

KERALA FOREST DEVELOPMENT CORPORATION

DELEGATION OF POWERS OF OFFICERS IN KFDC.

Sub: Revised Delegation of Powers of Officers in KFDC, Sanctioned vide Resolution No. 1718 of the 216th KFDC Director Board dated 26.07.2023, by suppressing the Delegation of Powers, Sanctioned vide Resolution No. 1330 of the 158th KFDC Director Board Meeting dated 29.07.2010 and Resolution No. 1432 of the 168th KFDC Director Board Meeting dated 08.06.2012.

Ref: GO(Rt)No. 394/2018 F&WLD dated 01.09.2018.

GENERAL CONDITIONS: - The Powers are delegated to the following general conditions.

1. Expenditure for all works and purchases shall be incurred with only provision in the budget approved by the Board or as per the specific decision of the Board.
2. Administrative Sanction for works and purchases shall be accorded only as per the provisions in the budget approved by the Board or specific decision of the Board.
3. Technical Sanction shall be accorded only with Administrative Sanction from Managing Director or from the Board.
4. Sales shall be confirmed only with due regard to the procedures for sale and the current market rates.
5. Purchases shall be as per Store Purchases Manual vide GO(P) No. 3/2013/SPD dt. 21.06.2013 and modified vide GO(P) No. 7/2014/SPD dt. 28.08.2014 and further revisions if any.
6. Overall budget provision shall not ordinarily be exceeded.
7. Any deviation or excess expenditure of more than 5% of the provision in the budget approved by the Board shall be placed before the Board for approval.

SL NO	PARTICULARS	DELEGATION OF POWERS IN EACH CASE						
		Existing Powers			Revised Powers			
		MD	GM	DM	MD	GM	AGM	DM
		3	4	5	6	7	8	9
1	2							
PART I - FINANCIAL POWERS.								
1a	Administrative Sanction to Civil Works.	Rs. 25 lakhs.	Nil	Nil	Rs 75 Lakhs.	10 Lakhs.	5 lakhs.	2 Lakhs.
1b	Administrative sanction to Silvicultural, timber, plantation, and other works for protection and management of plantations and natural forests.	Full Powers.	Rs. 8.00 lakhs.	Rs. 1.50 lakhs.	Full Powers.	20 Lakhs.	10 Lakhs.	5 Lakhs.
2	Sanction to purchase stores, tools and plants, furniture, office equipment, fertilizers, insecticides, and other expendable stores subject to the STP rules.	Rs. 20.00 lakhs.	Rs. 3.00 lakhs.	Rs. 25,000/-	50 lakhs.	15 Lakhs.	5 Lakhs.	2 Lakhs.
3	Payment of charges for obligatory advertisements such as tender and sale notifications.	Full Powers.	Full Powers.	Full Powers.	Full Powers.	Full Powers.	Full Powers.	20,000/-
4	Payment of charges for non-obligatory advertisements.	Rs. 50,000/-	Nil	Nil	1.00 Lakh	Nil	Nil	Nil
5	Purchase of stationery and payment of printing charges.	Full Powers.	Rs. 50,000/- with annual limit of Rs. 3.00 lakh	Rs. 2,000/- with annual limit of Rs. 20,000/-	Full Powers.	50,000/- Rs. with annual limit of Rs. 3.00 lakh	10,000/- Rs. with annual limit of Rs. 1.00 lakh	5,000/- Rs. with annual limit of Rs. 50,000/-
6	Non-recurring contingent charges.	Rs. 25,000/-	Rs. 5,000/-	Rs. 2,000/-	50,000/-	25,000/-	10,000/-	5,000/-
7	Purchase of motor vehicles sanctioned by the Board directly through GEM site.	Full Powers	Nil	Nil	Full Powers.	Nil	Nil	Nil

