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AGENDA ITEM: 5

CONSIDERATION FOR EXTENSION OF THE SERVICES OF SRI.K.V.RAMANA MURTHY, GM(F&A)/SECRETARY FAC AND SRI.MD.MUJEEBUR RAHMAN, GM(B&L) AS PER TGSWC EMPLOYEES REGULATION 15(i)(ii), BEYOND THE AGE OF SUPERANNUATION.

Sri.K.V.Ramana Murthy, GM (F&A)/Secretary FAC and Sri.Md.Mujeebur Rahman, GM(B&L)/Computer Section, who are going to retire on 30.06.2024 on attaining the age of superannuation i.e., 61 years (Age of Retirement) from the Corporation, have conveyed their willingness vide their letters dated 10.05.2024 to continue/render their services in the Corporation.

The Telangana State Warehousing Corporation is a Statutory Corporation established under Warehousing Corporation Act, 1962 (Central Act 58 of 1962) with 50% share holding Central Warehousing Corporation and 50% State Government of Telangana and it is mainly catering to the needs of farming community Corporation at large and providing opportunities for storage of their agricultural produce.

The TGSWC Godowns are located in 253 locations in entire Telangana State. There are only 34 regular employees working in the Corporation in different cadres in Head Office/Regional Office/Field level. There is no recruitment taken place after 1985 in the Warehousing Corporation and it is becoming very difficult for the administration due to the shortage of regular staff. The Corporation is utilizing services of Contract/Outsource personnel.

At present Four (4) General Managers are officiating as Functional Heads at Head Office, out of which two (2) of them are going to retire on 30.06.2024 and all the Regional Managers in feeder category got promoted in their positions i.e. on 15.09.2023. They are eligible for promotion to the next higher category after August 2025, if the Regional Managers are posted as General Manager In-Charge at Head office there are no eligible Warehouse Managers to hold the Regional Manager posts.

In the hierarchy of the Corporation the posts of Secretary and General Managers are next to the Managing Director.

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**I. Sri.K.V.Ramana Murthy** is officiating the post of General Manager (Finance & Accounts) and Full Additional Charge of the post of Secretary. As a General Manager (F&A), his job is to manage the finance and accounts wing by ensuring proper application of funds., Managing working Capital and Financial standing of the Corporation, proper investment of funds, verifying budget for income and expenditure, ensuring proper functioning of tasks related to taxes, audit etc.

Further, as a Secretary FAC, his job is to attend statutory obligations such as issue of share certificates, conducting the Annual General Body Meetings of the Shareholders of the Corporation and to convene the meeting of Board of Directors etc. He has to sign the Complaints, written statements, Petitions, Vakalath namas, Affidavits, MOUs of Corporation and other documents connected with Legal proceedings and verified on behalf of the Corporation by the Secretary.

The Performance of Sri.K.V.Ramana Murthy, General Manager (Finance & Accounts) and Full Additional Charge of the post of Secretary is hereunder :-

- Sri. K.V.Ramana Murthy holds rich and varied experience of more than 35 years in the Warehousing Corporation and 15+ years of experience in Finance & Accounts particularly in Audits. He holds the position as Secretary of the Corporation and GM (Finance & Accounts).

**ACHIEVEMENTS:**

- Played a very pivotal role during the State demerger in the bifurcation of the accounts between Andhra Pradesh and Telangana. In fact he was the single point of contact for all the accounts and finance information in the Corporation.
- Coordinated with KPMG (Big 4) Auditors and consolidated all the required data for the completion of bifurcation of accounts.
- Participated and preceded all the meetings relating to demerger and ensured to all the issues relating to the bifurcation of the accounts are resolved.
- Telangana State Warehousing Corporation had a very smooth process for the most complicated bifurcation of Accounts wherein both the States have coincided without any hitches which happened purely because of his hard work, proper coordination, through communication and commitment.
- Has complete knowledge in Finance and Accounts Operations & holds vast experience in handling the various kinds of audits of the Corporation.

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- There has been drastic improvement in the Accounts of the Corporation, presentation of the financials. Proper internal control has been designed under his guidance and incorporated in the books of Accounts.
- New user friendly advanced Accounting Software has been implemented.
- Professional accountants have been hired for keeping the business data accurate and up to date.
- Under his collaborative leadership the Corporation has completed long pending Audits from FY 2015-16 to FY 2019-20 which includes both Statutory and AG Audits.
- Rendered duties as Regional Manager for a period of more than a year.
- Worked vigilantly and got 75 warehouses (i.e 35 Own WH's & 40 IG WH's) accredited with WDRA registration.
- The Corporation has been selected for felicitation for attaining Third Position in the category of "SWC with Highest Registration-Absolute Number wise" under WDRA.
- State Government of Telangana has provided around 115 acres of Land to the Corporation for construction of Godowns at various places.

