused on utilisation levels, future training demand and financial sustainability.

Decision:

In-principle approval for an amount of **₹13.76 crore plus applicable GST** was granted by the Committee. The proposal of repair and renovation of the existing NGS Boys Hostel Building; development of dedicated girls hostel under the Sagar Mein Samman Initiative; infrastructure development & repairs of existing structures for MAI; rejuvenation of the staff quarters and all necessary ancillary infrastructure for the Nabik Griha Samity (Roads, Drain Lines, Compound Wall, Surveillance System, etc) was agreed in principle. M/s IPRCL was requested to submit a detailed implementation strategy, payment milestone schedule and final project cost in consultation with MMD Kolkata for consideration of the welfare sub-committee before implementation of repair & development works and sanction of funds.

4. Haldia Seafarers Club-cum-Hostel

The Committee noted that the facility has already been completed and can be made operational subject to resolution of financial encumbrances and mobilisation support from SWFS. Discussions focused on the financial sustainability framework and arrangements for commencement of the hostel facility for providing welfare services to Seafarers at Haldia Port.

Decision:

The Committee directed that operationalisation of the facility be expedited and **approved the initial mobilisation funding (₹1 Crore plus applicable GST & Other Charges)** requested by the club.

5. Chennai Seafarers Club (Outside Port)

A presentation on the proposal for the Seafarers Club Outside Port (Proposed Renovation) was made by Chennai Port Authority. The Committee reviewed the DPR prepared by IPRCL for comprehensive renovation and modernization of the existing facility and the block cost estimate provided by the Chennai Port Authority including similar modernization efforts. Members noted that the revised proposal addresses not only pending room works but also common facilities, building services, safety systems and sustainability measures, thereby

ensuring long-term utility of the asset and also understood the difference in the scope of work mentioned in the proposals provided by both M/s IPRCL and ChPA.

Decision:

The Committee agreed that the renovation efforts should be based on the comprehensive DPR (prepared by M/s IPRCL) rather than a limited renovation approach (prepared by M/s Deore Dhamne Architects, Pvt PMC). **The project with an implementation cost of ₹8.55 crore plus applicable GST & Other charges, was accorded the formal approval by the Committee of Management**, thereby authorising time-bound execution of the proposed rehabilitation, upgradation and welfare infrastructure enhancement works as the club is financially sustainable (through room rent, bar rent and other means of genuine income).

#### 6. Chennai Seafarers Club (Inside Port)

A presentation on the proposal for the Chennai Seafarers Club Inside Port was made by Chennai Port Authority. The Committee noted that the Chennai Seafarers Outside-Port Club facility has already been developed by the Chennai Port Authority (ChPA) through refurbishment of an existing port building; accordingly, discussions focused on its optimal utilisation, proximity to operational berths and readiness for commencement of services. In line with this context, and after examining an expanded proposal of ₹25.46 crore (inclusive of all charges) covering additional construction and supply of equipment, the Committee of Management decided, for funding purposes, to limit its consideration to the originally proposed scope of ₹15.12 crore (inclusive of all charges), including the ₹0.50 crore provision for hiring of an e-vehicle, thereby aligning support with the core refurbishment-cum-activation requirements of the club.

Decision:

The Committee appreciated the initiative undertaken by Chennai Port Authority and gave **approval to fund the project at ₹14.62 Crore (inclusive of all charges)**, instead of the expanded proposal of ₹25.46 crore, as the club is financially sustainable (through room rent, other rental incomes, levies imposed by ChPA, direct funding from ChPA port and other CSR contributions) while providing the facility at an affordable cost to seafarers. **Any provision towards shuttle vehicle procurement has been given in-principle approval provided the funding pertains to direct purchase of the vehicle.** The release/clearing of funds shall be done at the earliest post receipt of all requisite documentation in accordance with prescribed procedure and norms, including the utilisation certificate, fund disbursement details from the Port to the PSU/PMC, supporting records establishing actual work execution, tax reimbursement implications since the amount represents reimbursement of Port expenditure, measurement and progress certificates, work completion certificates and statutory clearances, required to substantiate physical and financial progress. The port must operationalise the facility at the earliest, and thereafter adhere to SWBAT requirements.

#### 7. Kamarajar Port Seafarers Welfare Centre

A presentation on the proposal for the Seafarers Welfare Centre was made by Kamarajar Port Limited. The Committee reviewed the progress of the project and the proposed implementation framework that is similar to the ChPA Inside Port Seafarers Club. Members discussed the expected benefits to seafarers, utilization potential and sustainability of the facility.

#### Decision:

The Committee noted with appreciation that Kamarajar Port Authority is successfully developing the facility within an efficient project outlay, with the club framework designed for long-term operational self-sustainability through room rentals, ancillary rental incomes, levies imposed by the port, direct funding support from Kamarajar Port, and other CSR contributions. The **proposal for funding of total project cost of ₹13 crore plus applicable GST & Other Charges was approved**, and fund release and reimbursement shall be processed expeditiously, subject to submission of requisite documentation from Kamarajar port at regular intervals in accordance with applicable procedures and norms, including utilisation certificates for executed work, measurement and progress records, statutory clearances, payment disbursement details from the Port, and all other supporting documents required to verify physical and financial progress, up to the sanctioned total project cost of ₹13 crore plus applicable GST & Other Charges. Kamarajar Port to ensure that the facility is exclusively for seafarers with limited access to others.

#### 8. Marmugao Seafarers Club

A presentation on the proposal for the Seafarers Welfare Club was made by Mormugao Port Authority. The Committee reviewed the proposal and discussed the requirement for dedicated welfare infrastructure for seafarers at Marmugao Port. Particular emphasis was placed on preparation of realistic cost estimates and sustainable operational arrangements.

#### Decision:

The Committee noted with appreciation that the Seafarers' Club project has been structured efficiently, with long-term operational sustainability envisaged through room rentals, ancillary rental income, levies imposed by the Port, direct financial support from the Port, and CSR contributions. In view of the procurement framework prescribed for SWFS projects, the Port concurred to have the works executed through the designated DGS/SWFS arrangement, with implementation to proceed by issuance of work order to M/s IPRCL from DGS/SWFS for the said works. The Port shall extend full administrative and statutory support to the executing agency, take all necessary steps for assisting in securing approvals and clearances, establish the PWC framework, and ensure that the club's O&M costs are adequately covered. **The proposal for funding the total project cost of ₹13 crore plus applicable GST & Other Charges was approved**, subject to release and reimbursement of

funds against requisite documentation at regular intervals in accordance with prescribed procedure and norms by M/s IPRCL, including utilisation certificates, measurement and progress records, and other supporting records to verify physical and financial progress for the sanctioned total project cost of ₹13 crore plus applicable GST & Other Charges.

#### 9. Vizhinjam Seafarers Club

A presentation on the proposal for the Seafarers' Club was made by Adani. The Committee reviewed the proposal submitted by Vizhinjam Port and discussed the expected growth in seafarer traffic and welfare requirements at the port. The importance of establishing an early welfare presence in the developing port ecosystem was noted.

Decision:

**The proposal was approved with a funding of ₹3.05 (inclusive of all applicable charges) crore** based on the long-term financial sustainability guaranteed through room rentals, ancillary rental income, levies imposed by the Port, and direct financial support from the Port. The Port Authority shall require funding in the April of 2027 and same shall be carried out expeditiously as per the prescribed norms and rule framework.