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		MD	GM	DM	MD	GM	AGM	DM
1	2	3	4	5	6	7	8	9
8	The sanction for the repairs of motor vehicles, boats, and other machinery.	1.50 lakhs.	Rs. 75,000/-	Rs. 50,000/-	Rs 4.00 lakhs	Rs 1.00 Lakh	Rs 75,000/-	Rs 50,000/-
9	The sanction for the disposal of unserviceable articles, stores, scraps, and vehicles (book values are indicated).	Rs. 5.00 lakhs	Rs. 20,000/-	Rs. 5000/-	12 Lakhs book value in each case.	10 Lakhs book value in each case.	5 Lakhs book value in each case.	1 Lakh book value in each case.
10	The sanction for works relating to the preparation of Management Plans.	Full Powers.	Full Powers.	Rs. 25,000/-	Full Powers.	Full Powers.	Rs 50,000/-	Rs 25,000/-
11	The Technical Sanction for raising and maintenance of plantations of all species and other silvicultural works.	Full Powers.	Full Powers	Rs. 2.00 lakhs	Full Powers.	Full Powers.	Rs 15 lakhs.	Rs 10 lakhs.
12	The Technical Sanction for Civil Works.	Full Powers.	Rs. 5.00 lakhs.	Rs. 3.00 lakhs	Full Powers.	Rs 25 Lakhs.	Rs 10 Lakhs.	Rs 5 Lakhs.
13	The Technical Sanction for water supply and Electrification works.	Rs. 5.00lakhs.	Rs. 1.00 lakh.	Rs. 50000/-	Full Powers.	Rs 10 Lakhs.	Rs 5 Lakhs.	Rs 2.50 lakhs.
14	The Technical Sanction for repairs and maintenance of buildings, roads, bridges, etc.	Rs. 10.00 lakhs.	Rs. 25,000/-	Rs. 10,000/-	Rs 25 Lakhs.	Rs 10 Lakhs.	Rs 5 Lakhs.	Rs 2 Lakhs.
15	Technical Sanction for working down timber, poles, billets, firewood, etc, or collection of other produce.	Full Powers.	Full Powers.	Rs. 2.00lakhs	Full Powers.	Full Powers.	Rs 10 lakhs.	Rs 5 Lakhs.
16	Power to accept tenders in excess overestimate and to award silvicultural works within the financial powers for technical sanction of each officer.	Up to 35%	Up to 20%	Up to 10%	Up to 40 %	Up to 25%	Up to 15 %	Up to 10 %

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16 a	Power to accept Tenders in excess overestimated to award Civil Works.	As per the practice existing in PWD from time to time equating the powers of Chief Engineer.	As per the practice existing in PWD from time to time equating the powers of Superintending Engineer.	As per the practice existing in PWD from time to time equating the powers of Executive Engineer.	As per the practice existing in PWD from time to time equating the powers of Chief Engineer.	As per the practice existing in PWD from time to time equating the powers of Superintending Engineer.	As per the practice existing in PWD from time to time equating the powers of Executive Engineer.	As per the practice existing in PWD from time to time equating the powers of Assistant Executive Engineer.
17	Power to sanction direct execution of works when there is no response to tenders. or when tender excess is more than 35% subject to the condition that the total expenditure is within an overall excess of 35% of the estimated amount less contractor's profit.	Full Powers.	Nil	Nil	As per the practice existing in PWD from time to time equating the powers of Chief Engineer.	As per the practice existing in PWD from time to time equating the powers of Superintending Engineer.	As per the practice existing in PWD from time to time equating the powers of Executive Engineer.	As per the practice existing in PWD from time to time equating the powers of Assistant Executive Engineer.
18	Power to sanction direct execution of Silvicultural and timber works at an estimated rate.	Full Powers.	Full powers within the limit for Technical Sanction.	Full powers within the limit for Technical Sanction.	Full Powers.	Full Powers.	Full powers within the limit for Technical Sanction.	Full powers within the limit for Technical Sanction.
19 a	The sanction for the sale of Coffee, Cardamom, Tea, Cashew, Pepper, and NTFP or other products such as seeds, planting stock, etc by direct marketing.	Full Powers.	Nil	Nil	Full Powers.	Full Powers.	Full Powers are subject to the condition that the bid amount is above the approved Valuation.	Full Powers are subject to the condition that the bid amount is above the approved Valuation.

