

1.2 POWERS & DUTIES OF OFFICERS AND EMPLOYEES

The powers and duties of the officers and employees of the Company stems mainly from the provisions of the Companies Act, 1956 and Memorandum & Articles of Association of the Company. The officers and workmen of the Company carry out the business operations of the Company in line with the objectives specified in the Memorandum of Association of the Company.

The main objectives of the Corporation are set out in the Memorandum and Articles of Association. Some of the important functions and duties of the officials of the Corporation are as under:

- Efficient, Economic and Timely execution of Health Care / construction projects.
- Execution of works of Specialised/Hi-tech Projects in Health Care business.
- Introducing new methods and techniques in the field of engineering & construction and thereby reducing the period of execution.
- To upgrade and acquire new construction technologies.
- To upgrade and acquire latest equipment and technologies.
- Motivating employees to achieve higher productivity.
- Execution of works in difficult and in remote areas across the country.
- Becoming a model construction Company without exploitation of labour.

Since HSCC (India) Limited is a wholly owned subsidiary Public Sector Enterprise of NBCC (India) Limited under the provisions of the Companies Act, 1956, the powers and duties of its Directors and conduct of its business is regulated by the provisions of the Companies Act, 1956. The powers to manage the affairs of the Company rest with the Board of Directors. The Board of Directors has authorized the Managing Director to exercise all or any of the powers vested in the Board for the management and administration of the company except certain matters for which the approval of the Board or the holding Company as the case may be, shall be necessary. The Managing Director, in turn, has sub-delegated various powers upto certain limit to the officers of the Company.

1.2.2 Powers & Duties of other employees:

HSCC (India) Limited is a wholly owned subsidiary Public Sector Enterprise of NBCC (India) Limited under the Ministry of Housing and Urban Development, Government of India. The powers of Company officials are well defined at all levels in the Organisation. Duties are assigned to its officers and employees from time to time.

1.2.3 Rules / Orders under which powers and duties are derived:

The powers have been delegated by the Board of Directors to the Managing Director.

Sub-Delegation of Powers - Under the powers vested to Managing Director, the powers have been sub-delegated to Director, Chief General Managers, General Managers and other

Executives to empower them to discharge their duties & functions commensurate with the responsibilities.

These powers are revised from time to time depending upon organizational requirements and also as per the guidelines of the Department of Public Enterprises (DPE) and administrative Ministry.

While discharging the duties and responsibilities, employees are complying with the provisions of the applicable Statutes, Rules and Regulations.

1.2.4 **Exercise of Powers**

The Sub-Delegation of Powers clearly defines the extent of powers to be exercised by the employees.

1.2.5 **Work Allocation**

The work allocation is made to the employees based on the organisational requirement.