

DELEGATION OF POWERS

ANNEXURE-I

FOR DEPARTMENTAL WORKERS ONLY

S. No.	Nature of Powers Delegated	Depot Level		District Level		Regional Level		Zonal Level		Headquarters Level		Remarks
		Authority	Power	Authority	Power	Authority	Power	Authority	Power	Authority	Power	
1.	Authority competent to sanction Payment of Festival/ Flood / Cyclone Advance.	--	--	Area Manager	Full Powers	--	--	--	--	--	--	Subject to guidelines laid down by Headquarters from time to time
2.	Authority competent to grant Conveyance Advance.	--	--	--	--	G.M. Region	Full Powers	--	--	--	--	Subject to guidelines laid down by Headquarters from time to time and also subject to budgetary provisions.
3.	Authority competent to decide matters pertaining to wage revision of departmental labour at ports & depots.	--	--	--	--	--	--	--	--	Board of Directors	Full Powers	Subject to Government of India approval.
4.	Extension/grant of any fringe benefits to departmental labour at ports & depots at par with DLBs/Port trusts.									Board of Directors	Full Powers	Subject to Government of India approval.

5.	Authority competent to revise / finalize various Piece Rate Incentive Schemes for Departmental labour.	--	--	--	--	--	--	--	--	Board of Directors	Full Powers	Subject to Government of India approval.	
6.	Competent Authority to decide/approve extension of any benefit to the departmental labour at par with staff of FCI.	--	--	--	--	--	--	--	--	Board of Directors	Full Powers	Subject to Government of India approval.	
7.	To negotiate and enter into settlements with labour unions on demands of food handling labour	--	--	--	--	--	--	--	--	Board of Directors	Full Powers	Subject to Government of India approval.	
8.	To grant fringe benefits statutory as per Act of Parliament.									Board of Directors	Full Powers		
9.	Payment of retrenchment compensation under ID Act	--	--	--	--	GM (Region)	Full Powers	--	--	--	--	As per instructions & guidelines of Headquarters in respect of departmental labour.	

Additional item proposed for framing comprehensive Delegation of Powers.

10.	Pay fixation on promotion.	--	--	Area Manager	Full Powers	--	--	--	--	--	--	Powers are to be exercised in consultation with associate finance.	
11.	Authority competent to grant leave: i) Leave of various kinds excluding special disability leave & casual leave for departmental labour in depots.(4)	--	--	Area Manager	Full Powers	--	--	--	--	--	--	Powers to be exercised as per policy decision of Hqrs from time to time & with due recommendations of concerned Manager (Depot)	
	ii) Any special disability leave for departmental labour in depots.(4)	--	--	--	--	G.M. Region	Full Powers	--	--	--	--	-do-	
	iii) Casual Leave .(4)	Manager Depot/ In-charge	Full Powers	--	--	--	--	--	--	--	--	-do-	
12.	Authority competent to grant Leave Encashment for	--	--	Area Manager	Full Powers	--	--	--	--	--	--	Powers to be exercised as per policy decision of	

	departmental labour in depots.(17)											Hqrs from time to time & with due recommend-ations of concerned Manager (Depot)	
13.	Authority competent to approve tours.(3)	--	--	Area Manager	Full Powers	--	--	--	--	--	--	As per policy of hqrs. on amount of TA/DA to departmental labour.	
14.	Authority competent to sign mortgage deed/ agreement, Reconveyance etc. executed by the departmental labour who have been granted Conveyance advance, for and on behalf of the Corporation.(9)	--	--	Area Manager	Full Powers	--	--	--	--	--	--	Subject to guidelines laid down by Headquarters from time to time	
15.(i)	Authority competent to sanction LTC Bharat Darshan & Encashment of LTC (Bharat Darshan) for eligible departmental labour. (18)	--	--	Area Manager	Full Powers	--	--	--	--	--	--	Subject to guidelines laid down by Headquarters on LTC facility to departmental labour from time to time.	
(ii)	Competent Authority for change in the place of visit availing LTC (Bharat Darshan) after commencement of the journey provided the distance is not increased.(18)	--	--	--	--	DGM (Region)	Full Powers	--	--	--	--	-do-	

16.	Permission for purchase of moveable / immovable property and noting down of transactions in official records of departmental labour.(21)	--	--	Area Manager	Full Powers	--	--	--	--	--	--	--	
17.	Issue of NOC for acquiring Passport and leaving country for departmental labour.(25)	--	--	--	--	G.M. Region	Full Powers	--	--	--	--	--	
18.	Drawing and Disbursing Authority in case food handling workers engaged in depots etc.(1)	--	--	Mgr. (A/cs) at District office	Full Powers	--	--	--	--	--	--	--	
19.	Competent Authority to initiate disciplinary action against labour.	--	--	Area Manager	Full Powers	--	--	--	--	--	--	--	--
20.	Revision of Dearness Allowance (DA).	--	--	--	--	--	--	--	--	CMD, FCI	Full powers .	As per the guidelines of Department of Public Enterprises.	