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19 b	Sanction for the Sale of Forest Produces by direct marketing at rates above the Scheduled Rate or Selling Price or rate approved by the Board whichever is higher.	Full Powers.	Nil	Nil	Full Powers.	Nil	Nil	Nil
19 c	Sanction for Payment of commission to retail agents in the case of retail of spices, non-timber forest produce, etc. (MRP= Maximum retail price)	Up to 20% of the MRP.	Nil	Nil	Up to 20% of the MRP.	Nil	Nil	Nil
19 d	Sanction of Commission to Tour Operators/agents for Eco-Tourism.	Up to 20% of Full Tariff.	Nil	Nil	Up to 20% of Full Tariff.	Up to 10% of Full Tariff.	Day 5% Stay 10%.	Day 5% Stay 10%.
20	Confirmation of Non-Timber Forest Produce.	Full Powers.	Full Powers.	Rs. 50,000/-	Full Powers.	Full Powers.	Upto 5 Lakhs subject to the condition that the bid amount/ offer price is above the approved Valuation.	Upto 2.5 Lakhs subject to the condition that the bid amount/ offer price is above the approved Valuation.
21	Confirmation of Sales of Cashew, Pepper, and other Cash Crops.	Full Powers.	Full Powers.	Rs. 50,000/-	Full Powers.	Full Powers.	Upto 5 Lakhs subject to the condition that the bid amount/ offer price is above the approved Valuation.	Upto 2.5 lakhs subject to the condition that the bid amount/ offer price is above the approved Valuation.

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22	Confirmation of license for intercrop cultivation.	Full Powers.	Nil	Nil	Full Powers.	Nil	Nil	Nil
23 a	Approval of valuation of standing tree growth is subject to guidelines issued by the Board.	Full Powers.	Full Powers.	Rs. 1.00 lakh	Full Powers.	Full Powers.	Nil	Nil
23 b	Confirmation of Sales of standing tree growth.	Full Powers, subject to the condition that the value is not less than 90% of the valuation.	Full Powers, subject to the condition that the value is not less than the valuation.	Rs. 1.00 lakh subject to the condition that the value is not less than the valuation.	Full Powers, subject to the condition that the value is not less than 70% of the valuation. Full power in case of Misc. growth of Non hard wood.	Full Powers, subject to the condition that the value is not less than 80% of the valuation. 50% in case of Misc. growth of Non hardwood.	Up to 10 lakhs subject to the condition that the bid amount/ offer price is above the approved valuation. Upto 80% for the Misc growth.	Up to 5 lakhs subject to the condition that the bid amount/ offer price is above the approved valuation. Upto 90% for the Misc growth.
24 a	Confirmation of sales of Hardwood Timber	Full Powers	Full powers subject to the condition that the rate fetched is not less than a scheduled rate or selling price or an average of 3	Per lot up to Rs. 15,0000/- subject to the condition that the rate fetched is more than 15% above the scheduled rate or above the Selling Price.	Full Powers.	Full Powers.	Full Powers, subject to the condition that the rate fetched is more than 10% above the scheduled rate or above the Selling price or above the average of 3 previous auctions in the nearest Govt. timber depot whichever is higher.	Full powers, subject to the condition that the rate fetched is more than 15% above the scheduled rate or above the Selling price or above the average of 3 previous auctions in the nearest Govt. timber depot whichever is higher.

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			previous auctions in the nearest Govt. timber Depots whichever is higher.	or above the average of 3 previous auctions in the nearest Govt. timber depots whichever is higher.				
24 b	Confirmation of Sales of softwood, poles, firewood etc. felled.	Full Powers.	Full Powers subject to the condition that the rate is not less than the selling price or 90% of sch. Rate or 90% of the average of the last 3 auctions in the nearest Govt. depot whichever is higher.	Rs. 150000 subject to the condition that the rate is not less than the selling price or such. Rate or average of last 3 auctions in the nearest Govt. depot whichever is higher.	Full Powers.	Full Powers.	Full Powers, subject to the condition that the rate fetched is 90% of the valuation amount.	Full Powers, subject to the condition that the rate fetched is above the valuation amount.
25	Sale or Purchase of livestock.	Full Powers.	Full Powers.	Rs. 2.00 lakh	Full Powers.	Full Powers.	Upto an annual limit of Rs 3 lakhs.	Upto an annual limit of Rs 2 lakhs.