#### 10. Kochi Mobile Seafarers Welfare Caravan

A presentation on the proposal for the Mobile Seafarers' Welfare Unit at Cochin was made by Cochin Port Authority. The Committee reviewed the proposal for a mobile welfare unit intended to provide welfare services directly within port operational areas where access to conventional welfare facilities is constrained by security and immigration requirements. The proposal envisaged provision of communication facilities, counselling support, welfare assistance, basic amenities and grievance redressal services through a mobile platform.

Members observed that the concept is innovative and may serve as a pilot model for welfare outreach within port premises. However, concerns were raised regarding utilisation, practicality and replicability at other ports. The Committee also noted the assurance of the Port Authority that operation and maintenance expenses would not be sought from SWFS and would be met through local arrangements.

Decision:

**The Committee approved the proposal in principle as a pilot initiative to fund an amount of ₹1 crore plus applicable GST & Other Charges.** SWFS support shall be restricted to the capital cost component of the mobile unit, subject to submission of detailed specifications as per the prescribed norms and rules. Operation and maintenance expenses shall be borne by the stakeholder and shall not constitute a recurring liability of SWFS.

#### 11. JNPA Seafarers Club

A presentation was made on existing seafarers' club by Jawaharlal Nehru Port Authority. The Committee noted that the Seafarers Club has already been completed and commissioned. Discussions focused on utilisation and future expansion of welfare infrastructure outside the port area.

Decision:

The completed facility was taken on record. JNPA may submit a separate proposal for future welfare infrastructure requirements, if any, for consideration by the Committee.

#### 12. Royal Bombay Seamen's Society (RBSS)

A presentation was made on proposal of the seafarers club by The Royal Bombay Seamen's Society. The Committee reviewed the phased implementation strategy adopted by RBSS for refurbishment of the club facilities. It was noted that expenditure incurred under each phase would be supported by documentary evidence and reimbursement sought in accordance with approved funding arrangements.

**The Committee discussed the previously approved funding of ₹7.50 Crore (inclusive of all charges)** and agreed that fund release should be linked to actual expenditure incurred and certified progress achieved.

Decision:

The Committee approved release of funds on a reimbursement basis against verified expenditure in a 50-50 manner. The first tranche shall be processed based on expenditure already incurred under Phase-I. Subsequent releases shall be carried out on a quarterly basis and will be linked to the progress of Phase-II and Phase-III works, with the total SWFS contribution remaining capped at ₹7.50 crore (inclusive of all charges). Balance amount, if any out of the ₹7.50 crore shall be released as part of the last tranche irrespective of the 50-50 split.

### **B.2: Medical & Term Insurance Premium Assistance Scheme – Verification Gap**

#### **Background:**

- Under the scheme (approved at the 105th CoM), eligible seafarers are reimbursed 50% of insurance premium subject to per-head limits (₹3,000 medical, ₹1,000 critical illness, ₹1,000 term) and an aggregate ceiling of ₹5,000 per seafarer per year. A verification gap arises as SWFS does not yet have IRDAI access to authenticate submitted policies.

#### **Discussion:**

- The Committee reiterated that the scheme stands approved and should be operationalised. The wider question of group insurance versus self-insurance was discussed: a group policy for ₹10 lakh cover across the seafarer base was estimated to attract a premium of the order of ₹100–120 crore per annum, far in excess of the present self-insured annual payout (of the order of ₹40–50 crore). The Committee therefore favoured continuing the self-insurance model.

- It was noted that seafarers undergo annual pre-employment medical examination, generally implying a healthier risk profile, and that the historical claims experience (death/disability) over the last 3–5 years should be studied to benchmark and, if warranted, the assistance figures may be revised upward in future.

**Decision / Direction:**

- The Committee directed that the scheme be implemented. Pending IRDAI registration, reimbursement claims may be processed in the interim against the prescribed self-attested documentation, accompanied by appropriate risk-mitigation safeguards (declarations and/or random checks), with IRDAI registration to be fast-tracked and a robust verification framework established thereafter.

**B.3: One-Time Financial Assistance to Injured Seafarers in Warlike / High-Risk Areas**

**Background:**

- Against the existing Death on Board benefit (enhanced to ₹6,00,000 w.e.f. 23.03.2026) and the separate scheme covering death or permanent disability in warlike/high-risk areas, a gap exists for seafarers who sustain serious injuries (temporary incapacity, prolonged treatment) without being rendered permanently unfit. One-time assistance of ₹10,00,000 has been proposed for such cases.

**Discussion:**

- The Committee deliberated the overlap between schemes. It was clarified that cases of 100% / permanent unfitness are already covered under the existing provisions, and that the proposed ₹10,00,000 is intended for injury cases during recovery, distinct from and non-overlapping with the death and permanent-disability benefits.
- The Committee discussed the drafting of the discussion point and directed an editorial correction (deletion of the word “not”) to remove the ambiguity regarding the injury cases intended to be covered, given that permanent unfitness is separately addressed.

**Decision / Direction:**

- The Committee did not approve the extension of one-time financial assistance of ₹10,00,000 to injured seafarers in warlike/high-risk areas. The Committee further indicated that any assistance may be considered in a future meeting, subject to the seafarer recovering from the current state of unfitness.

**B.4: One-Time Financial Assistance to Families of NoK with Compensation Pending for the Last 10 Years**

**Background:**

- Several cases exist where the families (Next of Kin) of deceased seafarers have not received any compensation from any source for over a decade, owing to incomplete records, closure of companies, non-filing of claims, or documentation/legal disputes – falling outside the current welfare framework.

**Discussion:**

- The Committee considered the proposal (of the order of 23 cases, of which a subset are relevant) and the central difficulty of independently verifying that no compensation has been received, as records are not available. Concerns were raised regarding control, precedent and

the verification mechanism, and a request was made for representation on the examining committee.

**Decision / Direction:**

- The Committee directed that the matter be referred to the Welfare Fund Sub-committee to frame a clear verification process and eligibility criteria for genuinely deserving long-pending cases before any disbursement is approved.

**B.5: Assistance Provision to the Family of Late Shri Hitendra Bowalekar**

**Background:**

- Late Shri Hitendra Bowalekar served as Chief Accounts & Administrative Officer (CAAO) of SWFS for approximately 13 years. Following his demise, his family faces substantial liabilities. Statutory/admissible benefits comprise ₹34,08,692 (gratuity and leave encashment), EPFO pension of approximately ₹3,000–₹4,000 per month, and medical expenses of approximately ₹22 lakh against admissible CGHS reimbursement of approximately ₹3 lakh (leaving the family materially out of pocket).

**Discussion:**

- The Committee acknowledged the long and dedicated service and the genuine financial hardship (including an unemployed dependent), while noting the need to guard against setting an unmanageable precedent. It was agreed that any present relief should be treated as compassionate ex-gratia, delinked from the medical bills and instead computed on a service-linked logic (years of service) with a defined cap; an indicative enhancement of the overall support towards a figure of the order of ₹50 lakh was discussed.
- For the future, the Committee discussed instituting a formal policy, including a group medical (top-up) insurance for SWFS staff (illustratively up to ₹10 lakh cover with a suitable deductible), so that such situations are managed through insurance/risk mitigation rather than case-by-case relief.

**Decision / Direction:**

- The Committee granted in-principle approval for additional ex-gratia/compassionate assistance to the family, over and above statutory entitlements, on a service-linked basis (delinked from bills) and subject to a cap. The exact quantum, justification and modality were referred to the Welfare Fund Sub-committee for finalisation.
- The case is to be properly documented as a precedent, and a formal staff welfare policy – including a group medical/top-up insurance cover for SWFS staff – is to be framed for the future.

