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राम विलास पासवान
RAM VILAS PASWAN



सत्यमेव जयते

उपभोक्ता मामले,
खाद्य और सार्वजनिक वितरण
मंत्री
भारत सरकार
नई दिल्ली-110001

MINISTER
FOR CONSUMER AFFAIRS,
FOOD & PUBLIC DISTRIBUTION
GOVERNMENT OF INDIA
NEW DELHI-110001

संदेश

मुझे यह जानकर अत्यंत खुशी हो रही है कि केंद्रीय भंडारण निगम गत वर्षों की भांति इस वर्ष भी “सतर्कता जागरूकता सप्ताह” के अवसर पर “सतर्कता-एक परिदृश्य” पुस्तिका प्रकाशित कर रहा है।

सतर्कता जागरूकता सप्ताह का इस वर्ष का विषय “ईमानदारी-एक जीवनशैली” अत्यंत उपयुक्त एवं सार्थक है। इस अवसर पर मैं यह उल्लेख करना चाहूंगा कि प्रभावी सतर्कता को बल देने के लिए संगठन की नीतियों/प्रक्रियाओं तथा निवारक सतर्कता उपायों के बारे में कार्मिकों को समय-समय पर जागरूक करने की अत्यंत आवश्यकता है। आज सार्वजनिक जीवन में भ्रष्टाचार उन्मूलन के लिए सभी स्तरों पर मिल जुलकर कार्य करने की जरूरत है। इसके अतिरिक्त, संगठन की प्रत्येक गतिविधि में पारदर्शिता लाने के लिए विभिन्न प्रक्रियाओं को सरल एवं ग्राहक अनुकूल बनाने की ओर अग्रसर होना अपेक्षित है ताकि कार्मिकों द्वारा संस्था की कार्य प्रणाली और उसके उद्देश्य के अनुरूप सुगमता से कार्य किया जा सके।

मुझे आशा ही नहीं अपितु पूर्ण विश्वास है कि यह पुस्तिका भ्रष्टाचार निवारण की दिशा में अहम भूमिका अदा करेगी।

मैं निगम के इस प्रयास के लिए अपनी शुभकामनाएं व्यक्त करता हूं।

(राम विलास पासवान)



रावसाहेब पाटील दानवे
RAOSAHEB PATIL DANVE



सत्यमेव जयते

उपभोक्ता मामले,
खाद्य और सार्वजनिक वितरण
राज्य मंत्री
कृषि भवन, नई दिल्ली-110001

MINISTER OF STATE
FOR CONSUMER AFFAIRS
FOOD & PUBLIC DISTRIBUTION
KRISHI BHAWAN, NEW DELHI-110001

संदेश

यह अत्यंत प्रसन्नता की बात है कि केंद्रीय भंडारण निगम द्वारा दिनांक 28 अक्टूबर से 02 नवम्बर 2019 तक “सतर्कता जागरूकता सप्ताह” के दौरान “सतर्कता-एक परिदृश्य” पुस्तिका का प्रकाशन किया जा रहा है।

किसी भी संगठन के उद्देश्यों की पूर्ति के लिए निर्धारित मानकों के अनुसार निष्पक्ष एवं सौहार्दपूर्ण रूप से कार्य करना समय की आवश्यकता है। जागरूकता एवं ज्ञान, अध्ययन एवं परीक्षण, आकस्मिक निरीक्षण एवं सुपरविजन को आधार मानकर कार्मिकों को जागरूक करने से स्वस्थ एवं प्रभावकारी संचालन सुगमता से किया जा सकता है। स्वस्थ नैतिक मूल्यों और उत्तरदायित्व की भावना के साथ भ्रष्टाचार का निवारण काफी सीमा तक किया जा सकता है। अतः ईमानदारी एवं पारदर्शिता बनाए रखने के लिए निरंतर प्रयत्नशील रहना आवश्यक है।

मैं सतर्कता जागरूकता सप्ताह की सफलता की कामना करते हुए आशा करता हूँ कि निगम द्वारा प्रकाशित पुस्तिका अपने उद्देश्यों के अनुरूप सकारात्मक परिणाम देने में सफल होगी। इस उपलक्ष्य के लिए मेरी हार्दिक शुभकामनाएं प्रेषित हैं।

(रावसाहेब पाटील दानवे)



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सत्यमेव जयते

केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION



सतर्कता भवन, जी.पी.ओ. कॉम्प्लेक्स
ब्लॉक-ए, आई.एन.ए., नई दिल्ली-110023
Satarkta Bhawan, G.P.O, Complex
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सं. / No..... 019/VGL/029
दिनांक / Dated..... 16.10.2019



MESSAGE

The Vigilance Awareness Week observed each year by the Central Vigilance Commission affirms Commission's commitment to promotion of integrity and probity in public life through citizen participation.

"**Integrity- A way of life**" has been chosen as the theme for the Vigilance Awareness Week this year by the Commission. Integrity and Ethics form the foundational pillars of a nation and national development takes place when individuals and organisations are committed to integrity as a core value. Combating corruption is not just a matter of making laws and creating institutions, but is deeply rooted in human values and morals of individuals. Cultivating ethical values is essential for building a New India.

The Commission believes that this theme would help draw the attention of all sections of society especially the youth of the significance of ethical conduct in the building of an honest, non discriminatory and corruption free society.

The Commission's initiatives like the taking of voluntary Integrity Pledge, Integrity Clubs in schools and colleges, mass awareness campaigns are efforts to motivate people to observe ethical behaviour in everyday life.

The Commission appeals to all to inculcate integrity as a way of life for the realisation of the full potential of the individual and progress of the nation.

(Sharad Kumar)

Central Vigilance Commissioner



रविकान्त
सचिव

RAVIKANT
SECRETARY

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सत्यमेव जयते

भारत सरकार

खाद्य एवं सार्वजनिक वितरण विभाग

उपभोक्ता मामले, खाद्य और सार्वजनिक वितरण मंत्रालय

कृषि भवन, नई दिल्ली-110001

Government of India

Department of Food and Public Distribution

Ministry of Consumer Affairs

Food & Public Distribution

Room No. 170, Krishi Bhawan,

New Delhi-110001



MESSAGE

It is a matter of great pleasure that Central Warehousing Corporation (CWC) is publishing the 19th issue of the booklet titled "**Vigilance – An Overview**" on the occasion of "**Vigilance Awareness Week**" being observed from 28th October to 2nd November, 2019.

Long term sustainability and profitability of an organization is dependent on good governance, transparency and integrity. The main aim of vigilance is to improve integrity in the system. Towards this end, principles of Zero tolerance need to be applied, especially in cases of corrupt practices.

This year, the theme of the Vigilance Week is "**Integrity – A way of life**". Everyone should value integrity as when we live with integrity, we live our best life. When we choose to live with integrity, all of our relationships will be healthier, stronger and more satisfying. It is therefore, rightly said – "Honour Yourself : Live with Integrity".

I am sure that the material contained in this booklet will be educative and helpful to all its readers.

(Ravikant)



केन्द्रीय भण्डारण निगम

(भारत सरकार का उपक्रम)

Central Warehousing Corporation

(A Govt. of India Undertaking)



अध्यक्ष
CHAIRMAN

MESSAGE

I am extremely pleased to learn that Vigilance Division of the Corporation is publishing the 19th issue of the booklet titled “**Vigilance – An Overview**” on the occasion of observance of “**Vigilance Awareness Week**” from 28th October to 2nd November, 2019.

Vigilance is responsibility of every member of an Organization and a collective effort of all employees can ensure a work place marked by integrity, honesty and transparency. The first step towards this goal would be discharging one’s responsibilities in consonance with the rules and regulations of the Corporation.

This year, the theme chosen by the Central Vigilance Commission is ‘**Integrity – A way of life**’. Central Vigilance Commission has actively promoted the concept of “Integrity Pledge”. Let us all solemnly pledge to eradicate corruption.

I wish all success to Vigilance Awareness Week.

(D. V. Prasad)



अरुण कुमार श्रीवास्तव
प्रबन्ध निदेशक

Arun Kumar Shrivastava
Managing Director



गति - गुणवत्ता - किफायत
SPEED - QUALITY - ECONOMY



केन्द्रीय भण्डारण निगम

(भारत सरकार का उपक्रम)

Central Warehousing Corporation
(A Govt. of India Undertaking)

MESSAGE

It gives me immense delight that Central Warehousing Corporation is observing the “**Vigilance Awareness Week**” from 28th October to 2nd November, 2019. A booklet titled ‘**Vigilance – An Overview**’ (19th edition) is also being published on the occasion.

The theme of this year’s Vigilance Awareness Week, as chosen by the Central Vigilance Commission, is ‘**Integrity – A way of life**’. The most important thing we possess, is our integrity. Integrity should be our way of life. This is a quality that everyone should strive for. As an Organisation, we need to lead from the front in eradicating corruption and in maintaining highest standards of integrity. Organizations known for their integrity perform better. Let us all commit to honesty and integrity and support the fight against corruption.

I wish all success to the observance of the Week and hope that the booklet would be found quite useful by all concerned.

(Arun Kumar Shrivastava)



एस. चार्ल्स
निदेशक (वित्त)

S CHARLES
Director (Finance)



गति - गुणवत्ता - किफायत
SPEED - QUALITY - ECONOMY



केन्द्रीय भण्डारण निगम
(भारत सरकार का उपक्रम)
Central Warehousing Corporation
(A Govt. of India Undertaking)

MESSAGE

I am glad that the Central Warehousing Corporation is observing the “**Vigilance Awareness Week**” from 28th October to 2nd November, 2019. On this occasion, Vigilance Division is bringing out the 19th issue of the booklet titled “**Vigilance – An Overview**”.

The theme of this year’s observance of Vigilance Awareness Week is ‘**Integrity – A way of life**’. There is no substitute for integrity. Having honesty and integrity in the work place is one of the most important qualities of any great Organisation.

I convey my best wishes for successful observance of the Vigilance Awareness Week and the publication.


(Savari Muthu Charles)



आर. के. सिन्हा
निदेशक (कार्मिक)

R K Sinha
Director (Personnel)



गति - गुणवत्ता - किफायत
SPEED - QUALITY - ECONOMY



केन्द्रीय भण्डारण निगम

(भारत सरकार का उपक्रम)

Central Warehousing Corporation

(A Govt. of India Undertaking)

MESSAGE

I am happy that Vigilance Division of the Corporation is bringing out the 19th issue of its booklet titled “**Vigilance – An Overview**” on the occasion of “**Vigilance Awareness Week**” being observed from 28th October to 2nd November, 2019. The theme of the Week is ‘**Integrity – A way of life**’.

Corruption is undeniably one of the most menacing evils deeply entrenched in our society. As a citizen, our lives surely cannot remain untouched of this issue. In our day to day lives, we come across many facets of corruption. To live in corruption free India is a dream of every Indian. In order to achieve the dream of corruption free India, it is our prime responsibility to adopt integrity as a way of life. A commitment to live a life of integrity allows us clarity when we have to make hard choices. A man of integrity is a man others can count on.

I convey my best wishes for successful observance of the Vigilance Awareness Week.

(Rakesh Kumar Sinha)



प्रणय प्रभाकर , आई.आर.टी.एस.
मुख्य सतर्कता अधिकारी

Pranai Prabhakar, IRTS
Chief Vigilance Officer



सत्यमेव जयते



केन्द्रीय भण्डारण निगम

(भारत सरकार का उपक्रम)

Central Warehousing Corporation

(A Govt. of India Undertaking)

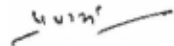
FOREWORD

It is a privilege to present the 19th issue of the publication "**Vigilance - An Overview**", to mark the observance of Vigilance Awareness Week, which is being observed from October 28 to November 02, 2019. The theme of the Week chosen by the Central Vigilance Commission is '**Integrity - A way of life**'.

As an individual, we face choices every day. If we select the choices which are meant for the benefit of all and not only oneself, which are honest and moral and which are helping in holding our head and pride high, it will aid in making our society and the Nation corruption free. As we make choices ourselves during day-to-day life, nobody else but we are responsible for our integrity. At times, effects of others/circumstances may be negatively distracting, but our integrity can not be impacted unless we allow it to be.

Central Vigilance Commission have been striving to promote transparency and integrity. Observance of Vigilance Awareness Week every year is an effective outreach measure for inclusive participation of citizens and stakeholders. The Commission expects all public officials to work with utmost sincerity and integrity. This demands consistency between core values of integrity and public actions. Let us take a pledge and make efforts to adopt integrity as a way of life so that the scourge of corruption can be eliminated from our society.

I would like to convey my appreciation to those who contributed in this booklet, Vigilance team and staff of Personnel Department.


(Pranai Prabhakar)





सतर्कता जागरूकता सप्ताह-2018 एवं
2019 में आयोजित प्रशिक्षणों /
कार्यशालाओं की झलकियां

**GLIMPSES OF OBSERVANCE OF VIGILANCE
AWARENESS WEEK - 2018 AND TRAININGS/
WORKSHOPS ORGANIZED DURING 2019**





Sh. Arun Kumar Shrivastava, Managing Director and Sh. Pranai Prabhakar, CVO, CWC interacting with the participants during In-house training session conducted for IOs/POs at Corporate Office, New Delhi.



Chief Vigilance Officer alongwith officers and staff of Vigilance Division, Corporate Office.



Sh. Rishipal, AGM (Vig.) addressing the gathering on the occasion of Vigilance Awareness Week, 2018 at CWC, CO, New Delhi.



Release of 18th Edition of Booklet 'Vigilance-An Overview' at CWC, CO, New Delhi during Vigilance Awareness Week, 2018.



Distribution of prizes to the participants who participated in the competitions conducted during Vigilance Awareness Week, 2018, at CWC, CO, New Delhi.



Distribution of prizes to the participants who participated in different competitions organized by RO, Bhopal during VAW-2018.



Officials of RO, Patna alongwith school children who participated in different competitions organized by RO, Patna during VAW-2018.



Chief Vigilance Officer addressing the participants in training programme on “Preventive Vigilance” conducted during 21-22 June, 2019 at Bangalore.



Sh. P. K. Saw, Regional Manager, RO, Bhopal alongwith officers and staff on the occasion of training programme on ‘Preventive Vigilance’ at Bhopal.



Sh. Samuel Praveen Kumar, RM, Hyderabad addressing the participants in training programme on “Preventive Vigilance” conducted during 26.7.2019 to 27.7.2019 at Hyderabad.



CVO addressing the participants in training programme on “Anti Bribery Management System” conducted during 19-20 September, 2019 at Corporate Office





सतर्कता विभाग, केन्द्रीय भण्डारण निगम
द्वारा जारी

किये गये महत्वपूर्ण परिपत्र

**IMPORTANT CIRCULARS
ISSUED BY VIGILANCE DIVISION
CENTRAL WAREHOUSING CORPORATION**







केन्द्रीय भण्डारण निगम
(भारत सरकार का उपक्रम)
Central Warehousing Corporation
(A Govt. of India Undertaking)
Corporate Office: New Delhi



Date : 04.04.2018

No.: CWC/XIII-6/PC/2018/AV/405

To

Regional Managers/CC Heads/All HODs at CO
Regional Office/ Construction Cell / CO.....

Sub : Visit of Vigilance Team - reg.

Sir,

During recent visit of a vigilance team at one Regional Office, lot of hindrances have been faced by the team while conducting the investigation and obtaining photocopies of relevant document, files and statements of officials.