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26	Write off the value of stores and tools.	Rs. 20,000/- subject to an annual limit of Rs. 2,00,000/-	Rs. 1,000/- subject to an annual limit of Rs. 25000/-	Rs. 500/- subject to annual limit of Rs. 10000/-	Upto 1 lakh at a time with an annual limit of Rs 5 lakhs.	Upto Rs 25,000/- at a time with an annual limit of Rs 1.25 lakhs.	Upto 20,000/- at a time with an annual limit of Rs 1 lakh.	Upto Rs 10,000/- at a time with an annual limit of Rs 50,000/-
26 a	Write off of irrecoverable Revenue.	Rs. 20,000/- each case	Rs. 5,000/- at each case subject to Rs. 25,0000/-	Rs. 3,000/- in each case subject to Rs. 15,0000/-	Rs 50,000/- in each case with an annual limit of 10 lakhs.	Rs 25,000/- in each case with an annual limit of 5 lakhs.	Rs 25,000/- in each case with an annual limit of 3 lakhs.	Rs 15,000/- in each case with an annual limit of 2 lakhs.
26 b	Write off of Dryage and Wastage in the case of Cardamom, Pepper, Coffee, NTFP, etc. (Write off of dryage and wastage above 1% of the total weight shall be done only with the approval of the Board)	Rs. 50,000/- in each case with an annual limit of Rs. 2,00,000/-	Rs. 10,000/- in each case with an annual limit of Rs. 50,000/-	Rs. 1,000/- with an annual limit of Rs. 10,000/-	Upto 1.25 lakh at a time with an annual limit of Rs 5 lakhs.	Upto Rs 50,000/- at a time with an annual limit of Rs 2.5 lakhs.	Upto 50,000/- at a time with an annual limit of Rs 1 lakh.	Upto Rs 5,000/- at a time with an annual limit of Rs 25,000/-
26 c	Write off of the value of timber poles, billets, firewood, garden plants etc.	Rs. 50,000/- in each case	Rs. 5,000/- in each case with an annual limit of Rs. 50,000/-	Rs. 2,500/- subject to an annual limit Rs. 25,000/-	Full Powers	Rs 1 Lakh in each case with an annual limit of Rs 5 lakhs	Rs 25,000/- in each case with an annual limit of Rs 2 lakhs	Rs 10,000/- in each case with an annual limit of Rs 2 lakhs
26 d	Write off the value of livestock.	Rs. 25,000/- with an annual limit of Rs. 1,00,000/-	Rs. 10,000/- with an annual limit of Rs. 50,000/-	Rs. 5,000/- with an annual limit of Rs. 20,000/-	Full Powers	Rs 1 Lakh in each case with an annual limit of Rs 5 lakhs	Rs 25,000/- in each case with an annual limit of Rs 2 lakhs	Rs 10,000/- in each case with an annual limit of Rs 2 lakhs
27	Sanction advance to subordinates.	Rs. 1,00,000/-	Rs. 25,000/-	Rs. 15,000/-	Rs 2,00,000/-	Rs 50,000/-	Upto 30,000/-	Upto 25,000/-
28	Preparation of survey reports and sales of unserviceable buildings, vehicles, and other articles.	Rs. 4,00,000/-	Rs. 2,00,000/-	Rs. 50,000/-	Rs 5 lakhs in each case.	Rs 2 Lakhs	Rs 1 lakh	Rs 50,000/-

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1	2	3	4	5	6	7	8	9
29	Working down thondy which are economical to work down.	Full Powers at actual cost.	Full Powers at actual cost.	Actual cost Rs.10,000 /-	Full Powers.	Full Powers.	Sanction to pay actual cost upto Rs 75,000/-	Sanction to pay actual cost upto Rs 50,000/-
30	Elimination of thondy which are not economical to work down.	Full Powers	Full Powers.	Rs.10,000/-	Full Powers.	Full Powers.	50,000/-	25,000/-
31	Supply of specimen, sand, minerals, etc. subject to clearance from PCCF or GoK.	Full Powers.	Full Powers.	Rs.1,000/-	Full Powers.	Full Powers.	Rs 10,000/-	Rs 5,000/-
32	Extension of period for the removal of forest produces (Outright Sale) for which value and other dues have been paid for by the purchases. In calculating ground rent any portion of one month shall be reckoned as one Month. MD may grant a further extension at his discretion on the realization of ground rent.	Up to 6 months beyond the extension granted by GM subject to realization of ground rent at 4 times the rate in Govt. Timber depot.	Up to 2 months beyond the extension granted by DM subject to realization of ground rent at 4 times the rate in Govt. Timber depot.	1 month beyond the original contract period on the realization of ground rent at 2 times the rate in Govt. Timber depot.	Up to 6 months beyond the extension granted by GM/AGM subject to realization of penalty as per the agreement condition.	Up to 2 months beyond the extension granted by AGM subject to realization of penalty as per the agreement condition.	Up to 2 months beyond the extension granted by DM subject to realization of penalty as per the agreement condition.	2 months on the realization of the penalty as per the agreement condition.
33	Extension of period for remittance of the sale value, part or full as the case may be, where the period is mentioned in the Agreement condition.	3 months subject to realization of interest @ 36%.	2 months subject to realization of interest @ 30%.	1-month subject to realization of interest @ 24%.	3 months subject to the realization of interest @ 36% per annum.	2 months subject to the realization of interest @ 24% per annum.	1-month subject to the realization of interest @ 18% per annum.	1-month subject to the realization of interest @ 12% per annum.
34	Sanctioning and incurring expenditure for publicity, extension, education, and training activities.	Full Powers.	Rs. 5,000/- subject to an annual limit of Rs. 25,000/-.	Nil.	Full Powers.	Upto Rs 50,000/- at a time with an annual limit of Rs 2.5 lakhs.	Upto Rs 25,000/- at a time with an annual limit of Rs 1 lakh.	Nil