**B.6: Indian Sailors' Home Society – Approach Road**

**Background:**

- The Indian Sailors' Home Society, established in 1931 in Mumbai, is a historic welfare institution for seafarers and also houses the Seafarers' War Memorial. The approach road and certain interior works require re-work and improvement befitting the institution's significance. The land falls under BPT and the road under BMC jurisdiction.

**Discussion:**

- The Deputy Chairman / representative of the Society apprised the Committee of the heritage significance (the institution is over a century old) and of the jurisdictional position (BMC road,

BPT land). It was noted that around 900 seafarers are accommodated there at any given time. SWFS expressed readiness to extend support in principle.

**Decision / Direction:**

- The Committee noted the historical significance of the Indian Sailors' Home Society and the Seafarers' War Memorial. It directed that a formal letter be addressed to the BMC – citing the heritage significance – seeking facilitation of the approach-road re-work and beautification, with coordination between the BMC and BPT. SWFS recorded its willingness to support the initiative.

**B.7: Review of CPGRAMS Grievances and Action Taken – Dr. Amrita Singh**

**Background:**

- Multiple CPGRAMS grievances were received during March 2026 from Dr. Amrita Singh, relating to the composition/governance of the CoM, alleged conflict of interest in stakeholder representation, denial of the Survivor Benefit Scheme, and transparency/financial governance of SWFS. Reasoned replies were issued in each case.

**Discussion:**

- The Committee noted that the issues largely involve legal interpretation, governance/policy and matters already addressed under RTI – falling outside the scope of CPGRAMS – and that SWFS, as a society governed by its Memorandum of Association, has its representatives nominated by the Central Government from prescribed stakeholder categories (and not associations in their individual capacity). It was observed that SWFS is an independent society and is not named in the Merchant Shipping Act, and that responses across forums must remain consistent.

**Decision / Direction:**

- The Committee took note of the grievances and the detailed responses already issued, and recorded that the grievances stand disposed of in accordance with CPGRAMS guidelines. No further clarification or communication was considered necessary beyond the replies already issued; the responses were placed on record.

**B.8: Legal Case – Shri Midatada Siva Prasad**

**Background:**

- Consumer Complaint No. 86 of 2021 (DCDRC-II, Visakhapatnam) alleges deficiency of service by SWFS in relation to the (discontinued) MEMA Welfare Scheme, with the complainant relying on wage-slip deductions and seeking a monthly pension and lump sum. SWFS's position rests on the absence of proof of remittance, employer liability, inapplicability of the relied-upon State GO, and the absence of any consumer-service relationship or privity of contract. The matter is at an execution-risk stage following the State Commission's dismissal.

**Discussion:**

- The Committee briefly deliberated the matter, recalling that it had been considered earlier. It was noted that the legal team is ready and that there is no benefit in further delay given the active execution risk.

**Decision / Direction:**

- The Committee approved the proposed remaining liabilities to be paid to the complainant and close the case with due settlement of Rs 2,04,517/-

### **B.9: Extending Welfare Support to Cadets during the Training Phase**

#### **Background:**

- SWFS welfare support is presently oriented to the employment and post-sea stages. The training/cadetship phase – a critical part of the seafaring lifecycle – lacks dedicated welfare schemes, leaving cadets exposed to training costs, sea-time delays, medical issues and limited structured support.

#### **Discussion:**

- The Committee discussed extending support to cadets and emphasised that there should be no discrimination between officer-training and rating-training; both should be treated at par for welfare. It was observed that existing compensation cover is largely on-board and contingent on a minimum sea-service period, and that the matter had not yet been examined by the Welfare Board.

#### **Decision / Direction:**

- The Committee directed that the proposal be referred back to the Welfare Sub-committee for detailed examination of scope, eligibility and feasibility (including a possible pilot/need-based approach) within the SWFS mandate.

### **B.10: One-Time Monetary Assistance to Late Altaf Talab Ker**

#### **Background:**

- Shri Altaf Talab Ker, serving as Engine Driver onboard the Indian Mechanised Sailing Vessel MSV Al Faize Noore Sulemani – I (Reg. No. BDI-1494), lost his life on 07.05.2026 in a cross-fire incident while transiting the Strait of Hormuz amid active hostilities. DGS reported the incident to MoPSW and requested CoM consideration of one-time monetary assistance of ₹10 lakh under the Death in War-like/High-Risk Area Scheme.

#### **Discussion:**

- The Committee noted that the seafarer, being on a sailing vessel (MSV), was not otherwise entitled under existing schemes, and that the case is war-related (missile/cross-fire incident). It was noted that the employer and the association had each contributed ₹5,00,000. The Committee underscored the need for a defined process to bring sailing-vessel (MSV) seafarers under the SWFS umbrella going forward.

#### **Decision / Direction:**

- The Committee approved one-time monetary assistance of ₹10,00,000 to the family of Late Altaf Talab Ker under the Death in War-like/High-Risk Area Scheme and directed that a proper process be established for the inclusion of MSV/sailing-vessel seafarers under SWFS (read with Agenda B.14).

### **B.14: Welfare Framework for ISV / MSV Seafarers**

#### **Background:**

- Indian Sailing Vessel (ISV/MSV) seafarers (estimated 15,000–25,000) remain outside key welfare and social-protection mechanisms such as SWFS, resulting in a significant compensation gap (₹2–10 lakh ex-gratia versus ₹86 lakh–₹2.6 crore for merchant-navy seafarers). The Merchant Shipping Act, 2025 and the Draft Merchant Shipping (Sailing Vessels) Rules, 2026 provide the enabling framework for their formal integration.

#### **Discussion:**

- The Committee deliberated on how to bring ISV/MSV seafarers within the SWFS framework. Practical issues were discussed, including identity and sea-time verification (e.g., CDC, the six-month sea-time requirement and how it would be evidenced), the need to register such seafarers, representation on the relevant committee, and the question of contribution (whether ISV/MSV seafarers would contribute to the fund). The involvement of NUSI (and other industry bodies) was emphasised.

**Decision / Direction:**

- The Committee agreed to place the agenda for deliberation in the Sub-Committee meeting.

## **AGENDA C – Institutional Aspects - Partnerships & Initiatives**

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### **C.1: Five separate outreach programmes as per calendar to be done (North, East, West, South and North-East)**

#### **Discussion:**

1. The CoM members were apprised that the outreach programmes planned across the North, East, West, South and North-East regions are currently on hold in view of the prevailing war-like situation and the need to support fuel conservation efforts.
2. The proposed locations and tentative timelines for the outreach programmes were presented before the CoM members for their information and consideration.

#### **Decision:**

1. It was decided that the outreach programmes shall be resumed once the situation normalises.

### **C.2: MoU with ISWAN- 6 month action plan and support from SWFS**

#### **Discussion:**

1. ISWAN presentation was shared with the COM members ahead of the meeting.
2. The CoM members were apprised of the six-month action plan proposed by ISWAN under the existing MoU, comprising two key initiatives, namely Seafarer Education & Awareness Sessions (SEAS) and Crisis Support Sessions.
3. The proposed SEAS programme is intended for final-year maritime students, cadets, and ratings through in-person sessions at Maritime Training Institutes (MTIs). ISWAN proposed conducting sessions for around 3,000 beneficiaries.
4. It was further informed that the Crisis Support Sessions are proposed to cover approximately 3,000 seafarers, focusing on mental well-being, crisis response, and support mechanisms.
5. The financial proposal submitted by ISWAN for 6 months was presented before the CoM members. The proposal included trainer fees of ₹25,000+ per session (for two trainers for SEAS sessions at MTI), travel and logistics expenses of up to ₹25,000+ per session (for two trainers for SEAS sessions at MTI), crisis support session costs of ₹12,500+ per session, and administration, coordination, content development, and programme management charges amounting to ₹10,00,000+ for the six-month period. The total proposed expenditure was ₹28,75,000.
6. The CoM members sought clarification regarding ISWAN's previous experience and the outcomes of similar programmes. It was noted that the proposal was being considered for the first time and that no prior implementation under SWFS had been undertaken.
7. Some CoM members stated their past experience with ISWAN mentioning that ISWAN has a reasonable reputation in the sector and they have done some decent work in the past.
8. A CoM member suggested such awareness and support activities could be undertaken in-house and any external engagement should be considered only after assessing the value addition and effectiveness of the proposed programme.