It is needless to mention that without facilitating the vigilance team for obtaining required information, the very purpose of an investigation or preventive check cannot be completed effectively.

Therefore, all the authorities concerned are hereby advised to facilitate vigilance team, during their visit at various Regional Offices/Construction Cell/Field Units, by providing photocopies of desired documents/files/records, recording of statements of officials or any other information as required and by ensuring all co-operation for official purposes.

No prior intimation is required to be given to any authority concerned before visit of vigilance team for any investigation or preventive check.

This has approval of the Chief vigilance officer.

(Rishi Pal)

Asstt. General Manager (Vig.)



केन्द्रीय भण्डारण निगम

(भारत सरकार का उपक्रम)

Central Warehousing Corporation

(A Govt. of India Undertaking)



जन जन के लिए भण्डारण WAREHOUSING FOR EVERY ONE

Date : 25.09.2018

No.: CWC/XIII-13/Misc. Admn/2018-19/AV/1126

The Regional Manager,
Central Warehousing Corporation
Regional Office,
AHMEDABAD/ BANGALORE/ BHOPAL/ BHUBANESWAR/
CHANDIGARH/ CHENNAI/ DELHI/ GUWAHATI/ HYDERABAD/
JAIPUR/
KOCHI/ KOLKATA/ LUCKNOW/ MUMBAI/ PANCHKULA/ PATNA/
RAIPUR

Sub : Action required at Warehouse Manager and Regional Manager level as regards to monitoring and regularisation of storage losses and Rail Transit Losses (RTL) in Foodgrain Stock - reg.

During vigilance checks, it has been observed that due attention is not being given to the aspects of monitoring and regularisation of storage losses and RTL at Warehouse as well as Regional Office level. This is resulting in financial liability on the Corporation.

Sometimes contradictions are seen in moisture variation and resultant loss/gain report by Warehouse Managers, At some centres even the records of basic factors responsible for storage loss/gain like moisture content in foodgrain stocks and weighment are not properly maintained or / and authenticated by the depositors.

The Competent authority has desired the following action at the level of Warehouse Managers and Regional Managers henceforth.

At Warehouse Level:

Warehouse Manager will submit a monthly certificate to concerned Regional Office on or before 7th of succeeding month stating that:



“Monthly storage loss/gain statement of the centre, prepared on the basis of weighment and moisture content records authenticated by the depositor, has been submitted to depositor with a copy to RM No abnormality has been found in storage loss/gain and RTL in reference to CWC guidelines in this regard except in following cases with detailed reason thereon.”

At Regional Office Level:

The activities to be undertaken at RO level, to monitor and regularize the storage losses and transit losses are as under

a) The RM and Technical Head of RO, after examining the monthly statements submitted by all Warehouse shall submit a monthly certificate to DGM(Tech.), CO, New Delhi in respect to storage Losses and GM (Comm.), CO, New Delhi in respect of Transit Losses on or before 25th of succeeding month stating that.

“The monthly storage loss/gain and Rail Transit Loss Statements of all Warehouses of the Region have been examined. No abnormality has been found in reference to CWC guidelines in this regard for the month of _____, except the cases which are under investigation or found abnormal as referred to DGM (Tech.) and GM (Comm.) vide letter no. _____ dated _____ respectively.

b) The Regional Manager and Technical Head of Regional Office will hold monthly meeting with GM/FCI and MD, State Agencies to sort out and regularise the issues of storage loss/gain and RTL as well as recoveries made, if any, on this account. After holding such meetings, a monthly report is to be submitted to DGM(Tech.)/GM (Comm) by 25th of succeeding month accordingly.

In case, the meeting is not held during any month, even then the certificate is to be submitted stating the reason as to why the meeting could not be held.

While referring the cases of abnormal Storage Loss and Rail Transit Loss, it should be ensured that the report should be complete in all respects, specifying the role and responsibilities of officials involved alongwith supporting documents.

(Rishi Pal)

Asstt. General Manager (Vig.)



केन्द्रीय भण्डारण निगम
(भारत सरकार का उपक्रम)
Central Warehousing Corporation
(A Govt. of India Undertaking)
Corporate Office: New Delhi



Date : 08.10.2018

No.: CWC/XIII-10/Siwan/2018/AV/1317

All Regional Managers,
Central Warehousing Corporation
Regional Office,
**Ahmedabad/ Bangalore/ Bhopal/ Bhubaneswar/
Chandigarh/ Chennai/ Delhi/ Guwahati/ Hyderabad/ Jaipur/
Kochi/ Kolkata/ Lucknow/ Mumbai/ Panchkula/ Patna/ Raipur**

This has reference to a case of storage gain in food grain stock at one of the warehouse, which has come to the notice of the Vigilance Division recently. After conducting the "Zero PV" by the concerned depositor, no net shortage was found; even though the depositor concerned deducted an amount of ₹ 1.5 lakh due to lack of supervision at that warehouse. The Competent Authority has viewed it very seriously as recovery has been made by the depositor even after no shortages in quantity of stock was found.

As per the direction of the Managing Director, it is therefore advised to take up similar nature of issues with the depositor concerned on priority basis, to avoid occurrence of such cases. Further, responsibility, if any, on the part of any official standing on the verge of retirement, should be intimated to Corporate Office well in advance along with proper investigation report and recommendation of the Regional Manager.

(Rishi Pal)
Asstt. General Manager (Vig.)



लेख
ARTICLES







INTELLECTUAL INTEGRITY IN PUBLIC LIFE

“Success in public relations demands strict intellectual honesty and integrity in all aspects of one’s professional demeanour” – Mitchell Friedman

Corruption is an age-old all pervasive phenomena prevalent everywhere amongst individuals, organizations and nations. Despite the sustained efforts of Governments, NGOs and public activists, corruption as an ethical problem continues to exist. Administrative corruption in public offices arises due to lack of ethical principles and values like openness, transparency, impartiality, responsibility, accountability in day to day works etc. It offsets the socio-economical and cultural development of the society.

Integrity in public life is essential to maintain a mutual trust between the Government and public. Thus, the two concepts namely corruption and integrity can be considered as two sides of the same coin with an increase in one resulting in decrease of the other and vice versa.

While the word ‘**corruption**’ has a negative connotation, the term ‘**integrity**’ has a positive connotation to it. It not just implies ‘not being corrupt’ but involves **doing the right thing in the right way**. There is a need to make attempts to promote integrity in public life while pursuing anti-corruption approaches.

Sardar Vallabhbhai Patel, known as the Iron Man of India, a champion of Fundamental Rights and Integrity was rightly convinced that these values are essential pre-requisites for the holistic development of an individual, society and nation. When it comes to integrity, one of the virtues or the lack of it amongst individuals, which directly contributes to corruption at public work places is **Intellectual Integrity** which in simple terms is the ability to judge honestly one’s own emotions. It means the ability of an individual to recognise and admit his or her own mistakes. Recognition of the need to be true to one’s own thinking and to hold oneself to the same standards one expects others to meet. It also means to honestly admit discrepancies and inconsistencies in one’s thoughts and actions, giving due weightage to all contrary viewpoints of others as much as to one’s own feelings and views. A person with intellectual integrity has a deep desire to follow reasons and material evidence before him or her in a bold manner wherever it may lead to, unmindful of the consequences. Individuals who strongly manifest intellectual integrity value objectivity, evidence based decision making , pursue a rational approach in an unbiased and fair minded manner in pursuit of the best possible knowledge and its application in any given situation. In the words of Shakespeare “ To thine own self be true, and it must follow as the night the day , thou canst not then be false to any man”.



Intellectual integrity involves both seeking and valuing the truth by analysing the various assumptions and looking for evidence and also being willing to change the understanding as and when the information contrary to our understanding crops up. In the new age of information technology, we are bombarded with loads and loads of information everyday and confronted with confusing scenarios leading to a situation where there is a breakdown of our basic valuing of intellectual integrity.

For a public servant dealing with Public, **intellectual integrity** is an indispensable quality for providing good leadership, flexibility in working, understanding of people surrounding them, command respect from superiors, peers and subordinates and provide ample scope for growth and improvement. But in today's world, we care more for perception rather than truth. Popularity and attention can bring us instant success where honesty and hard work do not. Simply said marketing of character has become more important than the character itself.

The concept of intellectual integrity implies a truthful compliance to traits like intellectual humility, intellectual courage, intellectual empathy, intellectual perseverance and fair mindedness.

Lack of **intellectual integrity** involves dishonest communication, subjectivism, sophistry, false accusations, throwing the blame on others to escape responsibility, irrationality, psychological assault on weaker individuals, use of idiomatic phrases, fashionable expressions, deceit, hoodwinking, deliberate misguiding of colleagues for selfish reasons, taking credit for the works of others etc.

The main cause for lack of intellectual integrity or misdirection of intelligence is perverseness amongst public servants which is generally known as Perverted intelligence.

Four effects of integrity violation have been propounded by Ethics and Integrity experts Alain Hoekstra and Leonie Heres namely **Snowballing effect** wherein small incidents of unethical behaviour tends to grow into bigger ones leading to integrity violation. **Contamination effect** wherein the unethical behaviour of an employee infects other colleagues as they feel encouraged to follow such behaviour which generally goes unchecked.

Revelation effect wherein the violations are discovered and revealed by media which leads to public outrage and diminishing public trust.

Radiation effect wherein the unethical behaviour by a certain group of officials damages the reputation of the entire service cadre undermining the whole public system and its credibility.

More often than not, we come across situations where the acts and consequences of



lack of intellectual integrity of persons in an organization holding key positions goes unnoticed, while acts of misconduct, fraud, forgery etc., are caught and appropriately dealt with as per rules. But a proper system for dealing with cases of lack of intellectual integrity amongst officials is yet to be fully evolved in public offices.

Recent intensification of public scrutiny through media, activists, audits, NGOs in misuse of public resources and power has had a huge impact on ethical improbity amongst public servants in India. Ethical probity has been given lot of importance in public life and Govt. & Public Sector Organizations pay more attention now a days. Initiatives like observance of 'Vigilance Awareness Week' and campaigns and training programmes on vigilance matters are a point in case.

The issue of intellectual integrity management is therefore gaining much importance of late. Attention is paid to issues of culture and leadership in promoting appropriate models of integrity.

The strategies aimed at improving the intelligence integrity and transparency amongst officials in public life are

- Upholding merit and professionalism.
- Transparency in recruitment and HR policies.
- Strict implementation of code of conduct.
- Public disclosures of conflict of interest .
- Strengthening of anti-corruption legislation.
- Rewards / Remuneration to the deserving officials.
- Finally prosecution of corrupt officials.

To conclude, a Govt. Department or a PSU dealing with public must make sure that officials with high levels of **intellectual integrity** are encouraged at work place and kept motivated through a robust system of integrity management which will augur well not only for the growth and sustainable development of the organization but also directly helps in nation building.

Samuel Praveen Kumar
RM, CWC, Hyderabad



DISCIPLINARY PROCEEDINGS

Introduction

On receipt of complaint/specific information about irregularities committed by some official, Preliminary Enquiry or Investigation is conducted. On the basis of Investigation Report, the Disciplinary Authority may come to the conclusion that certain rules or instructions have been violated and a formal departmental action is required to be initiated against the delinquent public servant. The moment, a decision is taken by the Disciplinary Authority to frame the charges against such official and a charge sheet is served to him, the process that follows is called Disciplinary Proceedings. It ends with issue of final orders of penalty or exoneration.

Disciplinary Rules:

The procedures for Departmental disciplinary proceedings have been laid down in different sets of rules applicable to Govt. servants. Central Civil Services (classification, Control & Appeal) Rules, 1965, often referred to as CCS(CCA) Rules, 1965 have the widest applicability to the Civil Govt. servants. The disciplinary rules applicable to Government servants have been framed in conformity with the provisions of Article 311 of the Constitution.

The employees of Public Sector Undertakings, Statutory Corporations etc. are governed by the Disciplinary and Appeal rules framed by the respective PSUs or Corporations in exercise of powers conferred upon it by the Statute. The departmental proceedings against any employee shall be taken strictly as per the disciplinary rules notified by the Organisation/applicable to the Organisation.

Institution of formal proceedings:

Once a decision is taken on the basis of Investigation Report that prima facie a case exists and that formal disciplinary proceedings should be initiated against the delinquent official, the DA will need to decide whether the proceedings should be initiated for imposition of a minor penalty or major penalty.

Certain types of vigilance cases in which proceedings for imposition of a major penalty may be desirable are given below as illustrative guidelines:

- a) Possession of disproportionate assets.
- b) Obtaining or attempting to obtain illegal gratification.
- c) Misappropriation of Govt. property, money or stores.
- d) Falsification of Govt. records.
- e) Gross irregularity or negligence in the discharge of official duties with dishonest motive.
- f) Misuse of official position or power for personal gains.
- g) False claims on the Government like T.A. claims, re-imbusement claims etc.

**Warning:**

On the basis of investigation, if the Competent Disciplinary Authority comes to the conclusion that the conduct of the official is somewhat blameworthy, though not to the extent calling for imposition of a formal penalty, a warning or reprimand etc, may also be administered.

There may be occasions when a superior officer may find it necessary to criticize/comment adversely on the work of an official working under him pointing out a negligence, carelessness, delay etc. considering explanation given by the official, it may be felt that the matter is not serious enough to justify the imposition of formal punishment. In such situation also a warning, reprimand or caution may be issued.

Administration of warning in such circumstances does not amount to a formal punishment. Recordable warning should not be issued in such cases as it would for all purposes practical purposes amount to a "Censure" which is a formal punishment to be imposed by the D.A. after following the prescribed procedure.

Initiation of Disciplinary Proceedings for minor Penalties:

In cases in which the Disciplinary Authority decides that proceedings should be initiated for imposing a minor penalty, the DA will inform the official concerned in writing of the proposal to take action against him. A memorandum accompanied by a statement of misconduct for which action is proposed to be taken is issued, giving him such time as may be considered reasonable, ordinarily not exceeding ten days, for making representation against the proposal. The memorandum should be signed by the Disciplinary Authority and not by any one else on its behalf.

Initiation of Disciplinary Proceedings for major Penalty:

No order imposing any of the major penalties shall be made except after an inquiry is held in accordance with the concerned regulation. Whereas, it is possible to impose a minor penalty after issue of a major penalty charge sheet, but it is not permissible to impose a major penalty after issuance of a minor penalty charge sheet.

As soon as a decision has been taken by the Competent Authority to start disciplinary proceedings for a major penalty, Chief Vigilance Officer will draw up or cause to be drawn up:

- i. the substance of the imputations of misconduct or misbehavior into definite article of charge.
- ii. A statement of the imputations of misconduct or misbehavior in support of each article of charge which shall contain:



- a. A statement of all relevant including any admission or confession made by the Govt. servant.
- b. A list of documents by which and a list of witnesses by whom, the articles of charge are proposed to be sustained.

From the above, it is evident that a charge sheet for imposition of major penalty shall consist of the following four annexures to the forwarding memorandum:

Annexure-I - Articles of Charge.

Annexure-II - Statement of imputations of misconduct or misbehavior in support of each article of charge.

Annexure-III - List of documents by which the articles of charge are proposed to be proved.

Annexure-IV- List of witnesses by whom the articles of charge are proposed to be proved.

No other officer than the appointing authority or an authority higher than the appointing authority or a disciplinary authority is competent to issue the charge sheet.