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		Existing Powers			Revised Powers			
		MD	GM	DM	MD	GM	AGM	DM
1	2	3	4	5	6	7	8	9
35	Purchase of books and periodicals, films, on forestry, wildlife and allied subjects and proprietary items for publicity and extension works.	Rs. 3.00 lakh subject to an annual limit of Rs. 9.00 lakhs.	Nil	Nil	Rs 5 lakhs in each case subject to an annual limit of Rs 15 lakhs.	Rs 2 lakhs in each case subject to an annual limit of Rs 10 lakhs.	Rs 50,000/- in each case subject to an annual limit of Rs 2 lakhs.	Rs 10,000/- in each case subject to an annual limit of Rs 25,000/-
36	Sanctioning and incurring expenditure for conducting seminars, symposiums, workshops, training programs, and competitions including awards and prizes.	Rs. 1,00,000/- annual limit Rs. 5 lakhs	Rs. 20,000/- annual limit Rs. 1.00 lakh	Nil	Rs 2 lakhs in each case subject to an annual limit of Rs 20 lakhs.	Rs 1 lakh in each case subject to an annual limit of Rs 5 lakhs.	Nil	Nil
37	Sanctioning and incurring expenditure for exhibitions and sales promotion stalls and other activities.	Rs. 1,00,000/- annual limit Rs.5 lakhs.	Nil	Nil	Rs 2 lakhs in each case subject to an annual limit of Rs 10 lakhs.	Rs 1 lakh in each case subject to an annual limit of Rs 5 lakhs.	Nil	Nil
38	Sanctioning and incurring expenditure for works in connection with monitoring and evaluation, research, collection of data, conducting surveys such other works.	Rs. 2.00 lakh annual limit Rs.10 lakhs	Nil	Nil	Rs 5 lakhs in each case subject to an annual limit of Rs 20 lakhs.	Rs 1 lakhs in each case subject to an annual limit of Rs 5 lakhs.	Rs 25,000/- in each case subject to an annual limit of Rs 2 lakhs.	Nil
39	Sanctioning payment of legal and audit charges.	Full Powers.	Nil	Nil	Full Powers.	Full Powers.	Rs 25,000/- in each case subject to an annual limit of Rs 2 lakhs.	Nil
40	Entertainment expenses are subject to the annual limit fixed by the Board.	Full Powers.	Rs. 5,000/- per annum	Rs. 3,000/- per annum	Full Powers.	Full Powers.	Rs 10,000/- per annum.	Rs 5,000/- per annum.