21.(i)	Competent Authority to grant Light duty as Ancillary worker(Maximum for 15 months).	--	--	--	--	GM(Region)	Full powers	--	--	--	--	As per policy of head-quarters.	
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(ii)	Competent Authority for conversion of cadre/Re-appointment as Ancillary labour	--	--	--	--	--	--	ED(Zone)	Full powers	--	--	As per policy of head-quarters.	
(iii)	Protection under "Persons with Disability(Equal opportunities, Protection of Rates and full Participation Act 1995).	--	--	--	--	--	--	ED(Zone)	Full Powers	--	--	As per policy of head-quarters.	
(iv)	Dispensation of services on being declared totally unfit for employment due to injury while on duty or due to causes directly attributed to employment or are not eligible for the protection under "Persons with Disability(Equal opportunities, Protection of Rates and full Participation Act 1995).	--	--	--	--	--	--	ED(Zone)	Full powers	--	--	As per policy of head-quarters.	
22.	Appointment on compassionate ground.	--	--	--	--	G.M. Region	Full Powers	--	--	--	--	In accordance with the Scheme framed by Hqrs.	

23.	Authority competent to transfer departmental workers.	--	--	Area Manager	Inter depots transfers within District	G.M. Region	Inter district transfers within Region	ED (Zone)	Inter Region transfers within Zone	E.D(IR-L) at Hqrs.	For inter-zonal transfers.	Transfers of labour may be done with due recommendation of concerned Manager(D)/Area Manager/GM(R)/ED(Zone)	
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24.	Competent Authority for purchase of Liveries & all other related articles applicable to departmental labour. (Newly proposed)	--	--	--	--	GM(Region)	Full Powers	--	--	--	--	As per instructions & guidelines of Headquarters in respect of departmental labour.	
25.	Payment of compensation under Workmen's /Employees Compensation Act,1923,as modified in the year 2010.	--	--	Area Manager	Full Powers	--	--	--	--	--	--	As per instructions & guidelines of Headquarters in respect of departmental labour.	
26.	Authority competent to upgrade the present/extant status/system of engagement of labour.	--	--	--	--	--	--	--	--	MoCA,F&PD post recommendation of BoD..	Full Powers		

DELEGATION OF POWERS**FOR DIRECT PAYMENT SYSTEM (DPS) WORKERS**

S. No.	Nature of Powers Delegated	Depot Level		District Level		Regional Level		Zonal Level		Headquarters Level		Remarks
		Authority	Power	Authority	Power	Authority	Power	Authority	Power	Authority	Power	
1.	Authority Competent sanction Payment of Festival /Flood/Cyclone Advance.	--	--	Area Manager	Full Powers	--	--	--	--	--	--	Subject to guidelines laid down by Headquarters in respect of DPS workers from time to time
2.	Authority competent for extension / revision of any statutory benefit, fringe benefit, welfare benefit etc. to DPS Labour.	--	--	--	--	--	--	--	--	Board of Directors	Full Powers	<i>Within the frame work of guidelines/ instructions of the Ministry of CA,F&PD</i>
3.	Authority competent to decide wages/remuneration etc. of DPS Labour.	--	--	--	--	--	--	--	--	Board of Directors	Full Powers	Subject to Government of India approval.
4.	Competent Authority to	--	--	--	--	--	--	--	--	Board of Directors	Full Power	Subject to Government of

	decide/approve extension of any benefit to the DPS workers at par with departmental labour and/or staff of FCI.										s	India approval.	
5.	Revision of Minimum Basic wages/VDA/Piece Rate wages at the interval of six(06) months on 1 st October and 1 st April of every year as per the notification order issued by the appropriate authority under Minimum Wages Act.	--	--	--	--	--	--	--	--	CMD, FCI	Full powers.	As per policy and guidelines.	
6.	To negotiate & enter into settlements with labour unions on demands of food handling	--	--	--	--	--	--	--	--	Board of Directors	Full Powers	Subject to Government of India approval.	

	labour.												
7.	To grant retrenchment compensation under ID Act.	--	--	--	--	GM(Region)	Full powers						AS per instructions & guidelines of Hqrs in respect of DPS labour.
8.	Authority competent to approve tour.	--	--	Area Manager	Full Powers	--	--	--	--	--	--		As per policy of hqrs. on TA/DA to DPS workers.(Pg /c)
9.	Permission for purchase of moveable / immoveable property and noting down of transactions in official records of DPS workers.	--	--	Area Manager	Full Powers	--	--	--	--	--	--	--	--
10.	Competent Authority for issue of NOC for acquiring Passport and leaving country by the DPS workers.	--	--	--	--	GM(Region)	Full powers	--	--	--	--	--	--
11.	Payment of compensation under Workmen's /Employees Compensation	--	--	Area Manager	Full Powers	--	--	--	--	--	--		As per instructions & guidelines of FCI Hqrs i.r.o DPS labour.

