



राष्ट्रीय बीज निगम लिमिटेड

(भारत सरकार का उपक्रम- "मिनी रत्न" कम्पनी)

सीआईएन: यू74899डीएल1963पीएलसी003913

पंजीकृत कार्यालय:

बीज भवन, पूसा परिसर

नई दिल्ली-110012 (भारत)

(आईएसओ 9001:2008 व 14001:2004 प्रमाणित कम्पनी)

NATIONAL SEEDS CORPORATION LIMITED

(A Government of India Undertaking- "Mini Ratna" Company)

CIN: U74899DL1963PLC003913

Regd. Office:

Beej Bhawan, Pusa Complex

New Delhi-110012 (INDIA)

(An ISO 9001:2008 & 14001:2004 Certified Company)

No. NSC/Vig/1.4/2015/268

Date: 16.09.2015

CIRCULAR

Sub:- Amendment in NSC Employees (C D A) Rules- 2013

In view of merger of SFCI and National Seeds Corporation Limited, NSC Employees (Conduct, Discipline & Appeal) Rules, 2013 was reviewed. Accordingly, the Board of Directors in their 262nd Board Meeting held on 28.08.2015 approved following amendments in NSC's CDA Rules 2013.

1. Clause No. 2 – Application

Clause No. 2(v) added as below:

2(v)- Those undergoing training/apprenticeship in Corporation. They will be governed by terms & conditions of their appointment as trainee or apprentice, as the case may be.

2. Clause No. 31- Exceptions

- Deleted.

3. Revision in Disciplinary/Appellate Authority (Annexure-I)

Revised Disciplinary Authority under NSC (CDA) Rules as approved by the Board is enclosed.


16.9.15
(A.K. Ghildiyal)
Chief Vigilance Officer

Copy to:-

1. Regional Manager, R O, N S C Bangalore / Bhopal/ Chandigarh/ Chennai / Jaipur / Kolkata / Lucknow / Patna / Pune / Secundrabad
2. Director-in-charge, Central State Farm, Suratgarh / Sardargarh/ Jelsar/ Hissar / Raichur
3. Sr. GM(Mktg)/Sr.GM(Engg)/Sr GM(Prod & MM)/ Sr. GM(HR)/ Sr.GM(Fin)/ Addl.GM(QC)
4. Director (Fin), NSC, H.Q. - for kind information.
5. Director (Comm), NSC, H.Q. - for kind information

Copy also to:-

1. APS to C&MD - for kind information of C&MD
2. Copy for circulation among staff members.

‘इस उपक्रम में हिंदी में प्राप्त पत्रों का स्वागत है’

(Annexure-I)

**Schedule of powers of Disciplinary/Appellate/Reviewing
Authorities Under NSC Conduct, Discipline & Appeal Rules
(Approved by Board of Directors in their 262nd Board Meeting held on 28.08.2015)**

Sl. No.	Description of Pay scale and grade	Nature of Penalty	Authority competent to impose penalties in Col. 3	Appellate Authority	Reviewing Authority
1.	Category 'A' Rs.16400-40500 (E-1 or equivalent)	Minor penalty	Concerned Functional Director	Chairman-cum-Managing Director	Board of Directors
		Major Penalties	Chairman-cum-Managing Director	Board of Directors	Board of Directors
2.	Category 'A' Rs.20600-46500 to Rs.29100-54500 (E2 to E 4 or equivalent)	Minor & Major Penalties	Chairman-cum-Managing Director	Board of Directors	Board of Directors
3.	Category 'A' pay scale of Rs.32900-58000 and above (E 5 & above or equivalent)	Minor Penalty	Chairman -cum- Managing Director	Board of Directors	Board of Directors
		Major Penalty	Board of Directors	Board of Directors	Board of Directors
4.	Category 'B' pay scale of Rs.10900-31500 to Rs.12600-32500 (S-4 & E 0 or equivalent)	Minor Penalty	GM/SGM / functional Head	Functional Director	Chairman-cum-Managing Director
		Major Penalty	Functional Director	Chairman-cum-Managing Director	Board of Directors
5	Category 'C' pay scale Rs.7200-21300 to Rs.10500-29500 (NS-3 to S-3 or equivalent)	Minor and Major Penalty	-GM/SGM(HR) in case of Head Office. - Regional Manager in case of Regional Offices -Farm Head in case of Farms	Concerned Functional Director	Chairman-cum-Managing Director

6.	Category 'D' pay scale Rs.6700 -18900 to Rs 7000-19700 (NS- 0 to NS- 2) Category 'D' pay scale Rs 7600-19600 & Rs 8000-21100(D1 & D2) For existing employees only.	Minor and Major Penalties	- General Manager (HR)/SGM(HR) at Corporate office. - Regional Managers at Regional Offices. -Farm Head in case of Farms.	Concerned Functional Director.	Chairman- cum- Managing Director
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Note: 1. The above schedule may be read along with the delegation of powers applicable to the concerned officers.

2. The Disciplinary/Appellate Authorities shall exercise these powers only for the employees working under their administrative/functional control.
3. In case the Disciplinary/Appellate Authorities as mentioned above is not available in respect of any employee, next higher Authority will exercise the powers of such Authority.
4. As per Rule 13.6 of General Conditions of Service Rules, power to terminate the services of an employee shall be exercised by any Appointing Authority below C&MD, only with prior approval of C&MD.