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		MD	GM	DM	MD	GM	AGM	DM
1	2	3	4	5	6	7	8	9
41	Payment of postage and telephone charges.	Full Powers.	Full Powers.	Full Powers.	Full Powers.	Full Powers.	Full Powers.	Full Powers.
42	Power to sanction rent for private buildings taken for the use of the Corporation.	Full Powers.	Nil	Rs. 2,000/- per month.	Full Powers.	Full Powers.	Rs 25,000/- per month.	Rs 20,000/- per month.
43	Power to keep cash in the Office.	Full Powers.	Full Powers.	Rs. 10,000/-	Full Powers.	Full Powers.	Rs 15,000/-	Rs 10,000/-.
44	Sanctioning payment of Honorarium rewards to informants incentives to staff subject to annual limit fixed by the Board.	Rs. 5,000/- in each case.	Rs. 2,000/- annual limit Rs. 10000/-	Rs. 500/- annual limit of Rs. 5,000/-	Rs 10,000/- in each case.	Rs 10,000/- with an annual limit of 50,000/-	Nil	Nil
45	Sanctioning of Honorarium to Resource Persons.	Upto Rs. 2,000/- subject to an annual limit of Rs. 1,00,000/-	Nil	Nil	Rs 15,000/- in each case.	Rs 5,000/- in each case with an annual limit of 25,000/-	Nil	Nil
46	AMC for Electronic Equipment.				Upto 5 lakhs.	Upto 3 lakhs.	Upto 2 lakhs.	Upto 1 lakh.
47	Petty Expenses.				Full Powers	Upto Rs 20,000/-	Upto Rs 15,000/-	Upto Rs 10,000/-
48	Funeral Expenses.				Rs 25,000/- in each case	Upto Rs 20,000/-	Upto Rs 15,000/-	Upto Rs 10,000/-
49	Ceremonial Functions.				Upto Rs 25,000/-	Upto Rs 20,000/-	Upto Rs 10,000/-	Upto Rs 5,000/-
50	The Accounts Manager is authorized to approve petty cash payment vouchers of the Head Office and Online payment vouchers such as statutory deductions from salary, PF, TDS, & GST.							

PART II ESTABLISHMENT MATTERS.

SL NO	PARTICULARS	DELEGATION OF POWERS IN EACH CASE						
		Existing Powers			Revised Powers			
		MD	GM	DM	MD	GM	AGM	DM
1	2	3	4	5	6	7	8	9
51	Transfer and Posting of subordinates.	Full Powers.	Full Powers for the inter-division transfer except for Manager and DM,s	Full Powers within the division except for Managers.	Full Powers.	Full Powers for the inter-division transfer except for Manager and DM,s.	Nil	Full Powers within the division except for Managers.
52	Sanction of all types of leaves as per rules to subordinates except study leave and leave without allowance for more than 120 days.	Full Powers.	Full Powers.	Full Powers.	Full Powers.	Full Powers.	Full Powers	Full Powers
53	Sanction of TA as per rules to subordinates for travel within the state and adjoining districts of neighboring states.	Full Powers.	Full Powers.	Full Powers within the State.	Full Powers.	Full Powers.	Full Powers within the State.	Full Powers within the State.
54	Sanction of travel outside the State by subordinates.	Full Powers.	Nil	Nil	Full Powers.	Full Powers.	Nil	Nil
55	Sanction of increment as per rules to subordinates other than deputations.	Full Powers.	Full Powers.	Full Powers.	Full Powers	Full Powers.	Full Powers.	Full Powers.
56	Sanction of advance to subordinates as per rules.	Full Powers.	Full Powers.	Full Powers.	Full Powers	Full Powers.	Full Powers.	Full Powers.
57	Medical reimbursement to subordinates subject to the provisions in the Medical Benefit Rule.	Full Powers.	Full Powers.	Full Powers.	Full Powers.	Full Powers.	Full Powers.	Full Powers.
58	Sanction of salaries and Allowances of Employees, wages to workers, submission of statutory returns, forms relating to EPF, Income Tax, LWF, etc relating to salary.			Nil	Full Powers.	Full Powers.	Full Powers.	Nil

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		Existing Powers			Revised Powers			
		MD	GM	DM	MD	GM	AGM	DM
1	2	3	4	5	6	7	8	9
59	Appointing Authority of KPSC recruitment.				Full Powers.	Nil	Nil	Nil
60	Appointing Authority of Employment Exchange Recruitment.				Full Powers.	Nil	Nil	Nil
61	Relieving Officer for Permanent Staff and Deputation Staff.				Full Powers.	Nil	Nil	Nil
62	Relieving Officer for Employment Exchange recruiters.				Full Powers.	Nil	Nil	Nil
63	Regularization of Casual Workers in various Estates of KFDC.				Full Powers are subject to Board approval.	Nil	Nil	Nil
64	Disciplinary action against Permanent Workers.							Full Powers.


MANAGING DIRECTOR.