9. It was suggested that a pilot implementation (one session on cost basis) would provide an opportunity to evaluate the quality, relevance, and impact of the sessions before committing to a larger programme.

**Decision:**

1. Proposed six-month programme and associated expenditure for ISWAN is not approved at this stage.
2. ISWAN will be invited to present proposal for conducting a pilot session on a trial basis at a selected MTI. Based on the outcomes and feedback from the pilot session, the proposal may be reviewed and considered further by the CoM at a later stage.

**C.5: Ek Ped Maa Ke Naam Campaign**

**Discussion:**

1. The CoM members were apprised of the proposal to undertake a tree plantation drive under the 'Ek Ped Maa Ke Naam' (EPMKN) campaign during FY 2026-27.
2. The CoM members expressed concerns regarding the timelines prescribed in the Ministry's communication, particularly with respect to the nomination of nodal officers, submission of plantation plans by RPSLs, MTIs, and other stakeholders, and commitment of plantation targets within a limited timeframe.
3. The CoM members were informed that the plantation drive is intended to be implemented throughout FY 2026-27 and that the immediate requirement is the submission of indicative plantation plans and tentative plantation targets by participating organizations.
4. The CoM members highlighted challenges in identifying suitable land for plantation activities, especially for organizations located in urban areas where land availability is limited. The CoM members also noted that certain organizations, particularly RPSLs, may require additional time to obtain internal approvals and budget sanctions before finalizing their plantation commitments.
5. The CoM members noted that tree plantation is a long-term activity requiring sustained maintenance, monitoring of sapling survival, and periodic reporting. The CoM members further noted that plantation activities should be undertaken in a phased manner during suitable plantation seasons, particularly the monsoon period, to ensure higher survival rates of saplings.
6. The CoM members sought clarification regarding the implementation approach. It was clarified that plantation activities need not be restricted to the premises of participating organizations and may also be undertaken through partnerships with NGOs, educational institutions, ports, local communities, shipping companies, maritime organizations, and other stakeholders.
7. The CoM members emphasized the importance of ecological sustainability and discussed the need to prioritize suitable native species, ensure adequate survival rates of saplings, and avoid plantation practices that may adversely impact local biodiversity.
8. The CoM members were informed that the plantation target assigned to DG Shipping forms part of the overall Ministry-wide plantation target and discussed that plantation targets

proposed by participating organizations should be aligned with their respective scale, resources, implementation capabilities, and availability of suitable plantation sites.

**Decision:**

1. The CoM members noted the directions issued by MoPSW regarding participation in the 'Ek Ped Maa Ke Naam' (EPMKN) campaign.
2. The CoM members decided that SWFS and DG Shipping shall coordinate with MTIs, RPSLs, and other stakeholders to consolidate plantation plans and commitments for submission to the Ministry.
3. The CoM members agreed that participating organizations shall submit indicative plantation plans and tentative plantation targets based on their capabilities and available resources.
4. The CoM members agreed that plantation targets submitted at this stage shall be considered indicative limiting to 1000 trees at first stage which may be revised subsequently.
5. The CoM members directed all participating organizations to nominate nodal officers for coordination of campaign activities and reporting requirements.
6. The CoM members agreed that plantation activities may be undertaken independently or through partnerships with suitable agencies and stakeholders.
7. The CoM members advised that plantation initiatives should prioritize environmentally appropriate species and include adequate provisions for maintenance and survival monitoring.
8. The CoM members noted that the plantation drive shall be implemented throughout FY 2026-27, with plantation activities undertaken in a phased manner.

## **AGENDA D – Administration of SWFS**

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### **D.1: SWFS Office Renovation & Modernization**

#### **Discussion**

- A presentation was made by IPRCL, comprising detailed project analysis, cost estimates, and the requisite justification.
- The Committee reviewed the proposal for renovation and modernization of the SWFS Office at Nirman Bhavan, Mumbai. The Committee noted that the preliminary estimate of approximately ₹4.50 crore (excluding fees and taxes) prepared at the PPR stage had subsequently been revised to approximately ₹8.84 crore (excluding fees and taxes) based on the detailed design, DPR and technical assessment carried out by IPRCL.
- Representatives of IPRCL explained that the revised estimate incorporated several components that were not included in the preliminary estimate, including HVAC systems, electrical and IT infrastructure, structural repairs, detailed civil works, furniture, safety provisions and other requirements arising from finalisation of layouts and actual site conditions. The Committee also noted the explanation furnished by DDA regarding the preliminary nature of the original estimate and the limitations of the scope considered at the PPR stage.

#### **Decision**

- The Committee took note of the revised DPR and the detailed clarifications furnished by IPRCL and DDA concerning the variance between the preliminary estimate and the detailed project estimate. After due examination, the Committee approved the revised total project budget of ₹8.84 crore plus applicable GST & Other Charges and agreed to proceed on that basis.
- The Committee further directed the IPRCL team to expedite the project implementation programme and complete the works strictly within the committed 6 to 8 months timeline, taking into account the recurring rent already being borne by SWFS for the office premises, and to ensure timely mobilisation, coordinated execution, and adherence to the approved scope, specifications, and delivery schedule.

### **D.2: Engagement with IPRCL for Technical and Managerial Project Management Unit (PMU) for SWBAT Projects**

#### **Discussion**

- The Committee discussed the requirement for a dedicated Project Management Unit (PMU) to support implementation and monitoring of the increasing number of projects being undertaken under the SWBAT initiative.
- The role of the PMU in project coordination, progress monitoring, stakeholder engagement, documentation and technical support was deliberated upon.

#### **Decision**

- The Committee approved the engagement of IPRCL as the Technical and Managerial Project Management Unit (PMU) for SWBAT projects, subject to finalization of the scope of services, deliverables and commercial terms.
- IPRCL shall assist SWFS in project monitoring, stakeholder coordination, documentation and reporting of projects under the SWBAT initiative.

### **D.3: Engagement of Legal Consultant for SWFS**

#### **Discussion:**

1. The CoM members were apprised of the proposal to engage a full-time Legal Consultant for SWFS to provide dedicated legal support and advisory services.
2. The CoM members enquired whether the engagement would be undertaken through the GeM portal. It was informed that, considering the time involved in the GeM process, the engagement is proposed through the existing MoU between DG Shipping and Gujarat Maritime University (GMU).
3. The proposed remuneration of ₹60,000 per month for the Legal Consultant was presented before the CoM members.
4. The CoM members sought clarification regarding the scope of work and nature of engagement. It was clarified that the proposed Legal Consultant would be engaged on a full-time basis to support SWFS in legal matters.
5. The CoM members were informed that legal assistance to SWFS was previously being provided by Mr. Vivek Joy, who is associated with DG Shipping. However, the present proposal seeks to engage a dedicated Legal Consultant exclusively for SWFS.

