

Item No.	DETAILS OF POWERS	Existing Powers of DIRECTOR (HRD)	Sub delegated power to Dir(HRD)	Existing Powers of Dir(Fin)	Sub delegated power to Dir(Fin)
1	2	3	4	5	6
4.12	Release of employees from Contractual Bonds in relaxation of Rules including waiver of bond money.	Full powers in respect of all non-executive employees.	FULL POWERS	NIL	FULL POWERS
4.13	Cash Award	Full powers in respect of all the Non-Executives on the recommendation of the committee constituted by the CMD for the purpose, subject to a limit of Rs.10,000/- in a financial year.	Full powers to be exercised on the recommendation of a committee constituted by the Dir(HRD) for the purpose.	NIL	Full powers to be exercised on the recommendation of a committee constituted by the Dir(FIN) for the purpose.
4.14	Change of name of employee and change of Home Town for LTC purposes.	Full powers in respect of non-executives.	FULL POWERS	NIL	FULL POWERS
4.20	To incur expenditure for the awards for improved productivity, economy including rewards to officials for displaying exceptional courage, skills etc. and also rewards towards incentive.	Full powers in respect of all non-executives. As per policy laid down by the Board and on the recommendation of a committee constituted by the CMD for the purpose.	Full powers. As per policy laid down by the Board and on the recommendation of a committee constituted by the Dir(HRD) for the purpose.	NIL	Full powers. As per policy laid down by the Board and on the recommendation of a committee constituted by the Dir(FIN) for the purpose.
6	STAFF WELFARE				
6.4	Grant –in-aid to clubs or organizations of Welfare for staff of the company.	Not exceeding Rs.10,000/- per year in respect of each club or organization for welfare of staff as per policy approved by the board.	Full powers as per policy approved by the Board.	NIL	NIL
6.9	Interest free loan to Staff Co-op Societies.	NIL	Full powers as per policy approved by the Board.	NIL	NIL
7	TRAINING /DEPUTATION ABROAD				
7.4	Deputation of officers to attend Training/Higher Management courses, study tours etc. for short duration in India.	Full powers provided the fee involved does not exceed Rs.20,000/- per official and course / training programme / study tours.	No Change	Full powers with respect to staff working under his control provided the fee involved does not exceed Rs.20,000/- per official and course/training programme/ study tours	No Change