Penalties:

The Competent Authority may, for good and sufficient reasons, impose any of the following penalties:

Minor Penalties: -

- (i) Censure;
- (ii) Withholding of his promotion.
- (iii) Recovery from his pay of the whole or part of any pecuniary loss caused by him to the Corporation by negligence or breach of orders;
- (iv) Reduction to a lower stage in the time scale of pay for a period not exceeding three years without cumulative effect and not adversely affecting his retirement benefits;
- (v) Withholding of Increments of pay;

Major Penalties:

- (vi) Save as provided for in clause (iv)(a), reduction to a lower stage in the time-scale of pay for a specified period, with further directions as to whether or not the employee of the Corporation will earn increments of pay during the period of such reduction and



whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;

(vii) Reduction of lower time scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the employee of the Corporation to the time scale of pay, grade, post or service from which he was reduced, with or without further directions regarding conditions of restoration to the grade or post or service from which the employee of the Corporation was reduced and his seniority and pay on such restoration to that grade, post or service:

(viii) Compulsory Retirement;

(ix) Removal from service which shall not be a disqualification for future employment under the Corporation;

(x) Dismissal from service which shall ordinarily be a disqualification for future employment under the Corporation;

Provided that in very case in which the charge of possession of assets disproportionate to known sources of income or the charge of acceptance from any person of any gratification other

than legal remuneration, as a motive or reward for doing or forbearing to do any official act is established, the penalty mentioned in clauses (ix) and (x) shall be imposed.

Provided further that in any exceptional case and for special reasons to be recorded in writing, any other penalty may be imposed.

Rishi Pal
Asstt. General Manager (Retd.)
CWC, CO, New Delhi



भ्रष्टाचार एक मनोविकृति जनित रोग

समस्त मानव जीवन के प्रवर्तक भाव या मनोविकार ही होते हैं। मनुष्य की प्रवृत्तियों की तह में अनेक प्रकार के भाव ही प्रेरक के रूप में पाए जाते हैं। शील या चरित्र के मूल को भी भावों के विशेष प्रकार के संगठन में ही समझना चाहिए। लोक-रक्षा और लोक-रंजन के सारी व्यवस्था का ढाँचा इन्हीं पर ठहराया गया है। धर्म शासन, राज शासन, मत शासन---सब में इनसे पूरा काम लिया गया है। इनका सदुपयोग भी हुआ है और दुरुपयोग भी।

चूँकि मनुष्य विश्वास का दास है। मनोविकृतियों के वशीभूत होकर हम अपने विश्वास को नकारात्मकता की तरफ ले जाते हैं तथा कुछ समय बाद विकृत आचरण को हम सही मानने लगते हैं। मानव की सभी वृत्तियाँ विश्वास से ही नियंत्रित होती हैं जिन्हें रोक पाना दुरूह है। विज्ञान ने भी मनोवृत्ति के भावों के अस्तित्व को स्वीकार किया है। इसमें कोई शक नहीं है कि विज्ञान ने बहुत तरक्की की है, मानव जीवन को सुगम बनाया है। भौतिकता एवं विज्ञान के सम्मिश्रण से इस आधुनिक समाज की संकल्पना फलीभूत हुई है, विज्ञान स्वयं में सम्पूर्ण विधा है जिससे परिवेश में अपनी आवश्यकताओं को समझने तथा उन्हें सुनियोजित एवम संतुष्ट करने में सहायता मिलती है। विडंबना यह है कि मानव ने विज्ञान के सहारे हो रहे सामाजिक उत्थान में अपनी भौतिक समस्याओं का हल ढूँढना प्रारम्भ कर दिया, आज विज्ञान भी भौतिक सभ्यता का निर्देशक बन चुका है तथा यह संस्कृति के लगभग हर आयाम में प्रवेश कर चुका है। यह हमारी मनोवृत्ति /अभिवृत्ति के हर रूप से जीवन के विभिन्न सोपानों को प्रभावित करता है।

भौतिकता अभिवृत्ति के सकारात्मक तथा नकारात्मक भावों को प्रभावित करती है, जहाँ सकारात्मक भाव संयमित जीवन, मर्यादित आचरण तथा सामाजिक सहचर्यता को प्रबाधित कर एक सुखी समाज की संकल्पना को साकार करते हैं, वहीं नकारात्मक भाव भ्रष्टाचार, घृणा, वैमनष्य आदि के प्रवर्तक है। आज हमारा समाज भ्रष्टाचार से अभिशप्त है अतः इसके उद्भव पर एकीकृत रूप से दृष्टिपात करना उचित होगा।

सबसे अधिक सुखी समाज वह है, जिसमें हरेक व्यक्ति दूसरे के प्रति सम्मान की भावना रखता है।

-(गेटे)

अभिवृत्ति सामाजिक मनोविज्ञान का एक केंद्रीय विषय है। अभिवृत्ति के पांच महत्वपूर्ण अंग हैं

1. अभिवृत्ति को मूर्तरूप में देखना संभव नहीं है। इसके दो पक्ष होते हैं:- मानसिक एवं स्नायुविक
2. अभिवृत्ति प्रतिक्रिया करने की तत्परता है। यह प्रतिक्रिया नहीं है, अपितु प्रतिक्रिया करें की मानसिक तत्परता है।



3. यह संगठित होती है। इस के विविध संघटकों:- संज्ञानात्मक, भावनात्मक तथा क्रियात्मक के मध्य घनिष्ठ सम्बन्ध होता है।
4. अभिवृत्ति अनुभव के आधार पर अर्जित की जाती है।
5. अभिवृत्तियों का निर्देशित या गत्यात्मक प्रभाव पड़ता है। यह व्यवहार की दिशा निर्धारित करने के साथ - साथ एक खास तरह का व्यवहार करने की शक्ति प्रदान करती है।

बी. कुप्पूस्वामी (1975) के अनुसार हमारी अभिवृत्तियाँ प्राथमिक रूप से सामाजिक प्रभावों से उत्पन्न होती हैं। जन्म से ही मानव प्राणी ऐसी सामाजिक संस्थाओं के जाल में उलझ जाता है जो भौतिक जगत के रूप में उसके परिवेश का निर्माण करती है प्रथम सामाजिक इकाई के रूप में परिवार का किसी व्यक्ति के अभिवृत्ति निर्माण पर अत्यधिक प्रभाव पड़ता है। यही कारण है कि बाद में प्राप्त होने वाले अनुभव आसानी से अभिवृत्तियों में बदलाव नहीं कर सकते क्योंकि अभिवृत्तियाँ व्यक्तियों, समूहों अन्य सामाजिक वस्तुओं के प्रति हमारी अनुक्रिया को एक संगती प्रदान करती है। एच सी ट्रायिंडिस (1971) के अनुसार अभिवृत्तियों के मूलता दो आयाम होते हैं

1. सकारात्मक बनाम नकारात्मक
2. संपर्क इच्छुक बनाम संपर्क से बचना

यहाँ हम बात भ्रष्टाचार की कर रहे हैं, वस्तुतः भ्रष्टाचार कोई दैवीय आपदा अथवा ऊपर से थोपी गयी व्यवस्था नहीं है। यह किसी भी समाज द्वारा स्वजनित कुरीति है जिसका वाहक भी वही समाज होता है जो अभिवृत्ति के नकारात्मक भाव में रच बस गया होता है। यह स्थापित रूप से माना जा चुका है कि भ्रष्टाचार मनोविकृति जनित एक नकारात्मक प्रतिक्रिया है जो धीरे-धीरे सामाजिक परिवेश में सकारात्मकता एवं संरचनात्मकता को निगल कर विनाशोन्मुख समाज का निर्माण करती है। चूँकि भ्रष्टाचार समाज के अस्तित्व के लिए खतरा है, अतः हम इसके उन्मूलन के लिए प्रयास कर रहे हैं। किसी भी समस्या के उन्मूलन मिशन की सफलता इस बात पर निर्भर करती है, कि हम उस समस्या के उद्भव के विषय में कितना जानते हैं। भ्रष्टाचार को मनोविकृति जनित रोग मानते हुए यहाँ यह जान लेना उचित होगा कि आखिर इस मनोविकृति के प्रबंधन में समाज एवं व्यक्ति किस प्रकार अंशदान देते हैं:-

1. परिवार का अंशदान:-

नवजात शिशु एक कोरे कागज की तरह अभिवृत्ति विहीन होता है। अनुभूति के द्वंद्व ही से प्राणी के जीवन का आरम्भ होता है। मनुष्य केवल एक जोड़ी अनुभूति लेकर इस संसार में आता है। बच्चे के छोटे से हृदय में पहले सुख और दुःख की सामान्य अनुभूति भरने के लिए जगह होती है। धीरे-धीरे उसमें सकारात्मक एवं नकारात्मक अभिवृत्तियों का संचरण प्रथमतः अपने माता-पिता एवं परिवार के



दूसरे सदस्यों के माध्यम से होता है। उदाहरण के तौर पर यदि किसी बच्चे के माता-पिता किसी भी तरह के भ्रष्टाचार में संलिप्त हैं तो बच्चा भी माता-पिता को आदर्श मानते हुए इस मनोविकार को एक सहज वृत्ति मानकर अपने अंदर आत्मसात कर लेता है तथा जीवन के हर सोपान पर इस मनोविकार के प्रभाव में प्रतिक्रिया देना प्रारम्भ कर देता है, क्योंकि वह इसे अपने आदर्श माता-पिता से प्राप्त हुआ सकारात्मक गुण धर्म मानता है।

2. समाज का अंशदान :-

नवजात शिशु का बड़े होकर समाज के साथ सम्मिश्रित होना एक सामान्य एवं अवश्वम्भावी प्रक्रिया है। इस प्रक्रिया के प्रथम चरण में ही बच्चा अपनी स्थिति का आंकलन समाज के दूसरे बच्चों के पास उपलब्ध भौतिक संसाधनों के साथ करता है। यदि उसे दूसरे बच्चों की तुलना में अपने पास उपलब्ध भौतिक संसाधनों की स्थिति बेहतर लगती है तो माता-पिता से सम्बंधित मनोविकार और पुष्ट रूप ले लेते हैं। यदि बच्चे को अपने भौतिक संसाधनों का स्तर अन्य की तुलना में ठीक नहीं लगता है तो वह अपने सीमित ज्ञान के आधार पर इस असंतुलन का विश्लेषण करता है। विश्लेषण की प्रक्रिया में जब वह चर्चा के परिवेश में प्रवेश करता है तो भ्रष्टाचारी व्यक्ति विभिन्न प्रकार की अनैतिक दलीलें देकर, अपने अनुचित संसाधनों को न्यायोचित बताने में नहीं झिझकते। जबकि यही वह माकूल समय होता है कि सारी स्थिति स्पष्ट करते हुए उसमें सकारात्मक अभिवृत्ति का समावेश किया जाए।

जो लोग दूसरो को पढ़ कर समझते हैं वो बुद्धिमान होते हैं, लेकिन जो लोग खुद को पढ़ते और समझते हैं वे प्रबुद्ध होते हैं। (रोबिन शर्मा)

3. शिक्षा का अंशदान :-

आज शिक्षा मात्र उदरपूर्ण बन कर रह गयी है। शिक्षा जगत ने एक उद्योग का रूप ले लिया है, उद्योग सदैव सिंगल बॉटम लाइन (लाभ) के सिद्धांत पर चलते हैं। इसी कारण आज प्रबंधन कक्षाओं में खुले रूप में “गंजे को कंधी बेचने”के गुर सिखाये जाते हैं एवं उसी को सफलता का पैमाना माना जाता है। इस प्रकार की नैतिकता विहीन शिक्षा से बच्चे में परिवार तथा समाज द्वारा संवाहित मनोविकार पर अनैतिक धृष्टता का कलेवर चढ़ता है एवं वह मनोविकार परिपक्व होने लगता है।

अध्यापक राष्ट्र की संस्कृति के चतुर माली होते हैं, वे संस्कारों की जड़ों में खाद देते हैं और अपने श्रम से सींच-सींच कर महा प्राण शक्तियां बनाते हैं।

दान गरीबी खत्म करता है, अच्छा आचरण दुःख मिटाता है, विवेक अज्ञान को नष्ट करता है, जानकारी भय को समाप्त करती ह। (चाणक्य)



4. रोजगार का अंशदान:-

रोजगार को संवाहित अभिवृत्ति (सकारात्मक) के क्रियान्वयन के क्षेत्र के रूप में जाना जाता है। परन्तु इसमें कुछ कर्मचारियों / अधिकारियों द्वारा मनोविकृति के प्रभाव में कार्य निष्पादन का स्थान बना लिया जाता है, जिसके कुछ उदहारण निम्नवत है:

पक्षपात पूर्ण निर्णय, भाई भतीजा वाद, विवेकाधिकार का दुरुपयोग, जानबूझ कर संगठन के विरुद्ध निर्णय, इनफॉर्मल सर्किल से कार्य का निष्पादन, स्थानांतरणों में घाल-मेल, ठेकों के आबंटन में न्यायोचित निर्णय न लेना, ठेकों का कार्य निष्पादन मानक के अनुरूप न होना, ठेकों में हिस्सेदारी, संगृहीत सामग्री के साथ दुर्विनियोग, कार्यालय समय से उपस्थित न होना तथा समय के पूर्व कार्यालय छोड़ना, कार्यालयी संसाधनों का निज हित में प्रयोग करना, वाद एवं परिवाद के मामलों में जानबूझ कर शिथिलता बरतना, जाँच में जानबूझ कर तथ्यों को दबाना, जाँच को प्रभावी करने का प्रयास, गलत सामग्री को भंडारण हेतु स्वीकारना, जमाकर्ता को अनुचित लाभ देने के लिए जमा सामग्री का मूल्य बढ़ा कर दिखाना, दस्तावेजों में हेरा-फेरी, गोदामों को किराये पर लेने में हेरा फेरी, सामग्री के डिस्पोजल में हेराफेरी, सुरक्षा कर्मियों के लगाने में हेराफेरी आदि।

भ्रष्टाचार में संलिप्त मनुष्य की नैतिकता के पतन का चरमोत्कर्ष हमें समय-समय पर देखने को मिलता है। जहाँ सम्बंधित व्यक्ति (कर्मचारी/ अधिकारी) अपने द्वारा किये गए कदाचार को न्यायोचित ठहराने के लिए विभिन्न प्रकार के आधार हीन उपालम्ब लेते हैं तथा अपने द्वारा किये गए भ्रष्टाचार को न्यायोचित ठहराकर गौरवान्वित महसूस करते हैं।

उपरोक्त आधार हीन उपालम्ब सीधे तौर पर समय के साथ जीवन के विभिन्न सोपानों पर संबंधित द्वारा अर्जित की गयी मनोविकृति की परिपक्वता को दर्शाता है। यहाँ यह उल्लेख करना उचित होगा कि इस परिपक्वता की धृष्टता तब और पुष्पित एवं पल्लवित होती है, जब समान मनोविकृति धारी नवागत कर्मचारी / अधिकारी को उपरोक्त भ्रष्ट कर्मचारी/ अधिकारी का नियंत्रण अधिकारी के रूप में सानिध्य मिलता है।

आलस्य मनुष्य का शत्रु है और उद्यम सबसे बड़ा मित्र, जिसके साथ रहने वाला कभी दुखी नहीं होता। (भर्तृहरि)