	Act,1923 as modified in the year 2010, wherever applicable												
12.	Appointment on compassionate ground	--	--	--	--	G.M. Region	Full Powers	--	--	--	--	In accordance with the Scheme framed by Hqrs. for DPS workers	
13.	Drawing and Disbursing Authority in case food handling workers engaged in depots etc.	--	--	Mgr. (A/cs) at District office	Full Powers	--	--	--	--	--	--	--	
14.	Extension of medical benefits as per the provisions of ESIC Act.	--	--	Area Manager	Full Powers	--	--	--	--	--	--	As per instructions and guidelines of Headquarters in respect of DPS workers.	
15.	Authority competent to transfer DPS workers.	--	--	Area Manager	Inter depots transfers within District	G.M. Region	Inter district transfers within Region.	ED (Zone)	Inter Region transfers within Zone	E.D(IR-L) at Hqrs.	For inter-zonal transfers.	Transfers of labour may be done with due recommendation of concerned Manager(D)/Area Manager/GM(R)/ED(Zone)	

16.	Competent Authority to initiate disciplinary action against labour.	--	--	Area Manager	Full Powers	--	--	--	--	--	--	--	
17.	Authority competent to upgrade the present/extended status/system of engagement of labour.	==	==	==	==	==	==	==	==	MoCA,F&P D post recommendation of BoD..	Full Powers		

ANNEXURE-III

DELEGATION OF POWERS FOR 'NO WORK NO PAY'(NWNP) SYSTEM WORKERS

S. No.	Nature of Powers Delegated	Depot Level		District Level		Regional Level		Zonal Level		Headquarters Level		Remarks
		Authority	Power	Authority	Power	Authority	Power	Authority	Power	Authority	Power	
1.	Authority competent to upgrade the present/extant status/system of engagement of labour.	--	--	--	--	--	--	--	--	MoCA,F&PD post recommendation of BoD..	Full Powers	
2.	Authority competent to select food-handling labour for induction in depots.	--	--	--	--	GM(Region)	Full Powers	--	--	--	--	As per instructions & guidelines of Hqrs. from time to time.
3.	Authority competent to sign and issue appointment letters, as per approved select list.	--	--	Area Manager	Full Powers	--	--	--	--	--	--	<i>As per the policy and guidelines of Ministry of CA,F&PD and policy decision of Hqrs from time to time.</i>

4.	Authority competent to decide wages/remuneration etc. of NWNP workers.	--	--	--	--	--	--	--	--	Board of Directors	Full Powers	Subject to Government of India approval.	
5.	Authority competent for extension / revision of any statutory benefit, fringe benefit, welfare benefit etc. to NWNP Labour.	--	--	--	--	--	--	--	--	Board of Directors	Full Powers	<i>Within the frame work of guidelines/ instructions of the Ministry of CA,F&PD</i>	
6.	To negotiate & enter into settlements with labour unions on demands of food handling labour.	--	--	--	--	--	--	--	--	Board of Directors	Full Powers	Subject to Government of India approval.	
7.	Revision of Minimum Basic wages/VDA at the interval of six(06) months on 1 st October and 1 st April of every year as per the notification order issued by the appropriate authority under Minimum Wages Act.	--	--	--	--	--	--	--	--	CMD, FCI	Full powers .	As per policy & guidelines of FCI Hqrs.	

8.	Revision of piece rate wages.	--	--	--	--	GM(Region)	Full powers	--	--				
9.	To grant retrenchment compensation under ID Act.	--	--	--	--	GM(Region)	Full powers	--	--	--	--	AS per instructions & guidelines of Hqrs in respect of NWNP labour.	
10.	Competent Authority to decide any issue on Provident Fund deposited with RPFC Office in respect of NWNP system workers under EPF & Misc. Act.	--	--	Area Manager	Full Powers	--	--	--	--	--	--	All documents required by RPFC office from workers may be verified and forwarded by concerned Manager(Depot)	
11.	Payment of compensation under workmen's/ Employees Compensation Act 1923 as modified in 2010 wherever applicable	--	--	Area Manager	Full Powers	--	--	--	--	--	--	As per instructions and guidelines of Headquarters in respect of NWNP system workers.	

12.	Extension of medical benefits as per the provisions of ESIC Act.	--	--	Area Manager	Full Powers	--	--	--	--	--	--	As per instructions and guidelines of Headquarters in respect of NWNP system workers.	
13.	Authority competent to approve tours.	--	--	-do-	-do-	--	--	--	--	--	--	As per policy of Hqrs. on TA/DA to No Work No Pay System Workers.	
14.	Drawing and Disbursing Authority in case food handling workers engaged in depots etc.	--	--	Mgr. (A/cs) at District office	Full Powers	--	--	--	--	--	--	--	
15.	Authority competent to transfer NWNP workers.	--	--	Area Manager	Inter depots transfers within District	G.M. Region	Inter district transfers within Region	ED (Zone)	Inter Region transfers within Zone	E.D(IR-L) at Hqrs.	For inter-zonal transfers.	Transfers of labour may be done with due recommendation of concerned Manager(D)/Area Manager/GM(R)/ED(Zone)	

16	Competent Authority to initiate disciplinary action against labour.	--	--	Area Manager	Full Powers	--	--	--	--	--	--	--	
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