#### **Decision:**

1. The CoM members approved, in principle, the engagement of a full-time Legal Consultant for SWFS at a remuneration of ₹60,000 per month.
2. It was further decided that Mr. Vivek Joy may continue to be engaged on a pro-rata basis, as and when required, while the dedicated Legal Consultant shall provide full-time legal support to SWFS.

### **D.4: Engagement of Welfare Counsellor**

#### **Discussion:**

1. The CoM members were apprised of the proposal to engage a Welfare Counsellor on a contractual basis to provide welfare and psychological support to seafarers and their families.
2. It was informed that SWFS staff often face challenges while interacting with the next of kin of deceased seafarers, particularly during distressing circumstances. In view of this, a dedicated Welfare Counsellor was proposed to provide professional support and assistance on a 24×7 basis.
3. The CoM members were informed that an advertisement for the position of Welfare Counsellor was published in newspapers. A total of 42 applications were received, out of which 20 candidates were found eligible for consideration.
4. Interviews were conducted for the eligible candidates, following which Ms. Khyati Kohli, was shortlisted for the position.

5. The CoM members were informed that Ms. Kohli has relevant experience, having worked with SRK Marine Clinic as a Visiting Psychologist and with SNEHA as a Consultant Clinical Psychologist.
6. It was further informed that grievance and distress calls received by SWFS would be routed to the Welfare Counsellor to ensure timely professional support and counselling services.
7. The proposed remuneration of ₹60,000 per month for the Welfare Counsellor was presented before the CoM members.

**Decision:**

1. The CoM members approved the engagement of Ms. Khyati Kohli as Welfare Counsellor on a contractual basis at a remuneration of ₹60,000 per month.
2. It was further decided that an appointment letter may be issued to Ms. Khyati Kohli for commencement of her services.

**D.5: Engagement of Hindi Translation Agency for SWFS Content on DGS Website**

**Discussion:**

1. The CoM members were apprised that a significant portion of SWFS-related content on the DGS website is presently available only in English and not in Hindi.
2. To improve accessibility and inclusiveness for seafarers and their families, it was proposed that the complete SWFS web content be made available in Hindi in addition to English.
3. The CoM members enquired whether a dedicated Hindi Translator would be required on a permanent basis for SWFS. It was clarified that the requirement is not permanent and is limited to translation-related activities.
4. The CoM members further enquired whether the translation work could be undertaken through existing resources within DG Shipping without incurring additional expenditure.
5. It was informed that the DGS has a Hindi Translator available who could support the translation requirements of SWFS.

**Decision:**

1. The CoM members approved the translation of SWFS web content into Hindi to enhance accessibility for seafarers and their families.
2. It was decided that the Hindi Translator available with DGS may be utilized for SWFS translation requirements, thereby avoiding the need for a separate engagement.

**D.7: Legal Amendments to the MoA**

**Discussion:**

1. The CoM members were apprised of the proposal for consideration and approval of amendments to the Memorandum of Association (MoA), including the introduction of tenure provisions for CoM members and incorporation of statutory and policy-related changes.
2. It was notified that the existing MoA, being in force since 1966, may contain provisions that require review in light of present-day operational, legal, and policy requirements.

3. It was suggested that an internal committee may be constituted to undertake a detailed review of the existing MoA, obtain legal opinion on the proposed changes, and recommend suitable amendments.
4. The CoM members further discussed that matters such as tenure provisions for CoM members may be examined by the proposed internal committee as part of the review process.
5. It was also observed that the MoA may not be replaced in its entirety and that necessary changes may be affected through amendments and notifications, subject to the approval of the competent authority.
6. It was further decided that the recommendations of the internal committee shall be placed before the CoM and shared with the Ministry for consideration and approval, as required.

**Decision:**

1. It was decided to constitute an internal committee to review the existing MoA and identify provisions requiring revision in light of current statutory, legal, and policy requirements.
2. The CoM members suggested that any revisions to the MoA shall be carried out through appropriate amendments and notifications in accordance with applicable legal provisions.

**D.8: Live telecast of CoM meeting**

**Discussion:**

1. The CoM members deliberated on the proposal regarding live telecast of CoM meetings.
2. Concerns were raised regarding the potential risks associated with live broadcasting of deliberations, particularly the possibility of comments or discussions being taken out of context and circulated on social media or other public platforms before the official minutes are finalized and approved.
3. The CoM members observed that the approved minutes of meetings are already recorded, documented, and made available through appropriate channels, ensuring transparency while maintaining the integrity of discussions.
4. It was further discussed that selective excerpts from live proceedings could be misinterpreted or used without the full context of the discussions, potentially resulting in unintended publicity or miscommunication.
5. The CoM members therefore examined the need to balance transparency with the confidentiality and effectiveness of deliberative discussions.

**Decision:**

1. After deliberation, the CoM members did not favour the proposal for live telecast of CoM meetings.
2. It was decided that the existing practice of maintaining and publishing approved minutes of meetings shall continue to ensure transparency and proper documentation of proceedings.

**D.9: Appointment for Vacant positions**

**Discussion:**

1. The Member Secretary informed the Committee that SWFS currently has only four permanent employees and requires additional manpower to support its expanding activities.
2. It was noted that the positions of Chief Administrative-cum-Accounts Officer (CAAO), Assistant Administrative Officer (AAO), Assistant Accounts Officer (AAO), and Accountant are presently vacant and need to be filled.
3. The Committee was informed that Consultant Shri Mukul Dutta, who had been engaged to support SWFS, has recently resigned.
4. The Member Secretary apprised the Committee that Recruitment Rules (RRs) for SWFS are currently being drafted.
5. The Committee recalled an earlier proposal regarding SWFS staffing. The Member Secretary informed that the proposal would be shared with all Committee members for reference.
6. The Member Secretary further informed that, unlike the earlier Recruitment Rules which primarily emphasized accounting qualifications, the proposed Recruitment Rules would adopt a broader eligibility framework to attract candidates with diverse educational backgrounds and skill sets.
7. The Committee observed that, in view of the various initiatives being undertaken by SWFS, it is essential to recruit personnel possessing the requisite skills, knowledge, and professional competence to effectively support the organization's objectives.

**Decision:**

1. The draft Recruitment Rules for SWFS shall be circulated to all Committee members for their review and comments.
2. The recruitment process to be carried out through EDCIL was noted by the Committee.

**D.10: Allocation of office premises at Pushpak Node, Ulwe, Navi Mumbai, for SPFO & SWFS – Ulwe Project of NUSI**

**Discussion:**

1. The CoM sought an update on the proposed office premises at Pushpak Node, Ulwe, including the building layout, available office space, and the current status of construction activities.
2. NUSI briefed the CoM regarding the progress of the project and the proposed allocation of space for SPFO and SWFS were briefly discussed.

**Decision:**

1. The Committee noted the update on the proposed office premises at Pushpak Node, Ulwe, and agreed in principle to the allocation of the office space for SPFO and SWFS

**D.11: Ongoing SWFS Procurements**

**Discussion:**

1. The Member Secretary briefed the Committee of Management (CoM) on all ongoing procurement engagements being undertaken by SWFS and also provided an overview of the upcoming procurement activities planned by the organization.

2. The CoM sought clarification on the value of the ERP implementation project being executed by KRAN Consulting. It was informed that the project cost has been apportioned equally between SWFS and SPFO, with a share of ₹8.71 crore allocated to each organization.
3. The Committee was apprised on the purpose, features, and functionality of the VOCCMAN Project Management Software being utilized for monitoring and managing SWBAT projects. Subsequently, SWBAT Project Consultant provided a demonstration of the software to the CoM members.

