

NATIONAL SEEDS CORPORATION LIMITED
(A GOVERNMENT OF INDIA UNDERTAKING)
BEEJ BHAWAN, PUSA COMPLEX
NEW DELHI- 110 012

F.No. 154(1)/23/HR/NSC

Dated: 28th October, 2023

Office Order (323)

As per the directions of Competent Authority the following Committees have been constituted for the action plan and submit their report on the relevant purpose by the specified date as per the suggestions and recommendations made in the Report of the Committee to Study and Review the Functioning of the National Seeds Corporation Ltd. The Committees are as under:-

1. Specifying the job titles, duties, roles and responsibilities of every employee in the organisational hierarchy by giving specific tasks with requisite freedom flexibility and authorisation

S.No	Constitution of Committee	Scope of work	Report to be submitted by
1	HOD, HR, NSC	To review the duties and responsibilities of executives of HO, RO and farms already available in the website in consultation with RM's / Farm Heads through VC	30.11.2023
2	HOD, NSC (respective division i.e. Prod., Mktg., F&A, MM, Engg., QC, Legal, Vigilance, Welfare (For HR Division, DGM, HR will be the member)		

2. Modification of NSC's current Organisation setup

S.No	Constitution of Committee	Scope of work	Report to be submitted by
1	HOD, F&A, NSC	To review Modification of NSC's current organisation setup	30.11.2023
2	HOD, Prod., NSC		
3	HOD, HR, NSC		
4	HOD, Mktg., NSC		
5	Dy. GM, (Engg.), NSC		
6	Asstt. GM (Engg.), NSC		

Signature
28/10/2023

3. **Rationalization of Senior Management** to have a balanced essential minimum at the senior management level and maximum staff at the field/ ground level for effective functioning

S.No .	Constitution of Committee	Scope of work	Report to be submitted by
1	HOD, F&A, NSC	To review Rationalization of senior management to have a balanced essential minimum at the senior management level and maximum staff at the field/ ground level for effective functioning along-with Regional Manager and submit its report.	30.11.2023
2	HOD, Prod., NSC		
3	HOD, HR, NSC		
4	HOD, Mktg., NSC		

4. **New Area Offices/Establishments** - periodically review the necessity or otherwise, of setting up area offices, production centres, marketing offices, processing plants, seed storages etc. in the Regions based on the ground-level situation

S.No .	Constitution of Committee	Scope of work	Report to be submitted by
1	HOD, F&A, NSC	To review New Area Offices/Establishments - periodically review the necessity or otherwise, of setting up area offices, production centres, marketing offices, processing plants, seed storages etc. in the regions based on the ground-level situation along-with Regional Manager and submit its report.	30.11.2023
2	HOD, Prod., NSC		
3	HOD, HR, NSC		
4	HOD, Mktg., NSC		
5	Dy. GM, (Engg.), NSC		
6	Asstt. GM (Engg.), NSC		

5. **Export-Import Section:** The erstwhile Export-Import Section which existed in the Marketing Division of NSC for four decades from the early 70s should be revived immediately to give the necessary impetus and attention to this important activity with huge potential.

Sh. Onkar Singh, Addl. GM (Mktg.)/HOD, HR will examine the revival of Export - Import Section as mentioned above and put up Report by 15.11.2023

Onkar Singh
28/10/2023

6. **Training Section:** Reviving an exclusive Training Section in HO, with in HR, to remain wholly devoted to 'Team Training' is recommended. Incidentally, NSC-HO had an exclusive Training Section for nearly four decades from the year 1965. Its revival is strongly recommended in the interest of capacity building on a consistent / regular basis, for all the cadres. This is important especially now as bulk of the Team, especially in the middle and junior levels, involved in the various activities in NSC is relatively young and new to the profession and job requirements. An Induction / Orientation Program specially designed for fresher's / new entrants will help in equipping them with the essential aspects of the NSC's functioning.

Sh. Sheelendra Kumar, GM (HR-Welfare) will examine the revival of exclusive Training Section in HO as mentioned above and put up Report by 10.11.2023

7. Raw seed delivery is reportedly getting affected due to raw seed advance /procurement price based on MSP and not by market driven price as is followed in the private sector. Often ideal seed production locations' have high concentration of seed production of a wide range of products of many seed organisations / companies, implying not only stiff competition, but also, isolation problems.

S.No	Constitution of Committee	Scope of work	Report to be submitted by
1	RM, RO Lucknow	To examine Raw seed procurement price based on MSP and not by market driven price and submit its report.	30.11.2023
2	RM, RO Secundrabad		
3	RM, RO Jaipur		
4	RM, RO Chandigarh		

8. Online stock /sale and inventory management system needs improvement

S.No	Constitution of Committee	Scope of work	Report to be submitted by
1	AM, IT, NSC, New Delhi	To monitor the Beej Prabhandhan entries on daily basis	Compliance report on monthly basis before 07 th of next month
2	Officer (IT), RO Lucknow		
3	Officer (IT), RO Bengaluru		

9. **Rationalisation of Product Portfolio:** (i) Determine input and product portfolio based on the technical capabilities, growth prospects and profit margins etc. (ii) to find superior crop varieties and hybrids with high potential (iii) Balanced mix of "high volume low value" crops and "low volume-high value" (iv) Expand product range as per market demand. (v) Develop public strategic alliances with state seeds corporations, Department of Agriculture and dependable / reputed private sector seed enterprises under PPP mode for mutually beneficial business propositions should be explored. (vi) Production diversification.


28/10/2023

S.No	Constitution of Committee	Scope of work	Report to be submitted by
1	HOD, Prod., NSC	To examine Rationalisation of Product Portfolio as mentioned above at S.No. 9 and submit its report.	30.11.2023
2	HOD, Mktg., NSC		
3	RM, RO Lucknow		
4	RM, RO Secundrabad		
5	RM, RO Jaipur		

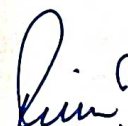
10. Dealership Terms.

S.No	Constitution of Committee	Scope of work	Report to be submitted by
1	HOD, Mktg., NSC	To put up draft changes in Dealership Terms	10.11.2023
2	RM, Bengaluru		
3	RM, RO Patna		
4	RM, RO Ahmadabad		

11. Seed Demand Forecasting and Market Potential Assessment:

- (i) Developing regional seed hub for meeting Asian and African Country demand
- (ii) Market driven production (short term planning bottom up and top down approach)

S.No	Constitution of Committee	Scope of work	Report to be submitted by
1	HOD, Prod., NSC	To study the above points at S.No. 11 and submit its report	30.11.2023
2	HOD, Mktg., NSC		
3	RM, Lucknow		
4	HOF, CSF, Hisar		


28/10/2023

(Onkar Singh)

Addl. GM (Mktg.)/HOD, HR

Distribution:

1. All concerned Officers / Officials, NSC
2. All HODs/In-charge, NSC, New Delhi
3. All Regional Managers / Head of Farm
4. Office of CMD, NSC
5. Office of Director (Fin.), NSC
6. Office of Director (Comm.), NSC
7. Dy. GM (HR), NSC
8. IT Division, NSC - For uploading on NSC website
9. Guard file