#### PENDING WORKS

- Audit of Accounts for a period of four years.
- Post Audit building and streamlining the accounts operations.

**II. Sri.Md.Mujeebur Rahman**, is officiating the post of General Manager (Business & Logistics), he is maintaining the development of Business for the Corporation, ensuring space utilization in all Warehouses, timely collecting reservation charges from the Depositors, arranging for hiring New Godowns, ensuring the settlement of the Bulk Depositors, reviewing the business condition of poor occupancy of Warehouses, meeting Bulk Depositors for business development, ensuring capacities and occupancy utilization of Godowns.

Further, he is also holding the in-charge of the Computer Section by implementing Digitalization project in TGSWC for accelerating its growth, operational efficiency, transparency, accountability, eliminating errors to ensure organization effectiveness in maintaining Depositors stocks in TGSWC Warehouses qualitatively and quantitatively, billing, realization of bills, HRM etc.,

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Sri Mohd. Mujeebur Rahman rendered service as Assistant Manager up to 27.08.2019 and as Dy. Manager in Business & Logistics section up to 24.02.2021, held full additional charge of General Manager (M&QC) from 30.06.2020 to 29.09.2023, held full additional charge of General Manager (B&L) from 24.02.2021 to 28.06.2023 and also held full additional charge of General Manager (P&A) for 3 three spells from 13.11.2020 to 31.01.2021 during COVID pandemic period from 16.08.2021 to 30.09.2021 and 25.04.2023 to 07.10.2023.

**ACHIEVEMENTS:**

- The Corporation has achieved business to the highest level and reached to 30 lakh MT also during May, 2022 under his supervision.
- Due to vigorous efforts made by him with the Insurance companies the Corporation has received refundable Insurance Premium amount to the extent of Rs. 1,74,21,210/- for the year 2021-22 and Rs. 1,71,61,951/- for the year 2022-23 in respect of Own Godowns. In respect of Investor Godowns Policy also we received the refund for Rs. 72,08,207/- for the year 2021-22 and Rs. 3,24,23,083/-for the year 2022-23.
- Besides above, the Corporation received Insurance claim amount of Rs. 17,38,108/- from the Insurance company in respect of theft occurred at Balkonda AMC godown and the Insurance company has also settled claim amount of Rs.1,27,85,489/- in respect of Chityal AMC where the flood water have been entered as a result bottom layers of CSC stocks to some extent have submerged. As on date all receivables from the Insurance companies have been received and there is no pending of any amount.
- Time and again he made persuasion with the bulk depositors and issued follow up instructions to the concerned staff /RMs/ Field for getting realization and settlement outstanding storage charges and any other issues pertaining to the section and regulated the work system. As a result, we are getting more than 85% to 95% of storage charges from the depositors every month promptly by having good rapport. For the years 2020-21, 2022-23 and 2023-24, we have claimed storage charges for Rs. 247.26 crores Rs. 217.91 crores and Rs. 234.09 crores respectively in respect of all depositors, whereas we have realized storage charges for Rs. 238.81 crores, 206.95 crores and Rs. 199.35 crores

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respectively against above claims, unlike earlier huge amount of outstanding storage charges were there prior to 2020-21.

- Besides, during his tenure H&T contracts awarded on competitive rates mapping in respect of all AMC centres along with Own, IGs etc as per CVC guidelines transparently. These works were awarded only after seeking the concurrence of TGCSC/FCI before executing agreement with the H&T contractors to avoid any type of disputes/litigations. During this process, the depositor felt that the H&T rates are on high side, as requested by the depositors negotiations were conducted with the Tenderers wherever possible and brought down the rates to a reasonable level. At present there are no issues pending with regard to H&T contracts whatsoever.
- Monthly Condition reports of stocks FCI/CSC/Markfed/Nafed which are classified under Clear, Few & Heavy, earmarked for fumigation/fumigated and its category have been scrutinized, and over all condition of the stocks has been improved by taking timely prophylactic and curative treatments as per the prescribed dosage.
- P&M bills, chemical supply to Investor godowns bills have also been closely scrutinized and unrecovered huge amounts were also recovered since 4 to 5 years back.
- During his tenure adequate IT infrastructure like Computers, UPS, stabilizers wherever required have been supplied and CCTV Cameras have also been installed at all TGSWC Own Warehouses for proper monitoring of Warehousing operations, besides insisting the Investor Godowns also to provide the same.
- All purchases have been streamlined and were purchased through GeM portal thereby purchased chemicals and technical equipments on most competitive rates.