**Decision:**

1. The Committee noted the updates on the ongoing and proposed procurements. No further observations or queries were raised.

**D.12: The Seal of SWFS**

**Discussion:**

The agenda was placed before the CoM. No further feedback were received.

## **AGENDA E – IT & E-Governance**

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### **E.1: Engagement of IPRCL for Unified Online Booking System (U-OBS)**

#### **Discussion**

- The Committee deliberated on the proposal based on directions of Ministry for development of a centralized, cloud-based Unified Online Booking System (U-OBS) for Seafarers' Clubs under SWFS, aimed at facilitating online room booking, occupancy management, and overall accessibility of welfare facilities. The system was envisaged to function on the lines of a standard hotel booking platform, supported by a dedicated website with integrated booking and service features.
- It was noted that the proposed system is intended to ensure end-to-end digital processing and transparency in transactions, minimizing manual intervention and cash-based dealings.
- IPRCL informed that the system would include centralized administration, required hardware/software support, and provision for operation and maintenance, subject to availability of adequate internet connectivity at the club level.
- The Committee discussed the obligations of Seafarers' Clubs under the proposed system, including mandatory requirements such as real-time room listing, dynamic availability updates, and management of bookings, cancellations, refunds, and billing processes.
- Concerns were raised regarding Seafarers' Clubs that are already operating their own online booking systems. A suggestion to integrate such systems through external links was deliberated; however, it was clarified that a separate linking approach would not be feasible under the proposed framework.
- The Committee also noted concerns regarding possible operational disruptions at clubs currently functioning efficiently on existing systems, particularly with respect to risks such as booking conflicts or system transition challenges.

#### **Decision**

- The Committee noted the proposal for development of a Unified Online Booking System (U-OBS) and the associated framework.
- IPRCL was advised to further examine the concerns raised and incorporate them while preparing a detailed proposal, including system architecture, implementation approach, cost estimates, and operational modalities, for consideration by the Committee.

### **E.2: Social Media Engagement and Action Plan**

#### **Discussion:**

The agenda was placed before the CoM

## **AGENDA F – Financial Aspects and Budget Management**

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### **F.1: Engagement of Internal Auditor for SWFS**

#### **Discussion:**

1. The Member Secretary informed the Committee of Management (CoM) that no internal audit of SWFS has been conducted since FY 2022–23.
2. The Committee was apprised that a bidding process was undertaken for the engagement of an Internal Auditor for SWFS. M/s Agarwal Manoj Nidhi & Associates emerged as the lowest bidder (L1), quoting a fee of ₹2.24 lakh for conducting internal audits covering three financial years.
3. It was informed the Committee that the firm had submitted a written undertaking confirming its willingness to undertake the assignment at the quoted amount.
4. The CoM expressed concerns regarding the relatively low bid value and emphasized that the quality, scope, and comprehensiveness of the audit should not be compromised.
5. The CoM requested that the credentials and relevant details of M/s Agarwal Manoj Nidhi & Associates be shared for verification and due diligence.
6. The Committee further deliberated on the audit methodology and stressed the need for adequate scrutiny of vouchers and supporting records. It was also suggested that details of the audit tools/software proposed to be used by the audit firm be obtained and reviewed.

#### **Decision:**

1. The Committee approved the engagement of M/s Agarwal Manoj Nidhi & Associates as the Internal Auditor for SWFS, subject to ensuring that the quality and scope of the audit remain satisfactory.

### **F.2: Engagement of Statutory Auditor for SWFS**

#### **Discussion:**

1. The Member Secretary informed the Committee of Management (CoM) about the requirement to appoint a Statutory Auditor for SWFS for conducting the statutory audit and ensuring compliance with applicable financial and regulatory requirements.
2. The Committee was apprised that a competitive bidding process was undertaken for the engagement of a Statutory Auditor. M/s K G Somani & Co LLP (MSE) emerged as the lowest bidder (L1), quoting a fee of ₹1.79 lakh covering three financial years.
3. It was informed the Committee that the firm had submitted a written undertaking confirming its willingness to execute the assignment at the quoted amount.
4. The CoM expressed concerns regarding the comparatively low bid value and emphasized that the quality and comprehensiveness of the statutory audit should not be compromised.
5. The CoM requested that the credentials and relevant details of M/s K G Somani & Co LLP be shared for verification and due diligence.
6. The Committee further discussed the proposed audit approach, scope of examination, and audit methodology, and sought details of any audit tools/software proposed to be used by the audit firm.

#### **Decision:**

1. The Committee approved the engagement of M/s K G Somani & Co LLP as the Statutory Auditor for SWFS, subject to ensuring that the quality and scope of the audit remain satisfactory.

### **F.3: Appointment of Portfolio Manager and Fund Custodian for SWFS**

#### **Discussion:**

1. The Member Secretary informed that bidding process has started for the appointment of Portfolio Manager for SWFS. Current SBI fund manager was provided extension for 1 year.

#### **Decision:**

1. The Committee of Management (CoM) noted the status of the appointment of the Portfolio Manager and Fund Custodian and approved proceeding with the engagement process in accordance with the prescribed procedures.

## Informational Agendas

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### B.11: Seafarer Pranaam Scheme at Terminal T2, Mumbai Airport

#### Background:

- The Pranaam Seafarer Assistance & Facilitation Counter at CSMIA Terminal 2 operates as a 24×7 universal facilitation desk for all seafarers (registered and walk-in) under the nodal authority of DGS (Crew Branch), through an MOU between DGS, SWFS, Maritime Unions (NUSI, MUI) and the UK Home Office, with Pathfinder as the ground-services vendor. Non-genuine / RFA cases at Mumbai Airport reduced from approximately 84% (2024 baseline) to nil in the three months following counter activation; three fraudulent-document interception cases (Amarjit Singh, Jatin Lohiya, Sukhjit Singh) were reported.

#### Discussion:

- The status of the facilitation service was reviewed by the Committee. The service has been operational since 21 January 2026; as on 27 May 2026 approximately 1,992 seafarers had been verified (of the order of 1,425 UK and 326 non-UK). Eleven seafarers attempting to travel to the UK on fraudulent documents were intercepted, along with four in the non-UK category; about 45 returned voluntarily without handing over documents; two were permitted through by Indigo Airlines despite objection; and about 28 had shifted to other airports (notably Ahmedabad and Bangalore, with two via Delhi). Most of those intercepted were open-CDC holders.
- Operational concerns were flagged – in particular reduced cooperation from Indigo Airlines and the displacement of fraudulent travel to other airports – as was the counter’s fee (of the order of ₹14 lakh). The support of the DGS Support Team (Level One; Capt. Nitin Mukesh) was acknowledged.

#### Decision:

- The Committee took note of the matter and directed that the facilitation be extended to other airports in due course; that the support of the UK High Commission be sought to ensure airline (Indigo) cooperation; and that issuance of appropriate circulars / advisories to airport authorities and CISF be explored to protect genuine seafarers.

### B.12: Empanelment of the Insurance Service Provider – Life and Non-Life Coverage

#### Background:

- SWFS issued two parallel REOIs (Non-Life and Life) through the CPPP under GFR 2017 to empanel IRDAI-licensed insurers for coverage of approximately 7,50,725 registered seafarers. Three bids were received – two under Non-Life (Universal Sompo General, IndusInd General) and one under Life (Bajaj Life Insurance) – all assessed as eligible / qualifying on the prescribed parameters.

