

1.2 Power and Duties of AWEIL Officers and Employees: -

❖ As per decision taken by the Govt of India, all the employees (Group A, B & C) of AWEIL are on deemed deputation from erstwhile Ordnance Factory Board (OFB) on terms of foreign service without any deputation allowance initially for a period of two years from the Appointed Date i.e. 01/10/2021 in accordance with Rule 37 A of the Central Civil Services (Pension) Rules 1972. They Shall Continue to be subject to all the extant rules, regulations and orders as are applicable to the Central Government Servants including related to their pay scales, allowance, leave, medical facilities, career progression and other service conditions. The Government has approved to extend the period of deemed deputation of all the employees of erstwhile OFB (Group A, B and C) to AWEIL by another 01(one) year w.e.f. 01st October 2023 on same terms and conditions as issued vide earlier DDP OM No. 1(5)2021/OF/DP(Plg V)/02 Dated 24/09/2021.

❖ The powers of Company officials are well defined at all levels in the organisation. Duties are assigned to its officers and workmen from time to time which are in line with the objectives of the Company. The powers and duties of employees of the company are derived from the job descriptions, manuals, terms and conditions of appointment and delegation of powers enunciated by the Company.

❖ Categorization of AWEIL and Creation of Board

Government of India has categorized Advanced Weapons and Equipment India Limited (AWEIL) as Schedule A CPSE and created following Board Level Posts along with roles and responsibilities of BODs: -

Chairman and Managing Director (CMD): The Chairman and Managing Director is the Chief Executives of the corporation and accountable to the Board of Directors and Government. He/She is responsible for the efficient functioning of the company for achieving its corporate objectives and performance parameters.

Director (Operations): Director (Operations) is a member of the Board of Directors and report to CMD. He/She is responsible for overall planning and production, strategic planning for expanding the business horizon of the company, quality Assurance, Modernization, project management and indigenization. His/her responsibilities would include ensuring effective and efficient implementation of production plans/operations, timely and cost effective completion of the projects/contracts upgradation of capabilities in the manufacturing division and modernization.

Director (Human Resource): Director (Human Resource) is a member of the Board of Directors and report to CMD. He/She is responsible for HR planning and organizing manpower resources, HR Policies, performance, management, compensation management, succession planning talent management, training capability building employee services, industrial relations, CSR, Security and legal function in the organization.

Director (Finance): Director(Finance) is a member of the Board of Directors and report to CMD. He/She is the overall in-charge of Finance and Accounts functions of the organization and is responsible for evolving and formulation related polices and their implementation including Financial Planning, budgeting, costing, financial control, preparation of financial statement in compliance with corporate norms and statutory requirements.