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- In that situation, it felt to revamp regional offices by increasing its number and the Board also approved the same besides suggested to create a Inspection Cell at the Head Office for inspection of warehouses. On the strength of Board's suggestion an inspection cell was created at Head Office in M&QC Section.
- Surprise Inspection has been conducted by the Competent Authority along with the Inspection Officer (C/s), Inspection cell to check the storage losses/shortages, damages and of poor maintenance in respect of NAFED pulses stock under storage in TGSWC operated godowns. Due to which maintenance of the Warehouses has been improved besides maintenance of records/registers and keeping the godown and its premises in hygienic condition. The levels of infestation has been reduced with proper utilization of Chemicals/dunnage, and condition of stocks at godown etc., by which overall performance of the warehouses have been improved and is found to be satisfactory.
- During his period Orientation programmes were also conducted with all Warehouse Staff, Warehouse Managers and the Regional Managers on Preservation & Maintenance, updating the records and on periodical inspections of Regional Managers at Warehouses under their jurisdiction and implementation of SOP (Standard operating Procedure) in the Warehouse to bring awareness and certain guidelines were also issued.
- Further with his constant efforts, preservation & (pest free) maintenance of foodgrain stocks improved remarkably, storage losses/shortages minimized to a large extent and image of TGSWC also increased in the eyes of our valued bulk depositors which thereby transformed into better realization of storage charges from them. Due to the surprise inspection of warehouses from H.O., the inspection of warehouses by RM also become effective and result oriented.
- Provided Technical equipments and other infrastructures 'in compliance of WDRA.

- During his period reviewed monthly Gain and Loss statements from July'20 to Sep'23 of 5 Regions, it is observed that the declared storage losses in respect of CSC/ FCI/ M.Fed/ Nafed stocks, as most of the stocks are within limits only and as per the norms prescribed by the concerned Depositors.

**PENDING WORKS :-**

- Implementation of Digitalization Project in TGSWC for accelerating its growth, operational efficiency, transparency, accountability, eliminating errors to ensure organization effectiveness in maintaining Depositors stocks in Warehouses.

**NECESSITY:**

- Sri K.V. Ramana Murthy, GM (F&A)/Secretary FAC is the only person in the Corporation with absolute subject and practical knowledge of Accounts & Audit. His experienced guidance & strong leadership will be very much indispensable for the impending Audit works.
- There is big vacuum at top level in the Corporation and lack of experienced and expertise hands especially in Business Section, the services of Sri Mohd. Mujeebur Rahman are very much essential and every need to the Corporation in order to run the Corporation in an optimum level.

Therefore, there is a necessity to extend the period of service of class-I officers i.e. Sri.K.V.Ramana Murthy, GM (F&A)/Secretary FAC and Sri.Md.Mujeebur Rahman, GM(B&L)/Computer Section, who are going to retire on 30.06.2024 on attaining the age of superannuation from the Corporation for further period from the age of 61 years (Age of Retirement) to meet the present requirement for smooth functioning of the Corporation.

As per the Telangana State Warehousing Corporation Employees Regulations 1965, under rule position 15-**Age of Retirement:**

- "Every employee shall retire on completion of the age of Sixty One years".

(The amendment shall be deemed to have come into force with effect from 30<sup>th</sup> March, 2021) (Telangana Public Employment (Regulation of Age of Superannuation) (Amendment) Act No.3 of 2021.

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Provided that the Board may, in the interests of the Corporation extend the period of service of an employee beyond the age of superannuation for such period as may be considered necessary.

Provided further that no such extension shall be given beyond the age of \*63 years. (\*60 years shown in Regulation in the case of age of superannuation of 58 years).

II. Powers to extend the period of service of an employee shall be exercised by the Executive Committee.

Therefore, the subject is placed before the Board to extend the services of Sri.K.V.Ramana Murthy, GM (F&A)/Secretary FAC and Sri.Md.Mujeebur Rahman, GM (B&L)/Computer Section beyond the age of Sixty One years for a further period of Two years under provision 15(i) (ii) of Telangana State Warehousing Corporation Regulations. If considered the proposal, they would be entitled to draw for the entire period of extension, last drawn pay without further increments plus usual allowances as on date of superannuation age. Sri K.V. Ramana Murthy, GM (F&A)/Secretary FAC is drawing basic pay of Rs. 1,33,630/- and total gross salary comes to Rs. 2,01,202/- Sri.Md.Mujeebur Rahman, GM (B&L)/Computer Section is drawing basic pay of Rs. 1,30,470/- and total gross salary comes to Rs. 1,96,325/-. But, during such extended service they are not entitled to any benefit of Provident Fund, Increment, credit of Earned Leave and Encashment of Earned Leave during the extension period.

The Provident Fund, Gratuity and Encashment of leave on Superannuation will be paid as applicable to the individuals due as on 30.06.2024, i.e., after actual retirement of service.

Hence, the subject is placed before the Board for consideration please.