#### Discussion:

- The Committee was apprised, for information, of the insurance empanelment exercise covering life and non-life coverage, with the analysis carried out through the engaged insurance consultant. It was noted that three bids were received (two non-life, one life) and that, given the limited participation at the REOI stage, an open RFP should be floated.
- The Committee recalled that group-insurance premiums for a ₹10,00,000 cover had earlier worked out to upwards of ₹100–120 crore against actual annual payouts of the order of ₹40–50 crore, supporting continuation of the self-insurance model; it was observed that seafarers undergo annual pre-employment medical examination (generally a healthier risk profile), and that the last 3–5 years’ claims experience should be studied to benchmark and, if warranted, revise the assistance figures.

**Decision:**

- The Committee took note and instructed that SWFS proceed with an open RFP to study prevailing market conditions and the coverage that can be extended to seafarers, with the outcome / financial proposals to be placed before the Committee for decision at the subsequent stage.

**B.13: One-Time Financial Assistance to Death / Presumed-Dead Seafarers in Warlike / High-Risk Areas**

**Background:**

- Against the base “Death on Board” benefit (enhanced to ₹6,00,000 w.e.f. 23.03.2026) the Society operates a special scheme providing additional support of ₹10,00,000 for death or presumed death of seafarers performing duties in Warlike / High-Risk Areas. Six cases were disbursed at ₹10,00,000 each (total ₹60,00,000), all payments completed in April 2026.

**Discussion:**

- The disbursement status (six cases) was placed before the Committee, which took note that the payments had been made on the dates indicated. It was observed that in respect of two cases (Shri Sujeet Kumar and Capt. Rakesh Ranjan) the internal review / R&R formalities were still in progress even though the payment had already been released, and concern was expressed regarding the speed of disbursement relative to completion of internal verification.

**Decision:**

- The agenda was placed before the Committee of Management for information; the Committee took note of the scheme. No specific direction was recorded.

**C.3: Transfer of Sagar Mein Samman (SMS) and Sagar Mein Yog (SMY) from Crew to Training Branch**

**Background:**

- SMS (gender inclusion, dignity and equitable career progression) and SMY (physical, mental, emotional and psychological wellbeing across Pre-Sea, At-Sea and Post-Sea stages) have been overseen by the Crew Branch since inception. It is proposed to transfer ownership and implementation to the Training Branch to embed these values at the induction / training stage through maritime training institutions.

**Decision:**

- The agenda was placed before the Committee of Management for information.

**C.4: Sagar Milap 2026**

**Background:**

- Sagar Milap 2026 is proposed as a structured national-level maritime engagement platform of approximately 2.5 days, expected to host around 3,000 seafarers and cadets, covering welfare, training and skilling, safety and regulatory reform, grievance redressal, employment facilitation and holistic wellbeing, with integrated initiatives (SMY, SMS, cultural / heritage programmes); IPRCL is proposed as the Event Management Agency.

**Decision:**

- The agenda was placed before the Committee of Management for information; it was not separately taken up for deliberation in the proceedings. (Sagar Milap 2026 had earlier been approved as an event under the Action Taken Report of the previous CoM.)

### **D.13: Inter-Departmental Training and Capacity-Building Calendar**

#### **Background:**

- A cross-functional capability-building programme is proposed across Welfare, Gratuity, Accounts and Administration, delivered through a phased, department-wise calendar over a one-month cycle (32 working days), to enhance cross-functional understanding, reduce dependency on individuals and strengthen institutional resilience.

#### **Discussion:**

- It was noted that cross-functional training had been conducted for staff across the functions (Welfare, Gratuity, Accounts and Administration), delivered through the MSU (M/s Protiviti), and that this was placed for the information of the Committee.

#### **Decision:**

- The agenda was placed before the Committee of Management for information.

### **D.14: HR Policy**

#### **Background:**

- A consolidated and standardized HR Policy framework (currently in draft) has been prepared to formalize recruitment, service conditions, performance management, training, conduct, governance and separation / succession planning, aligned with Government guidelines and the ongoing ERP-led transformation.

#### **Decision:**

- The agenda was placed before the Committee of Management for information.

### **D.15: Delegation of Administrative Powers**

#### **Background:**

- Existing administrative powers are distributed among the CoM, Chairman / Chairperson, Vice-Chairman, Member Secretary, Member Treasurer and CAAO. A comprehensive document on Administrative Powers (distinct from Financial Powers) is proposed, with clearly defined authority levels, approval hierarchy and accountability, and rational enhancement of the powers of the Member Secretary, CAAO and Member Treasurer for routine matters.

#### **Decision:**

- The agenda was placed before the Committee of Management for information.

### **D.16: Delegation of Financial Powers**

#### **Background:**

- Existing financial powers are delegated among the Chairman / Chairperson, Member Secretary, Member Treasurer and CAAO based on expenditure type and monetary limits. A separately codified Financial Powers framework (distinct from Administrative Powers) is proposed, with defined monetary thresholds, approval hierarchy and accountability, and rational enhancement of routine-matter powers for the Member Secretary, Member Treasurer and CAAO.

#### **Decision:**

- The agenda was placed before the Committee of Management for information.

### **D.17: SWFS Manual (Admin, Finance, HR)**

#### **Background:**

- The SWFS Manual, last revised in 2014, no longer reflects current schemes, organizational structure and processes. A comprehensive revision is proposed, restructuring the manual into

thematic volumes (Scheme Operations; Finance & Accounts; Administration & HR) with a periodic (annual) review mechanism.

**Decision:**

- The agenda was placed before the Committee of Management for information.

**D.18: Recruitment Rules**

**Background:**

- The Recruitment Rules, last revised in 2011, require comprehensive review to reflect the present organizational structure, technological requirements and governance expectations. Key positions – CAAO, Assistant Administrative Officer (AAO) and Assistant Accounts Officer (AAO) – are presently vacant. Revised rules have been prepared to strengthen role clarity, competency, transparency and career progression.

**Decision:**

- The agenda was placed before the Committee of Management for information.

**D.19: Career Progression Plan**

**Background:**

- SWFS has a sanctioned strength of 19 posts, of which 11 are presently filled. There is no structured career progression framework, and the limited posts / narrow grade tiers risk stagnation. The matter is placed for in-principle deliberation and guidance on the model (e.g., MACP-based financial upgradation, in-situ promotion, intermediate grades or a hybrid) and the mechanism for development.

**Decision:**

- The agenda was placed before the Committee of Management for information.

**D.20: Procurement through CPPP and GeM Portal for SWFS**

**Background:**

- SWFS procurement is presently routed through DGS, resulting in procedural delays and limited autonomy. Independent organizational credentials on GeM (Rule 149, GFR 2017) and CPPP are proposed to enable SWFS to directly procure hardware, software, IT services and other requirements, and to publish / manage tenders, with designation of a nodal officer.

**Decision:**

- The agenda was placed before the Committee of Management for information.

**D.21: Progress of the Management Support Unit (MSU)**

**Background:**

- The MSU (three resources from Protiviti) was onboarded on 19 January 2026. It completed the AS-IS process documentation and gap analysis, supported KRAN onboarding and ERP requirement gathering (FRS review for seven modules, ongoing SRS review, milestone monitoring), and prepared key governance documents (Roles & Responsibilities, Citizen Charter, Recruitment Rules, Budget FY 2026–27, Outreach Calendar, bid documentation, recommendation reports). Cross-functional training for Welfare and Gratuity is complete; Accounts and Administration training is ongoing.
- A presentation prepared by MSU was shared with CoM members ahead of the meeting.