5. सेवानिवृत्त कर्मचारियों का अंशदान:-

ऐसे सेवानिवृत्त कर्मचारी/ अधिकारी जो इस मनोविकृति को धारण करते हैं, समय-समय पर नवागत स्टाफ को भ्रष्टाचार की विधाओं में ज्ञानबर्धन देने में नहीं चूकते। ऐसे कर्मचारियों / अधिकारियों को यदि किसी भी तरह से संगठन के तंत्र में पुनः प्रवेश करने का मौका प्राप्त होता है तो वह कई गुनी अधिक ऊर्जा के साथ भ्रष्टाचार के प्रबंधन में संलिप्त होने से नहीं चूकते।



6. नैतिकता का अंश दान :-

नैतिकता मनुष्य के सम्यक जीवन के लिए अत्यंत आवश्यक है। इसके अभाव में मानव का सामूहिक जीवन कठिन हो जाता है। नैतिकता से उत्पन्न नैतिक मूल्य मानव की ही विशेषता है। नैतिक मूल्य ही व्यक्ति को मानव होने की श्रेणी प्रदान करते हैं। इनके आधार पर ही मनुष्य सामाजिक जानवर से ऊपर उठ कर नैतिक अथवा मानवीय प्राणी कहलाता है। अच्छा-बुरा, सही गलत के मापदण्ड पर ही व्यक्ति, वस्तु, व्यवहार व घटना की परख की जाती है। ये मानदंड ही मूल्य कहलाते हैं और भारतीय परम्परा में ये मूल्य ही धर्म कहलाता है अर्थात् 'धर्म' उन शाश्वत मूल्यों का नाम है जिनकी मन, वचन, कर्म की सत्य अभिव्यक्ति से ही मनुष्य मनुष्य कहलाता है अन्यथा उसमें और पशु में भला क्या अंतर? धर्म का अभिप्राय है मानवोचित आचरण संहिता। यह आचरण संहिता ही नैतिकता है और इस नैतिकता के मापदंड ही नैतिक मूल्य हैं। नैतिक मूल्यों के अभाव में कोई भी व्यक्ति, समाज या देश निश्चित रूप से पतनोन्मुख हो जायेगा। नैतिक मूल्य मनुष्य के विवेक में स्थित, आंतरिक व अंतः स्फूर्त तत्त्व हैं जो व्यक्ति के व्यक्तित्व के विकास में आधार का कार्य करते हैं, परन्तु नैतिकता के स्तर की अधोगति का आलम यह है कि भ्रष्टाचारी सरे आम भ्रष्टाचार की धर्म ध्वजा लेकर शान से घुमते हैं एवं खुद के कुकृत्य को दूसरों से छोटा बता कर उसे न्यायोचित ठहराते हैं। लज्जा इन्हें छूती भी नहीं है, ग्लानि भले ही इन्हें अंदर से जलाती हो।

7. भविष्य की अनिश्चितता का अंशदान:-

कुछ एक प्रकरणों में यह भी देखने में आया है कि सेवा काल के अंतिम चरण में सेवानिवृत्ति के बाद भविष्य को निष्कटंक बनाने के लिए अपने द्वारा किये गये भ्रष्टाचार को समय की जरूरत बताते हैं।

8. संकुचित सोच का अंशदान:-

हमारी सोच का दायरा बहुत सीमित हो चुका है संयुक्त परिवार पूर्ण रूप से बिहार चुके है तथा न्युकलीयर फैमिली की अवधारणा मूर्तरूप ले चुकी है। इस अवधारणा में भी मात्र स्वस्वार्थ ही सन्निहित है। सोच के पतन का अंदाजा इससे लगाया जा सकता है कि हम राष्ट्रपिता महात्मा गांधी, स्वामी विवेकानंद, अन्ना हजारे आदि को हम अपना आदर्श तो मानते है, परन्तु घर में नवजात शिशु के पदार्पण के साथ ही हम उसे अभियंता या डाक्टर बनाए के सपने सँजोने लगते हैं तब हमारे मनः पटल के किसी भी कोने में बच्चे को इन महापुरुषों जैसा बनाने का विचार तक नहीं आता क्योंकि हम जानते हैं ये महापुरुष धन विहीन वैभव एवं विलासिता से विहीन थे। यह स्पष्ट तौर पर हमारी संकुचित सोच को दर्शाता है

9. भ्रष्ट संबंधियों तथा मित्रों के महिमा मण्डन का अंश दान :-

यह एक सहज मनोवृत्ति है कि हम समाज में अपने स्थिति को मजबूत करने के लिए मात्र अपने साधन



सम्पन्न रिश्तेदारों तथा मित्रों को संदर्भित करते हैं चाहे वे आकण्ठ भ्रष्टाचार में डूबे हुए हों। उन रिश्तेदारों तथा मित्रों को संदर्भित करने में हम डरते हैं जो साधन संपन्न तो नहीं हैं परन्तु उनकी सत्य निष्ठा को कभी भी चुनौती नहीं दी जा सकती क्योंकि हम उस नकारात्मक अभिवृत्ति के वाहक हैं जो भ्रष्टाचार की जननी है।

10. विलासिता की वस्तुओं के प्रति सम्मोहन का अंशदान :-

लालच तथा संतोष दोनों अभिवृत्ति के भाव हैं जो हर व्यक्ति में उपस्थित रहते हैं, परन्तु विपरीत प्रभाव रखते हैं। जहाँ एक ओर संतोष व्यक्ति को संयमित एवं मर्यादित आचरण करने के प्रेरित करता है, दूसरी तरफ लालच व्यक्ति को भ्रष्टाचार के लिए प्रेरित करता है। मनोवृत्ति के लालच जैसे भाव के कारण ही व्यक्ति विलासिता की वस्तुओं को जुटाने के लिए धीरे-धीरे भ्रष्टाचार के दल-दल में फंस जाता है।

जैसे जल द्वारा अग्नि को शांत किया जाता है, वैसे ही ज्ञान द्वारा मन को शांत रखना चाहिए (वेदव्यास)

11. स्वजनित अहंकार का अंशदान:-

गर्व एवं अहंकार भी अभिवृत्ति के दो अलग-अलग भाव हैं। यहाँ यह स्पष्ट करना उचित होगा कि व्यक्ति अपनी गुणवत्ता का आकलन स्वयं करने लग जाता है। जबकि व्यक्ति की गुणवत्ता वह तत्व गुण है जिसका निर्धारण सदैव दूसरे लोग करते हैं, जो गर्व की विषय वस्तु है। व्यक्ति में लालच के भाव का समावेश होने के उपरांत सामाजिक निंदा के वशीभूत वह समाज को अपनी झूठी आभा से आयना दिखाने का प्रयास करने लगता है। एकाकी भाव में यह प्रयास उसके अंदर अहंकार, क्रोध, निर्लज्जता तथा घृणा के भाव को जन्म देता है जो कि विनाश की प्रगामी स्थितियाँ हैं।

बुढ़ापा रूप को, आशा धैर्य को मृत्यु प्राण को, क्रोध श्री को,
काम लज्जा को हरता है पर अभिमान सबको।

(विदुर नीति)

जैसे उबलते पानी में हम देख सकते उसी तरह क्रोध में
हम नहीं देख सकते कि भलाई किस बात में है।

(भगवान बुद्ध)

चरित्र एक वृक्ष है, प्रतिष्ठा एक छाया, हम हमेशा छाया को सोचते हैं,
लेकिन असलियत तो वृक्ष ही है।

(अब्राहिम लिंकन)



विश्व का हर देश भ्रष्टाचार का दंश झेल रहा है, इसी कारण संयुक्त राष्ट्र संघ द्वारा भी वर्ष २०३० के अपने प्लान फॉर सस्टेनेबल डेवलपमेंट के लिए चिन्हित लक्ष्यों में 16 वें लक्ष्य के रूप में एंटी करप्शन को भी चिन्हित किया गया है।

उपरोक्त से स्पष्ट है कि भ्रष्टाचार एक मनोविकार जनित रोग है जिसका उपचार हर अंशदायी स्तर पर होना आवश्यक है। भ्रष्टाचार आज हर क्षेत्र में प्रवेश कर चुका है, स्थिति यहां तक विकृत हो चुकी है कि लगभग हर योजना भ्रष्टाचार की भेंट चढ़ने लगी है। इसका उन्मूलन ही मानव के अस्तित्व को बचा सकता है। कुछ बुद्धजीवियों का मत है कि भ्रष्टाचार को एकदम 100% समाप्त करने से सम्पूर्ण कार्यपालिका तंत्र विफल हो सकता है, वह भ्रष्टाचार की तुलना कैंसर से न करके मोटापे जैसी बीमारी से करते हैं। उनका तर्क है कि भ्रष्टाचार नियंत्रण के लिए कैंसर रोग के उपचार की तरह हर संक्रमित कोशिका को निकालने की आवश्यकता नहीं है, इसके नियंत्रण के लिए मोटापे के इलाज की तरह एक एकीकृत योजना के क्रियान्वयन की आवश्यकता है जिसमें भ्रष्टाचार से जुड़े हर पहलू का प्रबंधन इस प्रकार करना है कि स्वेच्छाचारिता का कोई स्कोप ही न रहे। अतः यह बात स्पष्ट है कि भ्रष्टाचार एक ऐसी व्याधि है जिसे समाप्त करने के लिए एकीकृत प्रयासों की आवश्यकता है जो व्यक्ति, घर, समाज, कार्यालय आदि हर स्तर पर एकजुटता तथा नेकनियती से किये जाए तभी सुखी, स्वस्थ, स्वच्छ, समृद्ध तथा प्रगतिशील समाज की अवधारणा मूर्तरूप लेगी जिसके लिए कुछ बिंदुओं को उद्धृत किया जा रहा है:-

1. बच्चों के समक्ष अपने आप को आदर्श माता-पिता के रूप में प्रस्तुत करें।
2. बच्चों से भ्रष्टाचार तथा सदाचार के विषय में खुलकर चर्चा करें तथा उन्हें भ्रष्टाचार के प्रादुर्भाव बताएं।
3. भ्रष्ट सम्बन्धियों तथा मित्रों का महिमा मंडन न करें।
4. भ्रष्ट व्यक्ति से अनावश्यक सहानुभूति न दिखाएं।
5. भ्रष्टाचार का पता लगते ही पहले उसकी सत्यता की पुष्टि करें तथा उसे बृहद रूप में हर स्तर पर उठायें।
6. भ्रष्टाचार के प्रकारों की जांच में खुल कर सहयोग दें।
7. भ्रष्ट व्यक्ति के कुकृत्यों में शामिल होने से बचें।
8. भ्रष्ट व्यक्तियों का सामाजिक बहिष्कार करना भी एक प्रभावी कदम हो सकता है।
9. कार्यालयी कार्य हर हाल में नियमानुसार ही सम्पादित करें।
10. सामाजिक प्रतिबन्ध तथा वित्तीय पुरस्कार विधिक कार्यवाही से अधिक प्रभावी होते हैं।
11. कार्यालय से जुड़ी अधिक से अधिक सूचनाओं को सार्वजनिक करने से कदाचार में कमी आती है।
12. स्टॉक मार्किट साफ सुथरी छवि वाली कंपनियों के हितों की सुरक्षा करें।
13. हर कार्यालयी कार्य को और पारदर्शिता के साथ सम्पादित किया जाये।
14. भ्रष्टाचार के मामलों में कठोरतम सजा का प्रावधान हो।

डॉ. अनुराग त्रिपाठी
क्षेत्रीय प्रबंधक, के. भ. नि., क्षे.का.
चंडीगढ़



THE ROLE AND FUNCTIONS OF INQUIRY OFFICER

The Disciplinary Authority (DA) appoints an Inquiry Officer (I.O.) to inquire into such charges against the charged officer (CO) which have not been admitted or denied by him or failed to submit his defence statement within the specified period. While appointing an Inquiry Officer, the Disciplinary Authority should keep in mind that department proceedings is not a “criminal trial” and that the standard of proof required is based on principle of “preponderance of probabilities” rather than proof beyond reasonable doubt”. Disciplinary Authority must ensure while appointing the Inquiry Officer that he has no bias attitude towards to, he is judicious, honest with fair past record and had no occasion to express an opinion at any stage of preliminary investigation. His only interest should be fair play and justice.

Role of Inquiry Officer:

First of all we should understand the meaning of “Inquiry”. It is fact finding process. The Inquiry Officer renders help to the Disciplinary Authority in ascertaining the truth, facts and reality with regard to the charge(s) levelled against the Charged Officer (CO). For this, Inquiry Officer will perform the following roles with the object to bring the facts to the books:-

- (a) Record the evidence
- (b) Analyse the evidence
- (c) Records the findings
- (d) Submit the report to the disciplinary authority.

To achieve the above objectives, the inquiry proceedings are categorized as under:-

- (i) Prehearing stage.
- (ii) Preliminary hearing stage.
- (iii) Regular hearing stage
- (iv) Post hearing stage.

Pre-Hearing Stage:

As soon as the Inquiry Officer receives the appointment order, his role commences to take number of actions. A few are listed below:-

- (a) Verifying the appointment order and enclosed documents:

It is desirable on the part of Inquiry Officer to scrutinize the appointment order. IO should confirm that the appointment order is issued by the correct officer i.e. Disciplinary Authority and none else. Any defect in appointment order may result in incurable



defect in the inquiry. Charged Officer (CO) may cite this lacuna to vitiate the inquiry, in case, there is any patent defect in the chargesheet, I.O. should bring the defect to the notice of disciplinary authority for corrective action. I.O should not play any role for refinement of the chargesheet. He should confine himself only to the patent errors in the chargesheet not try to make qualitative improvement in the charge sheet. It will be a good move on the part of I.O to acknowledge his appointment. This will keep the Disciplinary Authority informed that I.O is proceeding with the inquiry. In case, I.O. turns down the appointment as I.O due to personal reasons or otherwise, he should inform the Disciplinary Authority without any delay.

While receiving the appointment order, I.O should ensure enclosed documents with the chargesheet. I.O. should ensure that:

- (i) Annexure I to IV to the charge sheet are enclosed.
- (ii) Documentary evidence that chargesheet together with enclosures has been served on the charged officer.
- (iii) Reply, if any given by CO in respect of chargesheet served upon him.
- (iv) Appointment order of Presenting Officer.

I.O. should ensure that charge(s) mentioned in Annexure-I of the chargesheet are clear, unambiguous. If it is not so, bring to the notice of Disciplinary Authority.

I.O. should make a Daily Order Sheet mentioning receipt of appointment order. Daily Order sheets are authentic records of the inquiry proceedings. The first daily order sheet is required to be made on the day when I.O. receives his appointment order.

I.O. should go through and understand the procedure for holding inquiry. In case of any doubt or to seek any clarity, I.O. may consult a person having sufficient experience in this field.

It is necessary for I.O. to analyse and understand the charge(s) at the earliest stage of inquiry. I.O. should read each charge carefully, identify the facts given in the charge and link it with relevant prosecution documents and prosecution witnesses (PDs and PWs).

On receipt of appointment order, I.O. should fix a date for preliminary hearing within ten days and issue noticed to the concerned parties. I.O. should discuss date, venue and time with the concerned parties before issuing notice to them. In case, the inquiry is related to unauthorized absence, notice should be served at the permanent address of the charged officer as well as his last place of posting.