**Decision:**

- The agenda was placed before the Committee of Management for information.

### **E.3: Existing Hardware Infrastructure**

#### **Background:**

- The hardware estate comprises 18 desktops (5 high-end, 3 mid-range, 10 legacy AIOs), 2 laptops, 2 mobile devices, 7 printers, 1 scanner, an HPE ML10 Gen9 server (plus 1 HCL server), and non-functional biometric devices. Critical gaps were noted: no working workstation-level UPS (6 KVA UPS not operational), and no access control, CCTV or environmental monitoring in the server area.

#### **Decision:**

- The agenda was placed before the Committee of Management for information; it was not separately taken up for deliberation in the recorded proceedings.

### **E.4: Existing Software Infrastructure**

#### **Background:**

- The software review flagged: inconsistent OS versions with no centralized patch management; unlicensed MS Office 2010; antivirus (eScan) licence not renewed (critical); a slow, partially broken SQL-based Gratuity Management System; dependency on DGS e-Office with downtime and no fallback; absence of official SWFS email IDs with Gmail / WhatsApp used officially (critical); and partial software-licensing non-compliance.

#### **Decision:**

- The agenda was placed before the Committee of Management for information; it was not separately taken up for deliberation in the recorded proceedings.

### **E.5: ERP Implementation Status**

#### **Background:**

- The ERP for SWFS and SPFO has been awarded to M/s KRAN Consulting as System Integrator. Project kick-off (11.02.2026) and Project Charter (26.02.2026) are complete; the SRS and Design Documents are pending, with module beta releases planned and go-live targeted for February 2027.

#### **Discussion:**

- The ERP Project Manager (M/s KRAN Consulting, Shri Kumar Dipanshu) made a presentation. A unified digital platform is being built for SWFS / DGS to streamline scheme disposal, gratuity payments, fund management, accounting, support and a mobile application, serving three principal stakeholder groups (the SWFS office, seafarers and shipping companies / RPSLs) on centralized, inter-talking data.
- The solution comprises seven modules – a bilingual web portal, scheme management, fund management, financial accounting, technical support (SLA-based ticketing), MIS & dashboards, and a mobile application (iOS / Android) – with payment-gateway, SMS / email and data integration with the e-Samudra and e-Navik platforms to avoid duplicate data capture. On timeline: the project kicked off on 11 February 2026 and the Project Charter was submitted; it is in the requirement-gathering / design phase, with development targeted for completion by 10 October 2026, beta release by 10 December 2026 and go-live by February 2027.

#### **Decision:**

- The agenda was placed before the Committee of Management for information and record; the Committee took note of the progress achieved, the structured roadmap and the upcoming milestones.

**E.6: SWFS Webpage****Background:**

- The SWFS webpage has been migrated from the beta DGS Shipping website to the official DGMA website (dgma.gov.in). It now hosts introduction / background, organogram, sources of funding, financial status (as of 10.03.2026), all welfare schemes (expanded from 5 to 11 with downloadable forms), year-wise scheme summaries, SWBAT projects, CoM minutes, an introductory video, MoA / staff details and contact information. A comprehensive Media Gallery is pending.

**Discussion:**

- The migration of the webpage to the official live DGMA website (from the beta DGS Shipping site) was acknowledged, and the ongoing Social Media Strategy was placed for the information of the Committee.

**Decision:**

- The agenda was placed before the Committee of Management for information.

**E.7: Demonstration of Project Management Software – VOCMAN****Background:**

- M/s VOCMAN was onboarded (LOI 20.03.2025; estimated cost ₹23,64,999) to develop a centralized Project Management System for monitoring and governance of SWBAT infrastructure projects, with role-based dashboards (Admin, Vendor, Accounts / Billing, Super Admin) and third-party monitoring (IPRCL). Development and UAT are complete; the security audit is in progress and the system is at the pre-go-live / beta-rollout stage.

**Discussion:**

- The VOCMAN Project Management System was demonstrated to the Committee in the context of the now sizeable (c. 12-project) SWBAT portfolio, which is difficult to track manually. The platform was walked through across its modules: a stakeholder dashboard / overview module accessible to all (daily / weekly / monthly project status, on both mobile and computer); a project-update / mapping module; a payment- (premium-) tracking module for the DG Shipping accounts team to track monies due from contractors; and a lender / vendor-logging module identifying the contractor and site engineer-in-charge responsible for updates.

**Decision:**

- The agenda was placed before the Committee of Management for information; the Committee took note of the status of the Project Management System and the live demonstration of the software.

**F.4: Budget for Financial Year 2026–27****Background:**

- The proposed FY 2026–27 budget projects total income of approximately ₹83.86 crore and total expenditure of approximately ₹108.18 crore, covering welfare schemes, Seafarers' Club infrastructure, ERP / digital initiatives, office modernization and administrative strengthening. The increases reflect transfer of gratuity / welfare interest income, filling of vacant positions and consultant engagement, new and revised welfare schemes, and planned office renovation.

**Discussion:**

- In discussion it was clarified that the figures reflect interest income on the corpus rather than the levy contributions (which flow directly to the corpus), and a point was raised that the

document does not state the corpus / bank balance itself; it was suggested that this be reflected so that the funds and the spend against them are visible.

**Decision:**

- The agenda was placed before the Committee of Management for information; the Committee took note.

**F.5: Fund Allocation and Management**

**Background:**

- SWFS funds (Administrative, Welfare and Gratuity) have been managed by the State Bank of India as fund manager for the past 10 years, invested across Bonds / NCDs, Equity / ETFs, G-Secs and SDLs per Ministry of Finance guidelines. As on 31 March 2026, total invested amount was ₹1,742.39 crore against a market value of ₹1,821.45 crore; FY 25–26 annualized return was 6.34%.

**Discussion:**

- The Fund Manager (SBI Mutual Fund, Shri Jimmy Buhariwala) presented the investment performance. Approximately ₹238 crore was invested during the financial year (of the order of ₹144 crore in the Welfare Fund, ₹94 crore in the Gratuity Fund and ₹2 crore in the Admin Fund), with net fixed-income returns of about 7.55%; total AUM crossed approximately ₹1,857 crore. Of the corporate-bond exposure across 24 issuers, 21 were in the green category, two in yellow and one in red (IL&FS), against which partial recovery is pending (subject to valuation of the IL&FS BKC property); SWFS ranks in line with other market participants in the recovery hierarchy.
- The Fund Manager suggested that the Welfare and Admin funds be permitted to follow the investment pattern applied to the Gratuity fund – in particular the ability to park funds in liquid / overnight funds and await the right market opportunity, rather than deploying idle funds immediately and losing the benefit of a better market lot.

**Decision:**

- The Committee took note of the portfolio performance and directed that the Fund Manager’s suggestion (extending the gratuity-style investment flexibility to the Welfare and Admin funds) be placed before the Finance Committee for decision and mandate; audit and related governance matters were likewise to be taken up by the Finance Committee, with a proper external audit.

**F.6: Budget Manual**

**Background:**

- SWFS budgeting is presently practice-driven and not consolidated within a single codified framework. A comprehensive Budget Manual (currently in draft) is under preparation to formalize budgeting principles, approval mechanisms, account-classification structures, implementation processes and financial controls.

**Decision:**

- The agenda was placed before the Committee of Management for information; it was not separately taken up for deliberation in the recorded proceedings. The draft is to be placed for detailed review and finalization in due course.

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