Notice should be issued to the concerned parties well in time so that they may get the reservation and prepare for attending the hearing as per schedule. Copies of the notice



should be sent to the controlling authorities of PO and CO. I.O. should inform the CO about his right to engage his Defence Assistant (DA). CO should also be asked to indicate the name of Defence Assistant in case he has identified and send his willingness and details of his controlling officer. In Case CO has identified his DA and sent his particulars to I.O, a communication has to be sent by I.O. to his controlling officer to spare him for hearing. I.O. should not make any commitment to accept a particular person as DA. Appointment of any person chosen by CO as his DA can be made only when the person turns up before IO and satisfies him about his identity and eligibility to function as DA. I.O. should confirm the total no. of disciplinary cases wherein he has performed the duty of Defence Assistant. As per Regulation 61 of CWC (Staff) Regulations, I.O. should ascertain whether P.O. is a legal practitioner, CO can claim his right to engage legal practitioner, denial of which entail violation of principles of natural justice.

Preliminary Hearing Stage:

It is the first appearance of parties before IO. In case CO has appeared alongwith his DA, ask his particulars like name, designation, if serving, his place of posting, name of his controlling authority, inquiries in hand, whether legal practitioner.

As soon as the proceedings commence, IO should ask the charged officer in clear terms whether he has any objection to on becoming the inquiry officer in his case. This will clear the issue of bias. It is important that IO should be fair and neutral in his dealings during the inquiry proceedings. Transparency and fairness in the request as well as compliance of principles of natural justice. In case, the charged office has any objection or ill feeling, IO should stay the proceedings and ask the CO to make a representation in writing before the competent authority and await his decision in the matter.

In case, CO has expressed his confidence on I.O, then proceed further and ask CO which language he will prefer, Hindi, English or any other local language. Generally CO prefer either Hindi or English but this issue should be clearly decided as later on. CO may take an excuse that the language wherein inquiry proceedings conducted was not understandable to him. All this depend upon education qualification of CO.

During the preliminary hearing and first appearance of CO, IO will ask him whether he

- (A) Has received the chargesheet along with enclosures.
- (B) Has understood the charge (s).
- (C) Do you admit the charge (s).

In most of the cases, the answer of CO would be : Yes sir, Yes sir and No Sir. However, there may be exceptional cases when CO may content that he has not received the



chargesheet, IO may provide a copy of the charge sheet and record the facts in Daily Order Sheet. I.O. should read out and explain the charges to CO. As regards, the admission or otherwise of the charges, IO should not try to guide or persuade the CO to admit the charges. Thus IO should not adopt the short cut formula to dispose of the inquiry.

In regard to admission or denial of the charges, three situations may arise:-

- (i) Denial of all the charges.
- (ii) Admit a few out of total charges
- (iii) Admit all the charges.

In case of (i) above, IO will order to conduct regular inquiry proceedings and record the same in daily order sheet.

In case of (ii) above, IO will drop the admitted charges and proceed with the charges not admitted by CO.

In case all the charges are admitted without any rider (if and but) IO must ensure that if CO admits the charges, such admission has to be unqualified, unambiguous, unconditional and unequivocal. CO will admit the charges in writing. CO will submit his report to the Disciplinary Authority for further action.

Inspection of originals of listed document is a privilege and valuable right of CO. During the preliminary hearing, I.O is required to fix a date and time schedule for inspection of the originals of listed documents. While fixing such date and time schedule, the convenience of the parties may be assessed and accommodated to the extent possible. Inspection of the originals of listed document is basically the responsibility of Presenting Officer (P.O.) who will intimate the outcome of such inspection to CO. During PH, a time scheduled framed for submission of list of additional documents required for the purpose of defence. CO will provide the particulars of the documents, its custodian and relevance. IO will take a final view on the relevant of the defence documents. CO will also submit a list of Defence witness. PO may make a submission on list of defence documents and defence witnesses. Final orders of I.O. in this regard (allowing or rejecting the request of CO for any defence document/ witness) must be a reasoned and clear order.

On being satisfied about the relevance of defence documents, IO should write to the custodian of additional documents to provide the documents direct to him. Sometimes, IO entrust the responsibility to PO which is not proper. Do not entrust this task to PO. Such an action on the part of IO may lead to allegations by CO that PO might have tampered the documents. It is, therefore, necessary that IO obtains the documents himself. However, these documents will be provided to PO and CO by IO.



In case CO asks for pre-recorded statements of Prosecution Witness (PW), I.O. will ask PO to provide the same to CO. Pre-recorded statement of those persons who are not prosecution witness, IO may disallow such statement to CO. During the first hearing after the inspection of original documents, IO should ascertain from PO and CO about the outcome of the inspection of documents. IO should specifically inquire the CO as to whether the listed documents are admitted or denied by him and record his reply in the daily order sheet. Only those documents which are admitted by CO, should be taken on record. The documents taken on record should be marked PD-I, PD-2 etc. It is the duty of IO that while taking the documents on records, the signature of the parties (IO, PO, CO and DA to CO) must be obtained on the face of documents so far as disputed documents are concerned, PO is at liberty to introduce the same through the oral witness (PWs). IO should take care that even after admitting a document, CO is at liberty to challenge its contents. The admission made by CO is only confined to the genuineness of the document and does not mean that CO is admitting the veracity of its contents.

IO is required to issue certificate of attendance to all concerned who have appeared before him. This certificate should contain the name of person, the capacity in which he has attended the hearing, venue, date and duration of hearing. This certificate will enable the concerned to claim his/her TA/DA and regularization of his absence from place of posting.

Regular Hearing Stage:

At this stage, IO is required to take the following steps to conduct the regular hearings:-

- (1) Summoning the witnesses. A serving employee cited as prosecution or defence witness is bound to honour the request of IO to appear before him. If he refuses to attend, the matter may be reported to his controlling officer for taking suitable action against him.
- (2) Monitoring the recording the statements of witnesses.
- (3) Take up undisputed documents on record, mark them as Prosecution documents (PD-I, PD-2) and defence documents (DD-I, DD-2), get the signatures of PO and CO on these documents. Disputed documents may be produced through a witness.
- (4) IO will as the PO for deposition of prosecution witnesses (To conduct examination of chief of PWs).

It is to be noted that management (prosecution) will lead the evidence first.



- (5) IO may seek clarification from witness wherever necessary. I.O. should remain alert during the deposition of witnesses.
- (6) Recording the demeanor of the witness. This is an important element in assessing the credibility of the witness during his deposition. This must be referred to at the time of evaluation of evidence. This will facilitate in drawing conclusion, if he is trustworthy.
- (7) Deciding objections over the questions raised during or not examination/ cross examination of witnesses. During examination in chief and re-examination, only relevant questions should be asked and leading question should not be asked except under certain exceptional circumstances. However, leading question may be raised during cross examination.
- (8) Deciding requests for introducing additional documents and witnesses. I.O. should keep in mind that technical rules of the Evidence Act are not applicable to domestic inquiries. Hearsay evidence is not barred. There is no allergy to hearsay evidence provided. It has reasonable nexus and credibility.
- (9) Deciding requests for recalling witnesses.
- (10) Permit cross-examination by CO/DA to CO. If no questions are asked in cross examination, mention the same in Daily Order Sheet that CO/DA to CO did not avail this opportunity.
- (11) During cross examination do not permit questions which are baseless, scandalous, indecent, irrelevant, imaginary or raised with an aim to annoy the witness.
- (12) Permit re-examination only on new points which have emerged during cross examination.
- (13) After closure of the case from Disciplinary Authority, IO will ask CO to state his defence. This is a mandatory provision.
- (14) CO or his DA will present their defence witness for his examination-in-chief who will be cross examined by PO and if necessary, may be re-examined by CO.
- (15) CO cannot be forced to give his evidence. However, if he offers himself as how own witness, he can be examined by his DA and cross examined by CO.
- (16) If CO had not offered himself as witness, IO may examine him to enable him to explain the circumstances appearing against him. IO may raise mandatory question even if CO has offered himself as a witness.
- (17) IO may ask CO specifically whether he is satisfied with the inquiry proceedings



and wants to say something more. CO should be asked whether he go sufficient opportunity for his defence.

- (18) IO must demonstrate objectively and unbiased / impartial attitude through out the proceedings and allow all reasonable requests/ submissions and firmly reject all unreasonable requests/ obstructions of either party.
- (19) IO may after the completion of the production of material and oral evidence by both parties, hear PO and CO and permit them to file written brief of their respective case. IO may direct PO and CO to submit their written brief within specified period.
- (20) IO would maintain a daily order sheet to record in brief of inquiry proceedings on each day of hearing. Requests, objections and representation by either party should also be dealt with and their mode of disposal should be mentioned in this sheet. Copies of recorded daily order sheet will be given to PO and CO with their signatures, if they are present otherwise these will be sent by post. DA to CA will also sign the sheet but copy will not given to him.
- (21) Carefully segregate daily order sheets, deposition of witnesses, prosecution and defence documents on record, and correspondence in sequential order and keep these documents/ papers in separate folders.

Ex-Parte-Inquiry

If CO does not submit his written statement of defence within the specified period i.e. fails to submit his reply to Memo having article of charges or does not appear before IO on the dates fixed for the inquiry or refuses to comply with the provisions of the rules applicable to him, IO has liberty to hold the inquiry ex-parte. Proceedings conducted in the absence of CO is know "ex-parte inquiry".

While issuing notice to CO, IO should make it clear that if CO fails to appear before him on the date fixed for hearing without valid cause and pre timely intimation, proceedings will be held ex-parte.

Condition under which ex-parte inquiry can be held

- (i) Article of Charge (Chargesheet) has been delivered.
- (ii) Charged Officer (CO) failed to communicate.
- (iii) Does not appear in person during the inquiry proceedings.

Precautions before resorting to ex-parte inquiry:

- (i) Ensure that communication sent to correct address of CO.



- (ii) Communicate both at present and permanent address.
- (iii) Confirm both address from his personal file and correspondence made by him during service.
- (iv) Ensure that sufficient time is provided for attending the inquiry proceedings.
- (v) Ensure that CO is not sanctioned or medical leave.
- (vi) Confirm whether CO is under suspension or not. If CO is under suspension, IO should ensure that payment of subsistence allowance is released.
- (vii) CO has been warned that continued absence in inquiry proceedings would result in “proceedings being conducted ex-parte”.

Procedure to be followed during ex-parte proceedings:-

- (i) In ex-parte proceedings, follow all steps as if CO is participating (Less cross-examination).
- (ii) PO should be asked by IO to lead the evidence to establish the charges, in the absence of CO, stage of cross-examination may not take place.
- (iii) Send copies of depositions, daily order sheet, additional prosecution documents, if any to CO at his known address by REGISTERED POST and keep documentary proof in support of delivery of Regd. Post by the Postal Department as “non-receipt” may be challenged by CO at a later stage.
- (iv) A copy of written brief submitted by PO may also be sent to CO so as to give him a reasonable opportunity to submit his defence brief.
- (v) CO has always an option to participate in or join the inquiry at any stage.
- (vi) If CO place on record satisfactory reasons for is non-participation in earlier hearings and request for re-calling prosecution witness (PW), IO may take a decision on merit and keeping in mind the principles of natural justice.

IO has to remain extra vigilant during ex-parte inquiry and should leave no scope for vitiate the inquiry.

Post Hearing Stage:

The only action of IO during this stage is the preparation and submission of his report to the Disciplinary Authority. IO should keep in mind that Inquiry Report should be in narrative form.

J P Yadav
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STORAGE LOSS MANAGEMENT SYSTEM AT WAREHOUSES

I. Introduction:

Proper monitoring and control of storage losses in food grains at warehouses is a vital function of CWC as premier storage agency. If CWC has to continue its dominance in the field of storage and preservation, the need for taking appropriate steps to assess, compute and declare correct stack-wise storage losses through a loss monitoring mechanism at all levels, is indispensable. By and large, stack-wise storage losses are not being assessed, computed and declared correctly at Warehouses resulting in improper declaration of losses. Lack of knowledge regarding correct assessment of actual storage losses is leading to arbitrary declaration of abnormal losses. There is a need for a proper and systematic control of stock accounting at warehouses to remove the arbitrariness which is highly detrimental to the interests of Corporation. Accordingly, some of the common errors found at warehouses and steps to be taken to strengthen and streamline the existing SL Monitoring Mechanism are furnished here under:

II. Common Errors found at Warehouses:

1. Recording of moisture content at the time of receipt and issue: Not recording of weighted average moisture content both at the time of receipt and issue as per WI/TECH/01. Quite often it is seen that the day-wise issue moisture content is not recorded and moisture recorded on last day of issue of stack is taken as issue moisture for entire stack, which is not correct as per WI/TECH/01.
2. Recording of receipt weight: Many rake receiving centres calculate the stack-wise weights based on the number of bags received in the stack multiplied by the day average weight for the total bags received on LWB, instead of calculating the truck wise weight of bags accommodated in a particular stack. Similar faulty practice is also followed in calculating the stack-wise issue weights. Due to such wrong practice, actual SL in a particular stack doesn't get assessed properly and often results in abnormal storage losses being declared in some stacks and gain or minimal loss in some other stacks for similar storage period and drriage undergone by stocks.
3. Recording of Issue weight: In some of the cases, it is seen that the issue weight of stacks are not recorded in accordance with the weights recorded on LWB and proper distribution of weights is not done, which results in abnormal bag averages in the left over part stacks. It is a known fact that quite often depositors like FCI, carry out test weighment of these part stacks and project that the losses were declared abnormally, taking into consideration the difference in the average weight recorded during the test weighment and average weight per bag in the left over part stacks as per book balance.



4. Variations in moisture readings: There is variation in moisture content recorded in different documents / registers for the same stack. In few cases, abnormal moisture driage is shown for even shorter periods of storage which is not justified.
5. Improper assessment and declaration of storage losses: The storage losses are not assessed properly for one or the other reason and SL is declared on the basis of such wrong assessment in the monthly SL statement submitted to the depositor. In such cases, either loss or gain is carried forward and accumulated in the balance stock and abnormal loss or gain is observed at a later stage, which will neither be commensurate and justified vis-à-vis the storage period nor the moisture driage undergone by such stocks.

III. Steps to be taken at Warehouse level:

- A) As moisture content plays a vital role in determining the storage losses, moisture content both at the time of receipt and issue should be recorded strictly as per ISO Document WI/TECH/01. Further, the moisture content of the foodgrains at the time of receipt and issue are to be carried out jointly and recorded / certified by the depositor's representative and recorded properly in separate Moisture Register (F/Tech/27). CO instructions related to joint verification of moisture issued vide letter. No. TQC/Tech-38/2018-19/1078, dated 03-08-2018 are to be strictly followed to avoid any dispute on regularization of storage losses in foodgrains and to avoid recoveries against storage losses from the depositors. In case of non-compliance of joint verification of moisture by the depositors (FCI/ State Civil Supplies / Others), the same may be brought to the notice of RO for taking up at RO level with the headquarters of depositors concerned.
- B) Technical staff to take proper care while recording the moisture of stocks in various register / documents. Warehouse Manager shall ensure that moisture content is checked as per WI/TECH/01 and recorded in the moisture content register F/TECH/27 maintained by the Technical staff under his jurisdiction.
- C) Proper care needs to be taken while recording the weights at the time of receipt and issue. **Stack identity** and **sanctity** to be maintained in the LWB records and actual weights recorded on LWB during receipt and issue operations are to taken for all purposes instead of considering the average weight per bag. Warehouse Manager shall ensure that all the Godown staff at the warehouse closely monitor the weights both at the time of receipt and issue. Warehouse Manager has to invariably check the registers like Lorry Weighbridge Register, Stock Register and Depositor Ledger and ensure that no accumulation of storage loss or gain is done.



- D) It has to be ensured that the weighing equipments like ELWB, platform scales are kept in good condition before commencement of operations. At places wherever stocks are weighed on private ELWB, i.e., outside warehouse premises, one of the staff members to be invariably deputed at the time of weighment operations to ensure that weighment of stocks is done properly. Stamping of private ELWB and its condition needs to be compulsorily verified before weighment of stocks.
- E) Proper dunnage to be provided to all stacks to avoid seepage related problems.
- F) Stocks are not to be kept at roof leakage points till the problem is rectified.
- G) Since the unit for regularization of storage losses is Stack, every care should be taken to maintain **stack sanctity** while recording weights at the time of receipt and issue. It must be borne in mind that faulty practices in recording weight of stack without maintaining its stack sanctity shall result in abnormal storage loss or gain.
- H) It is generally observed at warehouses that the weight recorded in LWB register is different from the weight recorded in stack-wise Register. Storage losses declared in this manner cannot be justified and shall be concluded as manipulation of weights. Hence, weights shall be recorded by maintaining proper stack sanctity and every care should be taken while making the entries in respective registers.
- I) Stacks to be issued out strictly as per FIFO (First In First Out) principle and no part / baby stacks shall be left intentionally to prolong the storage period in justification of abnormal losses.
- J) Grains spilled during receipt and issue operations to be collected and accounted to the respective mother stacks. Proper care to be taken to avoid mixing of spilled grain with adjacent stacks and necessary steps are required to be taken to liquidate the spillages along with mother stack itself, so that no loose grain is left behind on complete liquidation of stack.
- K) Warehouse Managers shall ensure that there is no accumulation of storage losses at their respective centres.
- L) Warehouse Manager shall give necessary instructions to all the Godown staff for minimal consumption of gunnies. Warehouse Manager shall also invariably check the Gunny Register and the entries thereof. In case excess consumption of gunnies is noticed in a particular godown, WM along with the supervisory staff shall assess the reasons for such excess consumption and mention the reasons specifically in the remarks columns of the registers concerned in justification of such excess consumption.



- M) Warehouse Manager shall ensure that Storage Loss Claim Register (F/TECH/34) and Storage Loss Deduction Register (F/TECH/35) are maintained properly and updated regularly by the Technical Staff. Warehouse Manager shall repudiate any claim or recovery received from the depositor with proper justification. WM shall also submit the details of claims received / recoveries made by depositor to the Regional Office after ascertaining all the relevant details from the Divisional Manager / District Manager concerned.
- N) Warehouse Manager shall ensure that the FCI storage loss cases are regularised as per time schedule prescribed by FCI Headquarters letter no.STK/28(1)/control of SL-TL/2016/113, dated 25-09-2017. Warehouse Managers shall also contact Divisional Manager concerned and see that all storage loss cases which are falling within the DoP of Divisional Manager are regularised and the cases which are exceeding the DoP of Divisional Manager are forwarded to their Regional Office in time. In case of other depositors, Warehouse Manager shall keep repudiating the claims and recoveries with a request for timely regularisation of SL cases.
- O) Warehouse Manager must review and compare the storage losses declared in different godowns at the warehouse on monthly basis to avoid reporting of storage losses with wide variation from godown to godown. WM has to specifically analyse if any abnormal losses are reported in any godown by considering the factors like Godown type (RCC /ACC), moisture driage, storage period, quality of stocks etc. and take all necessary preventive and corrective measures to keep losses under control at all times.
- P) All the officials working at the warehouse both technical and general are to made aware of the repercussions of declaration of high storage losses in their respective godowns by the Warehouse Manager from time to time.

IV. Maintenance of Storage Loss Claim / Deduction details at Warehouse Level:

1. To ensure maintenance of Storage Loss Claim Register (F/TECH/34) and Storage Loss Deduction Register (F/TECH/35) and also to update these Registers regularly.
2. To keep a check on the claims and deductions effected by the depositors, specifically related to SL cases.
3. To verify the recovery details with warehouse records and registers. During verification, in case the loss details shown by the depositors are not tallying with the warehouse registers and records or any errors in calculation of recovery amount done by the depositors are noticed, the same to be immediately brought to the notice of depositor for immediate rectification under intimation to Regional office.



4. All the Claims/Recoveries effected by the depositors shall be immediately intimated to Regional office along with all relevant supporting documents for information and to facilitate initiation of further course of timely action at Regional Office level. Further, **all Warehouse Managers shall also ensure that statement of Depositor-wise Claims / Recoveries effected by the depositors in a particular month is invariably submitted to Regional Office along with the monthly SL statements on or before 5th of succeeding month and in case no claims / recoveries are received in that month a NIL statement to be submitted.**
5. All Claims / Recoveries effected by the depositors on account of SL shall be repudiated immediately by submitting proper justification to depositors, under intimation to Regional office. In case claims / recoveries received at warehouse are not timely repudiated, all such claims / recoveries shall be treated to have been accepted by CWC and accordingly further course of action shall be initiated as per the directions of Competent Authority as deemed fit.

V. Efforts to be taken for Regularization of storage losses at Warehouse level:

1. All Warehouse Managers have to conduct bilateral meetings at warehouse level with Divisional Managers of FCI and District Managers of other bulk depositors on monthly basis as per ISO document P/TECH/19 and submit the details along with the minutes of meeting on or before 5th of every month, by enclosing the list of pending SL cases.
2. All Warehouse Managers shall make sure that the receipt & issue moisture records are authenticated by FCI/Civil supplies officials to avoid any dispute in regularization of storage loss cases at a later stage. Further, all WMs are to also monitor whether the FCI storage losses are regularized as per the time schedule prescribed in FCI Hqrs letter dated 25-09-2017 or not. In case the same is not being done, they have to address a letter to concerned DM under intimation to RO for taking up with RO/HO of depositor concerned.
3. All storage loss cases exceeding the DoP of Divisional Manager of FCI i.e., above 0.5% needs to be got forwarded by the concerned Divisional Manager along with his comments to RO, FCI for further examination and regularization based on merits. Warehouse Managers have to also regularly monitor and ensure that storage loss cases exceeding the DoP are got forwarded by concerned DM within the time schedule prescribed by FCI Hqrs so that the cases don't become disputed and unresolvable with passage of time.



VI. Conclusion :

A Robust Storage Loss Management System is very much essential for Warehouses to properly and effectively monitor and control the Storage losses with the objective of minimization of losses at warehouses in fulfillment of our motto “ A grain saved is a grain produced “ in letter and spirit. The Vigilance cases on account of reporting of abnormal storage losses at warehouses can also be avoided through proper implementation of SLMS besides serving the commercial interests of the corporation and Nation on the whole.

Samuel Praveen Kumar
RM, CWC, Hyderabad



कुछ चयनित प्रकरणों का अध्ययन
A FEW SELECTED CASE STUDIES







ATTEMPT MADE TO MISAPPROPRIATE THE STOCKS

At one warehouse, the regular Warehouse Manager was on leave for two days. The Incharge looking after the warehouse during leave period of Warehouse Manager colluded with one official posted at the warehouse and planned to siphon off 60 bags of Food Corporation of India Rice from the warehouse. As planned by both officials, a truck was brought in the warehouse premises at about 8.00 p.m. without making entry in the gate register and 60 bags of rice were loaded in the truck with ulterior motive. The depositor's representative had apprehensions about their plan and he was monitoring the situation from a nearby location. As the truck was about to leave, the FCI representative reached there and 60 bags were off-loaded in the godown after his intervention. The CWC officials tried to justify the action by stating that 60 bags were being shifted to another godown in order to adjust the stocks after rake movement.

Therefore, a joint physical verification of the stocks was conducted jointly by CWC and FCI and warehouse records showed machine 60 bags as made up bags. PV of stocks was once again conducted and out of 60 made up bags, 22 bags were found to be hand stitched. It showed that an attempt was made to eliminate the proof of misappropriation and tampering with records. From the documents, facts and witnesses, it became very clear that the Warehouse Incharge and the official called the truck for misappropriating 60 bags of rice. The entry was not made in the gate register deliberately and no permission, whatsoever, was sought from the regular Warehouse Manager for shifting of stocks to another godown.

The Disciplinary Authority after going through the whole case, ordered major penalty proceedings against the Warehouse Incharge and the official.

J P BENJWAL
Senior Assistant Manager (Vigilance)



CLAIM OF FRAUDULENT MEDICAL BILLS

One Dealing official of Finance Division, while processing/examining the medical bills for payment, observed that a medical bill for an amount of Rs.85,000/- has been submitted by a newly recruited officer. Having suspicion, he checked the previous payments made to the officer and found that two payments amounting to Rs.42,000/- and Rs.69,000/- have been made to the same officer/claimant. He brought the same to the notice of his senior officer. After examining all the bills, it was decided to get the bills verified before making payment. Therefore, the case was sent to Vigilance Division for investigation. Accordingly, a vigilance team was deputed to investigate the matter.

On verification from the concerned chemist, it was informed by him that he did not sell the said medicine amounting to Rs.85,000/-. He further stated that the said cash memo was raised to Sh. Sunil Kumar and not in the name of the claimant. On verification of earlier bills on this account, it was found that cash memo for Rs. 42,000/- and Rs. 69,000/- were also found not having been issued by the above chemist who on verification again confirmed that he did not sell medicine amounting to Rs. 42,000/- and Rs. 69,000/-. He further stated that cash memos shown amounting to Rs. 42,000/- and Rs. 69,000/- were actually raised to Sh. Sachin for Rs. 700/- and to Sh. Harish for Rs. 1500/- and not to the above officer.

The Investigation team also visited the Hospital from where prescriptions were issued. The prescriptions were shown issued by Dr. Praveen Kumar Seth. It was a Govt. Hospital. The team met Dr. Seth who clarified that OPD ticket available was not written by him or his unit doctors. He further clarified that medicine mentioned on prescription was never given in OPD circumstances. For this medicine, patient must be admitted. He also clarified that as he remembers, the patient was not admitted in the Unit. The OPD slip presented by the official is fake.

On the basis of above facts, it was clear that the official got registered the name in the OPD of Hospital and got the registration slips from the Hospital. However, he did not visit to the Doctor and arranged fake prescription. False cash memos were got printed by the official for reimbursement of false bills amounting to Rs.42,000/-, Rs.69,000/- and Rs.85,000/- respectively.

Major penalty proceedings were initiated against the above officer and after detailed inquiry, appropriate penalty was imposed by the Disciplinary Authority.

PRAKASH CHANDRA RAI
Manager (Vigilance)



सावधान रहें! ऐसा भी हो सकता है

दोपहर का समय था। लंच के बाद अपने कमरे में रिलैक्स कर रहा था, तभी मेरे मोबाईल की घंटी बजी। उस तरफ से आवाज आयी “क्या आप मैनेजर सीएफएस बोल रहे हैं।” मेरे हाँ कहने पर मुझे सामने वाले ने कहा कि मैं डी आर आई से परमार बोल रहा हूँ। आप चार बजे पोर्ट सीएफएस आ जाना, कुछ बात करनी है।

तीन-सवा तीन के करीब मैं अपने एक साथी को लेकर पोर्ट सीएफएस की ओर निकल पड़ा। वहाँ पहुंचने पर देखा कि वहा काफी भीड़ इकट्ठा थी। कुछ पत्रकार एक कंटेनर की तस्वीर खींच रहे थे। भीड़ को चीरते हुए दो शख्स मेरे पास आए। एक ने अपना परिचय श्री परमार नाम से दिया और मुझे एक कंटेनर की शिनाख्त करने का निर्देश दिया। मैं एवं मेरे साथी ने कंटेनर नम्बर देखा, कस्टम सील चेक किया तथा शिपिंग लाईन सील चेक किया। ऑफिस फोन करने पर पता चला कि इसी नंबर का कंटेनर मेरे सीएफएस से निर्यात हो चुका है।

परमार साहब ने आदेश दिया कि पंचो के समक्ष इस कंटेनर को खोला जाएगा। पंच इकट्ठा किए गए। कंटेनर की सील तोड़ी गई, जैसे ही कंटेनर का दरवाजा खोला गया, देखा कि कंटेनर के अन्दर लकड़ी के कुछ लॉज ठूसकर भरे हुए थे। मैं अचंभित रह गया। मेरे पसीने छूट गए। तत्पश्चात् पता चला कंटेनर के अंदर लकड़ी रक्त चंदन की है। मेरे पैरों तले जमीन खिसक गयी। मुझे कुछ समझ में नहीं आ रहा था कि ये सब कैसे हो गया। मेरे सीएफएस से जाते हुए इस कंटेनर में कालीन भरे थे, वे रक्त चंदन जोकि एक प्रतिबंधित कार्गो है, में कैसे तब्दील हो गए? और एक बात यह कि कंटेनर तीन माह पूर्व निर्यात हो चुका था, तो यह कैसे मुमकिन है कि उसी नम्बर का कंटेनर मेरे समक्ष है।

मैंने अपने आपको संभाला। कार्यवाही देर रात तक चली। पंचनामा हुआ। कंटेनर को डी.आर.आई ने सील कर दिया। उसे कस्टोडियन पोर्ट सीएफएस को सौंपा गया। शिपिंग लाइन के कुछ अफसरों को डीआरआई उठा कर ले गए। समझ में नहीं आ रहा था कि क्या करें? बॉस को जानकारी दी। उन्हें पता चला तो उनके भी होश उड़ गए। फिर भी उन्होंने ढाढ़स बंधाया। कहा, परेशान मत होना। कल बात करेंगे।

दूसरे दिन बॉस से मिलने के बाद चर्चा हुई। उन्होंने पूछा, कोई अपना स्टाफ तो इसमें शामिल नहीं है? मैंने कहा “नहीं” मुझे विश्वास था, अपने स्टाफ पराफिर कानूनी लड़ाई शुरू हो गयी। चौथे-पाँचवें दिन डीआरआई के समन मेरे हाथ में थे।

जिस तिथि को बुलाया था, पहुँच गए अपने बॉस के साथ। सन्नाटा था, वहाँ पर, हमारे मोबाईल फोन जब्त कर लिए गए। तीसरे फ्लोर पर जाने का आदेश हुआ, वहाँ तो गलियारे खाली थे और सन्नाटा फैला हुआ था। एक साहब आए तथा अपना परिचय देते हुए एक कमरे में ले गए। हमारी पूछताछ शुरू हुई जो काफी लंबी चली। बॉस को जाने की अनुमति मिली। मेरी पूछताछ देर रात तक चली।



ये सिलसिला कुछ दिन चलता रहा। एक साहब से दोस्ती हो गयी। थोड़े से खुलकर बातचीत करने लगे तथा कहने लगे कि मुख्य अपराधी मिल गया है। डरने की बात नहीं है। यह सुनकर हमारी जान में जान आ गयी।

परन्तु यह खुशी ज्यादा दिन नहीं टिक पायी। कस्टम से एक आदेश पारित हुआ जिसके तहत सीएफएस लाईसेंस अनिश्चित काल के लिए निलंबित किया गया। अब मैं पूरी तरह से टूट चुका था। मेरी रातों की नींद हराम हो चुकी थी। आगे चलकर जब तथ्य सामने आए तो पता चला कि कालीन से भरा हुआ एक्सपोर्ट कंटेनर जब सीएफएस से पोर्ट की तरफ जा रहा था तब योजनाबद्ध तरीके से उसे डाइवर्ट किया गया था। जिन अपराधिक तत्वों का इसमें हाथ था उनमें हमारे एचएंडटी कॉन्ट्रेक्टर के एक व्यक्ति विशेष भी शामिल था, जोकि पकड़ा गया एवं उस पर अपराधिक मामला चला। जो कंटेनर तीन माह पूर्व किसी दूसरे देश में निर्यात हो चुका था, उसे डीआरआई द्वारा पुनः वापस करके अपने देश में लाया गया था।

यह लड़ाई यहां पर खत्म नहीं हुई। मेरे लिए यह मेरे व्यावसायिक जीवन का कठिनतम कार्यकाल था। अथक प्रयत्नों के पश्चात् एवं वरिष्ठों के मार्गदर्शन तथा सहयोग से आठ महीने बाद मैं सीएफएस का लाईसेंस दुबारा प्राप्त करने में कामयाब हुआ। यह मेरे लिए अंतरिम जीत थी।

मन में यह निश्चय किया था कि मैं इस मामले को तार्किक अंजाम तक पहुँचा दूँ तो अच्छा होगा। मुझे वह अवसर प्राप्त था। निडरता से उस अवसर का मैंने लाभ उठाया। मैं सीबीआई जांच में अभियोजन पक्ष का गवाह बना। दूध-का-दूध, पानी-का-पानी हो गया। जो व्यक्ति विशेष इस अपराधिक षडयंत्र में शामिल था, उसे व्यक्तिगत सहभाग न मानते हुए बल्कि उस कंपनी का (एच एंड टी कांट्रेक्टर)सहभाग मानते हुए, सीबीआई ने अपनी रिपोर्ट कस्टम को प्रेषित की, जिसके आधार पर एचएंडटी कॉन्ट्रेक्टर एवं शिपिंग एजेंसी का लाईसेंस रद्द किया गया एवं उन्हें ब्लैक लिस्टिड करार दिया गया।

हालांकि समूची कार्यवाही में लगभग तीन साल लगे, परन्तु यह हमारे लिए अत्यंत संतोष की बात थी। परिपूर्ण एवं अंतिम जीत थी।

अतः इस तरह के मामलों का संज्ञान लेते हुए हमें यह सीख लेनी चाहिए कि अपने सेवा प्रदाता का एवं अपने व्यापार भागीदार का चयन करते समय हमेशा सावधानी बरतें तथा उनकी साख की जांच पडताल भी कराएं, क्योंकि “यह कभी आपके साथ भी हो सकता है।”

एस जे संगारे

सहायक महा प्रबन्धक (सर्तकता)



ठेकेदार द्वारा काम में बेईमानी की कोशिश

वेयरहाउस के बाहर काफी लोग एकत्र थे और रोजाना काम करने वाले मजदूर भी गेट के बाहर खड़े होकर गेट खुलने का इंतजार कर रहे थे। तभी तेजी से दो गाड़ी आई और चौकीदार ने बड़ा सा सलाम ठोक कर गेट खोला और गाड़ियों के अन्दर आते ही गेट पुनः बंद कर दिया। अब मैं भी चाय की दुकान से उठकर माजरा जानने के लिए भीड़ में शामिल हो गया। मुझे पता चला कि वेयरहाउस के बड़े कार्यालय को शिकायत मिली थी कि वेयरहाउस में ठेकेदार द्वारा छतों का कार्य करते समय नकली चादर लगाई जा रही है। जिसके आधार पर विभाग के उच्च अधिकारियों ने उस कार्य का परीक्षण करने के लिए निगम के सतर्कता विभाग के अधिकारियों की टीम को वेयरहाउस में जाँच करने हेतु भेजा है।

सघन जाँच में पाया गया कि निगम द्वारा नियुक्त ठेकेदार द्वारा दो निर्माताओं टाटा स्टील व जेएसडब्ल्यू स्टील द्वारा बनी चादरें शीटें साईट पर लाई गईं। जिनमें से कुछ चादरें टाटा स्टील की तथा अधिकतर चादरें जेएसडब्ल्यू की थी। टाटा स्टील की शीटों को साईट इंजीनियर द्वारा चेक करने के बाद ठेकेदार द्वारा गोदामों की छत पर लगा दिया गया था। अधिकारियों ने पाया कि जेएसडब्ल्यू ब्रांड की शीटों को ठेकेदार ने बहुत ही चालाकी भरे अन्दाज में अपनी कम मोटाई की शीटों को आवश्यक मोटाई की शीटों के नीचे छुपा रखा था। ठेकेदार ने गोदामों के विभिन्न बरामदों पर शीटों के 10 स्टैक इस प्रकार लगाए हुए थे कि प्रत्येक स्टैक में ऊपर लगभग 25 शीटें आवश्यक मोटाई की हो तथा नीचे लगभग 25 शीटें कम मोटाई की हो ताकि ऊपर वाली आवश्यक मोटाई की शीटों को साईट इंजीनियर द्वारा चेक कराकर बाद में सभी शीटों को गोदामों की छत पर लगाया जा सके और इस प्रकार कम मोटाई वाली शीटों का पता भी न चल सके। सभी आवश्यक मोटाई व कम मोटाई वाली शीटों को जांच कर अलग अलग कराया गया।

अगले दिन टाटा स्टील व जेएसडब्ल्यू स्टील की सत्यता जानने के लिए शहर के टाटा व जेएसडब्ल्यू शीट के डीलरों से सम्पर्क किया जहां से ठेकेदार ने टाटा स्टील की शीट खरीदी थी। वहां पता चला कि टाटा स्टील कम्पनी की शीटों को स्थानीय वितरक द्वारा टाटा कम्पनी से खरीद कर शीटों का प्रोफाइल बनाने के बाद शीटों को प्लास्टिक की पन्नी से ढक दिया जिस पर अपना ब्रांड नाम लिखा था। अधिकारियों ने उस डीलर से परीक्षण प्रमाण पत्र भी लिया तथा ठेकेदार द्वारा दिये गये परचेज वाउचर की जांच भी की।

इसी प्रकार जेएसडब्ल्यू की जांच हेतु अधिकारी उस शहर के जेएसडब्ल्यू स्टील के सेल्स आफिस भी गये। सेल्स मैनेजर, जेएसडब्ल्यू स्टील ने बताया कि मैंने आपकी शीट देखी है वह सभी जेएसडब्ल्यू स्टील की ही है तथा हमारे नागपुर के पास वाले प्लांट में बनी हैं। अधिकारियों ने साईट इंचार्ज को भी आदेश दिया कि कम मोटाई वाली शीटों को छत के ऊपर ठेकेदार को लगाने नहीं देना और इन शीटों को शीघ्र अतिशीघ्र वेयरहाउस से उठवाया जाए।

इस प्रकार ठेकेदार द्वारा की गई चालाकी को समय रहते ही अधिकारियों की तत्परता एवं कौशल ने सफल नहीं होने दिया जिससे भविष्य में गोदाम को होने वाले नुकसान को बचा लिया गया। इस घटना में विभाग द्वारा ठेकेदार को सख्त चेतावनी दी गई तथा सम्बंधित सहायक अभियंता (सिविल) के विरूद्ध कार्य में दिखाई गई शिथिलता के कारण अनुशासनात्मक कार्रवाई भी की गई।

वेद मित्र आर्य

अधिशासी अभियंता (सर्तकता)



विश्वासघात

सुनील आज बहुत खुश था उसका नियुक्ति पत्र जो आया था। यह बात सुनकर परिवार के सभी लोग बहुत प्रसन्न और उत्साहित थे। यह सुनील की दूसरी नौकरी थी। उसकी शादी तभी हो गई थी जब उसने पहली नौकरी शुरू की थी। सुनील की पत्नी सीमा का तो खुशी का ठिकाना ही नहीं था क्योंकि इस नौकरी से उसका पति सीधे सरकारी अफसर जो बना था।

सुनील ने जल्दी से सारी तैयारी की और अपनी नई नौकरी ज्वाइन करने चला गया। जाते समय पत्नी से वादा किया कि शीघ्र ही वह उसे भी अपने साथ ले जायेगा। सुनील अपनी मां-बाप का इकलौता बेटा एवं दो बहनों का अकेला भाई था। पिता श्री दीनानाथ जी प्राइमरी स्कूल में टीचर थे और साथ ही ट्यूशन करके अपने घर का खर्च किसी तरह चला रहे थे और वो इसी दिन का इन्तजार कर रहे थे कि कब उनका सुनील बड़ा होकर उनका हाथ बटायेगा। उन्होंने सुनील को बहुत लाड़-प्यार से पाला था। अपने फंड का सारा पैसा अपनी बड़ी लड़की की शादी और सुनील की पढ़ाई में लगा दिया था। सुनील की नौकरी से एक तरफ सीमा अपने भविष्य के सपने संजो रही थी वहीं मास्टर दीनानाथ अपने बेटे की कमाई से कामिनी की शादी और अपने घर की मरम्मत की आस लगाये थे।

कुछ दिन तक सब कुछ ठीक ठाक चला, सुनील ने परिवार को बताया कि आफिस बहुत अच्छा है और लोग भी बहुत अच्छे हैं। और पत्नी को अपना प्रोबेशन पीरियड खत्म होते ही शीघ्र बुलाने को कहा। मास्टर साहब को खत लिखकर सूचना दी कि प्रोबेशन पीरियड खत्म होते ही बैंक से लोन लेकर कामिनी की शादी कर देंगे। ऐसा सुनकर मास्टर दीनानाथ, उनकी पत्नी राधा और कामिनी बहुत खुश हुए। मां तो भगवान को आशीर्वाद देते थकती ही नहीं थी। इधर नौकरी के बाद सुनील के प्रमाण-पत्रों की जांच का कार्य चल ही रहा था कि एक स्कूल के प्रमाण पत्र में कुछ गड़बड़ी निकली जिसकी और जांच करने पर पता चला कि यह प्रमाण पत्र तो उस स्कूल से जारी ही नहीं किया गया।

ऐसा संज्ञान में आते ही कार्यालय वाले भी चकित हो गये क्योंकि सुनील तो बहुत ही भोला और सीधा लगता था। सुनील के इस कृत्य पर तुरन्त कार्यवाही करते हुए सुनील को बर्खास्त कर दिया गया। सुनील अपनी गलती को जानता था। उसने यह बात सबसे छुपाई थी इसलिए नौकरी छूटने की बात उनके घर में किसी को मालुम नहीं थी। सुनील के बदले हुए स्वभाव को देखते हुए एक दिन उनके ससुर सुनील के आफिस आये और जैसे ही उन्हें पता चला कि सुनील को तीन माह पहले ही नौकरी से बर्खास्त किया जा चुका है वो चक्कर खाकर बेहोश हो गये। जब सुनील का पता लगाया तो पता चला सुनील किसी और शहर में एक प्राइवेट नौकरी कर रहा है। जब यह बात सीमा को पता चली तो उसे अपनी दुनिया उजड़ी हुई नजर आने लगी क्योंकि सुनील ने उसके साथ बहुत बड़ा धोखा किया था। उसने तुरन्त सुनील से सम्बन्ध समाप्त कर तलाक ले लिया क्योंकि उसको एक गरीब पति तो पसंद था परन्तु एक धोखेबाज पति मंजूर नहीं था, जिसने एक तरफ मां-बाप को धोखा दिया वहीं दूसरी तरफ



अपने विभाग को भी धोखा दिया। मास्टर दीनानाथ जी लकवे का शिकार हो गये। माताजी का सदमे से देहान्त हो गया और कामिनी जो भाई पर नाज करने लगी थी वह अब उसको कोसते नहीं थकती थी क्योंकि अब वो अपनी शादी को भूल अपने पिता की सेवा में लीन हो गई थी।

इस तरह एक गलती से कई परिवार तबाह हो गये। कईयों के सपने चकनाचूर हो गये और मास्टर दीनानाथ जी जैसे ईमानदार व्यक्ति अपने लड़के की इस करतूत से लकवा खा कर जिन्दगी भर के लिए अपाहिज हो गये।

इस कहानी का आशय हम सबको सचेत कराना है। जहां एक ओर माता-पिता के लिए संदेश है कि वे अपने बच्चों के अध्यापकों से सम्पर्क बनाये रखें और स्कूलों/कोचिंगों में अक्सर जाकर बच्चे के दोस्तों आदि के बारे में भी पता लगाया करें। वहीं दूसरी तरफ कार्यालय गतिविधियों को संदेश देती हैं कि नियुक्ति पत्र जारी करने से पहले अभ्यर्थी की भली भांति जांच कर लें। उसके प्रमाणपत्रों की जांच नियुक्ति से पहले ही करा लें। आज के परिपेक्ष्य में यदि संभव हो तो नियुक्ति से पहले अभ्यर्थी पुलिस जांच भी करा लें। इस प्रक्रिया के पालन में नियुक्ति पत्र जारी करने में देर तो हो सकती है पर इसके दूरगामी परिणाम अच्छे एवं गुणवत्ता से परिपूर्ण होंगे।

अचल कुमार अग्निहोत्री
भण्डारण एवं निरीक्षण
अधिकारी (सर्तकता)



SURPRISE CHECK

Surprise check is an important tool for ensuring preventive measures in mitigating corruption in the organisation. Through a surprise check not only the real situation get clear but it helps to understand the area where improvements are needed.

During a visit at one of the Regional office, a vigilance team conducted surprise check to a nearby warehouse. The team visited the warehouse during the early office hours. Warehouse Manager and other staff were present at the office by that time. After discussing the whereabouts of the warehouse with the Warehouse Manager and the staff, the team randomly checked certain aspects physically.

Things were almost in position and the young workforce at the warehouse was performing well. JTAs concerned were requested to show chemicals available at the warehouse physically. The chemical room was just the other side of the Office block. As guided by one JTA, the room was opened and one by one each chemical containers were taken out for physical verification. After physical verification chemical position was found correct as per the record of the Warehouse.

Till then things were going on normally. But on seeing some suspicious movements among few of the casual labours just in front of the room adjacent to the chemical store room, some doubts were raised. On asking a labour and a JTA it was replied that they are busy with some normal day to day work. Answer was not satisfactory; as well as they were not looking confident. JTA was further asked - what is there inside that room, but again only ambiguous reply! Gradually it was strongly felt that there must be something which they don't want to expose to the vigilance team. Issue was then taken more seriously and it was ordered to open the said room. Seeing no alternate way, the said room was opened.

The room was full of disposable items, damaged dead stock items and old damaged jute bags. While searching in the room, at one corner below damaged jute bags some containers were lying. Also cartons of chemicals were noticed. On asking, it was replied that those are empty chemical containers and are supposed to be disposed off in the near future. Just for confirmation, containers were checked randomly. Initial two-three containers were found empty and the statement of the JTA was appearing true. But the next container was found a bit filled and then the other one a bit more. Gradually while checking the room more numbers of filled chemical containers were detected. It was a matter of surprise that even crates of fully sealed containers were found from that room. A big portion of such chemicals had already expired by that time.

After thorough investigation it was concluded that negligence on the part of warehouse staff resulted in such huge quantity of unaccounted chemicals. Not doing preventive and curative treatments from time to time only can lead to such situation. Such negligence and carelessness may have resulted into deterioration of quality of stock. It is not at all advisable to show chemical consumption on record and not actually use them for the purpose they were issued. Such negligence or ignorance lead to disciplinary action being initiated.

D S Chowdhury
Manager (Vigilance)



निबंध प्रतियोगिता में पुरस्कृत लेख
AWARDED ARTICLES IN ESSAY COMPETITION







ईमानदारी - एक जीवन शैली

“रात भर गहरी नींद आना इतना आसान नहीं
उसके लिए दिन भर ईमानदारी से जीना पड़ता है।”

परिणाम की चिंता किए बगैर अपने दायित्वों एवं कर्तव्यों का पूर्णतः निष्ठापूर्वक तथा निःस्वार्थ भाव से निर्वहन करना ही ईमानदारी है। समय और काल भले ही बदलते रहें लेकिन इंसान के नैतिक गुण वही रहते हैं जिनमें से एक गुण है व्यक्ति की ईमानदार जीवन शैली। ईमानदार होने का अर्थ है हजार मनकों में अलग चमकने वाला हीरा। एक व्यक्ति हमेशा अपनी ईमानदार जीवन शैली के कारण ही सूर्य की तरह, अपने उन्नत प्रकाश और असीमित ऊर्जा के लिए जाना जाता है। ईमानदारी के सद्गुणों का खाद और सत्य का पानी पाकर ही व्यक्तित्व का पौधा बढ़ता और फलता फूलता है।

चूंकि इन दिनों धन की प्रमुखता है। धन के आधार पर ही अधिक सुविधाओं और सम्मान की प्राप्ति होती है। इसलिए आज के समय में ये माना जाने लगा है कि ईमानदारी कोई गुण नहीं है बल्कि एक ऐसा अवगुण है जो इंसान को आगे नहीं बढ़ने देता, तरक्की नहीं करने देता और अभावों भरे जीवन की ओर धकेलता है लेकिन ये वास्तविकता नहीं है। ईमानदारी में भ्रष्टाचार को दूर करने और समाज से कई सामाजिक मुद्दों को हल करने की क्षमता है। व्यक्ति की जीवन शैली में ईमानदारी होने से व्यक्ति अपने समग्र जीवन में सफल होता है और सम्मान प्राप्त करता है। ईमानदारी किसी प्रकार का भार नहीं है जिसे उठाने में शक्ति या साहस की आवश्यकता हो या कोई ऐसा बंधन नहीं है जिसका त्याग नहीं किया जा सकता। ईमानदारी कोई वस्तु नहीं है जिसे खरीदा या बेचा जा सके। ईमानदारी के मात्र कुछ नियम हैं जिनको सच्चाई व निष्ठापूर्वक निभाने से इंसान ईमानदार बन सकता है तथा समाज में ईमानदारी की छवि प्रस्तुत कर सकता है। ईमानदार व्यक्ति उस समाज के लिए प्रेरणा भी बनता है जिसका वो अभिन्न अंग है।

व्यक्ति के जीवन के हर क्षेत्र की सफलता का स्थायित्व ईमानदारी पर निर्भर रहता है। इसके विपरीत भ्रष्टाचार में लिप्त व्यक्ति अपने जीवन में कभी भी नैतिक रूप से मजबूत नहीं होते हैं। एक व्यक्ति केवल तभी ईमानदार हो सकता है जब वह विभिन्न पहलुओं में ईमानदारी का पालन करता है जैसे कि अगर बोलने में ईमानदारी, कार्यस्थल में ईमानदारी, न्याय में ईमानदारी, व्यवहार में ईमानदारी। ईमानदारी के परिणाम हमेशा श्रेयस्कर एवं सुखद ही मिलते हैं। जबकि अल्प लोभ या त्वरित लाभ कमाने की रीति - नीति अपनाने पर शुरू में भले ही धन की बारिश होने लगे लेकिन जल्द ही ईमानदारी रहित उस व्यापार तथा व्यवहार का पतन भी शुरू हो जाएगा क्योंकि जिस व्यक्ति में ईमानदारी जैसे नैतिक मूल्य का ही अभाव हो, उसके साथ कोई भी व्यापार तथा व्यवहार करने से कतराएगा। बेईमानी का चमत्कार तो देखा जा सकता है पर उसके सहारे सच्ची प्रगति और स्थिर संपदा का लाभ नहीं उठाया जा सकता। इतिहास के किसी भी पृष्ठ पर यह तथ्य देखा जा सकता है कि बेईमानी देर तक छिपी नहीं



रह सकती। जैसे कि - पारे को पचाया नहीं जा सकता और पाप छिपाया नहीं जा सकता है। प्रकट होते समय ये दोनों ही भारी कष्ट देते हैं इसलिए भ्रष्टाचार तथा बेईमानी की कंटकाकीर्ण पगडंडी पर चलने की अपेक्षा हमें ईमानदारी के राजमार्ग पर ही चलना चाहिए।

ईमानदार जीवन शैली शांतिपूर्ण जीवन जीने का सबसे महत्वपूर्ण उपकरण है जबकि भ्रष्टाचार युक्त जीवन शैली से व्यक्ति की कर्तव्यनिष्ठा तथा ईमानदारी प्रभावित होती है। भ्रष्टाचार तथा बेईमानी की रीति - नीति स्वीकार करने से व्यक्ति अपने लिए ही विपत्ति का आह्वान करता है। भ्रष्टाचार उन्मूलन के लिए ईमानदारी के गुण को प्रत्येक व्यक्ति द्वारा जीवन शैली के रूप में अपनाना चाहिए क्योंकि भ्रष्टाचार से संघर्ष का अर्थ केवल नियम बनाना ही नहीं होता, अपितु यह संघर्ष लोगों के नैतिक तथा मानवीय मूल्यों में गहराई तक ईमानदार जीवन शैली के रूप में निहित होना चाहिए। चूँकि भ्रष्टाचार पर अंकुश लगाना समय की आवश्यकता है इसलिए भ्रष्टाचार के विरुद्ध संघर्ष में सभी का अंतर्मन से सहयोग तथा ईमानदारी अनिवार्य है।

यदि हम वास्तव में अपने समाज और राष्ट्र के लिए कुछ ऐसा योगदान देना चाहते हैं जिससे संपूर्ण समाज तथा राष्ट्र में संपन्नता बढ़े, सद्भावना बढ़े, तथा नैतिक मूल्यों के प्रति समर्पण का भाव विकसित हो तो एक ही रास्ता है कि हम ईमानदारी अपनी जीवन शैली में आत्मसात करें। ईमानदारी को राष्ट्र की आने वाली पीढ़ी के जीवन में बचपन से ही आत्मसात करने की भी आवश्यकता है। मनुष्य की जीवन शैली में ईमानदारी ही मनुष्य की समस्याओं का एक सच्चा समाधान है। यदि सभी लोग गंभीरता से ईमानदारी को अपनी - अपनी जीवन शैली में अंगीकार करने का अभ्यास करें तो समाज तथा राष्ट्र सही अर्थों में ईमानदारी के नए आदर्श स्थापित करेंगे। परिणामस्वरूप समाज के साथ संपूर्ण राष्ट्र से भ्रष्टाचार का उन्मूलन किया जा सकेगा। प्रत्येक व्यक्ति का यह लक्ष्य होना चाहिए कि वह अपनी जीवन शैली में ईमानदारी को अपनाकर अपने व्यक्तित्व को सुसज्जित करते हुए चले क्योंकि ईमानदारी का कोई विकल्प ही नहीं सकता है। अंततः जब जीवन का मूल उद्देश्य खुशी पाना ही है तो क्यों ना ईमानदारी के जरिए ही खुशी को हासिल किया जाए।

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INTEGRITY-A WAY OF LIFE

Integrity is the practice of being honest and showing a consistent and uncompromising adherence to strong moral, ethical principles, values and freedom from corrupting influence or motive. Integrity of one's character will consist of honor, virtue, allegiance, and subordination.

The quality of integrity is not a trait that we are born with, rather it is "learned" as we go through life. The process of learning integrity starts when we are very young and is set by those around us such as our parents, teachers, other family members, as well as friends. With this, the level of integrity of those around us reflects the level of integrity that we have and during this process of learning, integrity of the person is being developed.

Our personal integrity can only be formed by one person, it is ourselves. Nobody can control our integrity. They can try to sway it and they do almost daily, but they cannot change it unless we allow it to be changed. In this life we live, we face choices every day that only we can answer. We dictate how we run our own lives, and the way we run them defines us. The ones who value their integrity highly are the good people in this world, and the opposite is true for those who do not value their integrity.

Integrity is absolutely vital to a community. If a community as a whole, coherent, machine which does not have morals, it will be a very bad community. The people in it will not flourish, the kids will grow up bad, and it will be a continuous cycle of immorality. If a community has no integrity, it brings down the whole area around it and we tend to define that as "the bad part of town."

A leader is the role model or mentor by which a group or person who is under their command is most influenced. Eventually this will lead to a molding or modeling of this group or person's behavior. This is why a leader must have and maintain the highest standard of character and integrity whether on or off the duty. Without integrity the leader can never gather the respect and confidence of junior and senior members within the group whether it be a team, squad, or troop. Not all good leaders have backgrounds that would indicate their level of integrity either.

Integrity is a powerful and uncommon trait according to today's standards. One may be define and known by his or her integrity. "A man is rich or poor according to what he is, not according to what he has". In the real world today, certain levels of integrity are expected in different places. When we are guided by integrity, our thoughts and words are in line with each other; our actions align with our principles, our conduct speaks for us, more eloquently than words ever could. It becomes the basis for both reputation and self-respect. Integrity demands courage but delivers untroubled sleep. Developing integrity requires internal honesty, because we can't be honest with others unless



we are honest with ourselves. It requires self-awareness, since we cannot accurately communicate what we do not know. The amount of integrity that one has, defines who they are as a person. People of integrity can be counted on to stand up for what is right, even if it is execrated, and to behave with dignity even when there is no one around to see one perform these actions.

Electronic signals are said to have integrity when there is no corruption of information between one domain and another, such as from a disk drive to a computer display. Such integrity is a fundamental principle of information assurance. Corrupted information is untrustworthy, yet uncorrupted information is of value. Integrity allows other people to put their trust in us because they know that we value our commitments and seek to live by them in all things. It is one of the cornerstones of loving relationships and shared endeavours.

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INTEGRITY-A WAY OF LIFE

Oxford Dictionaries defines integrity as:

"The quality of being honest and having strong moral principles."

Integrity is the core quality of a successful and happy life. It is the commitment towards our life to lead it with full honesty, truthfulness and perseverance. Integrity is a pillar on which our character and personality are built.

The integrity is the foundation of character. A person who has integrity also has an unblemished character in every area of his or her life. The difference between making the right choice or the wrong one is often determined by a person's character, which is based upon the qualities of integrity, responsibility, and honesty. Gaining an understanding of these three-character traits and how to build them is critical to creating a lifetime of positive outcomes. Truthfulness is when a person consistently tells the truth and is honest. Honor is the equality of being honourable, and to show respect for others. These simple but powerful words are components of integrity.

Integrity is the universal phenomena which should be imbibed in the personality of a person whether it is at home or at workplace and everywhere in the surroundings.

According to motivational speaker and author Brian Tracy:

"Whenever I hold a strategic planning session, the first value that all the executives agree on is integrity. Leaders know that honesty and integrity are the foundations of leadership. Leaders stand up for what they believe in."

Maintaining integrity at work place provides the basic satisfaction and motivation to the person in the form of recognition as under:

A Stronger Reputation- a strong reputation is built up

Employee Satisfaction-Most people want to do a good job, and they'll be happier working for someone with integrity than for someone who asks them to compromise their own principles.

Quality-Acting with integrity often means producing a better product or service for the customer.

Clearer Focus-As Sir Walter Scott wrote back in 1808:

**"Oh, what a tangled web we weave
When first we practise to deceive!"**

Lying and cheating can take up a lot of energy and time. Presenting different faces to different people, telling lies hinders the integrity of the individual.



Better Company Culture: Leading the life with the act of integrity gets spread throughout the company. integrity is good for employee satisfaction but it is good for employees' performance too.

The concept of Integrity is very wide and never be sufficed in words. It is about being true to the moral principles. The integrity is manifested in our willingness to adhere to the values that are most important to us. Every time when the promise is kept is an act of integrity, which in turn strengthens our character. With the act of integrity, the person begins to attract the best people and situations in his/her life.

Last but not the least

INTEGRITY IS THE MANTRA OF TRUE SUCCESS AND HAPPINESS

Isha Srivastava
Executive (HR)
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ईमानदारी - एक जीवन शैली

ईमानदारी वास्तव में एक ऐसा गुण है जो व्यक्ति के अच्छे गुणों को प्रकट करता है, जिससे सामने वाले का भरोसा आसानी से जीता जा सकता है। ईमानदारी सच्चाई के मार्ग पर चलने की प्रेरणा देती है, साथ ही व्यक्ति को उसके आदर्शों एवं नैतिक मूल्यों को बनाए रखने में उसकी मदद करती है। ईमानदारी व्यक्ति के अंदर आत्मविश्वास की भावना को जागृत करती है।

ईमानदारी एक अच्छी आदत है जो हर किसी को खुश रहने की प्रेरणा देती है। दरअसल ईमानदारी और सच्चाई एक ही बात है। बस फर्क इतना है कि ईमानदारी शब्द को अक्सर फर्ज से जोड़कर देखा जाता है और सच्चाई को रिश्तों से जोड़कर देखा जाता रहा है। ईमानदारी एक ऐसी शक्ति है जिसमें भ्रष्टाचार को दूर करने की क्षमता होती है। ईमानदार व्यक्ति में अनुशासन होता है जिसके जरिये वो हर कार्य अनुशासन में रहते हुए समय पर पूरा करने कोशिश करता है। रिश्ता चाहे परिवार का हो, करियर से जुड़ा हो या फिर समाज और दुनिया से ही क्यों न जुड़ा हो, ईमानदार शख्स हर रिश्ते को पूरी मजबूती और नेकी के साथ से निभाता है।

ईमानदारी हर किसी के जीवन में बेहद अहम रोल अदा करती है। ईमानदार व्यक्ति को समाज में सम्मान मिलता है और उसकी छवि समाज में नैतिक मूल्यों को मानने वाले एक आदर्श व्यक्ति के रूप में बन जाती है। ईमानदार व्यक्ति के मन में सदैव अच्छे विचार जन्म लेते हैं और अनैतिक कार्य से वह हमेशा दूर रहता है, जिससे उसके जीवन में खुशहाली बनी रहती है और वह शारीरिक अथवा मानसिक रूप से भी स्वस्थ रहता है।

जो कर्मचारी या अधिकारी कार्यालय देर से पहुंचते हैं तथा कार्य करने में आनाकानी या बहानेबाजी करते हैं अथवा समय बर्बाद करते हैं उन्हें कभी ईमानदार कर्मचारी नहीं कहा जा सकता। वादा निभाना भी ईमानदारी होती है।

निष्कर्ष : इन्सान कितना भी बेईमान हो वह सदैव ईमानदारी का ही सम्मान करता है जिसका प्रमाण है कि इन्सान स्वयं बेईमान होकर भी अपने प्रति किसी की बेईमानी बर्दास्त नहीं कर सकता अर्थात् विजय सदैव ईमानदारी की ही होती है।

“ईमानदारी से कर्म करने वालों की ख्वाहिशें भले ही पूरे न हो पर नींद जरूर पूरी होती है”

धर्मेन्द्र कुमार
लेखाकार
क्षेत्रीय कार्यालय, मुंबई



INTEGRITY-A WAY OF LIFE

A famous anecdote germane to Gandhiji goes as: Once a man came to Gandhiji with his son complaining about the latter's bad habit of overconsumption of sweets and asked Gandhiji to appeal to his son to refrain from this habit. Gandhiji called the duo after a fortnight, only to lecture his son about the bad effects of excessive consumption of sweets. When inquired of the reason for calling the duo after a fortnight's time, Gandhiji revealed that he himself was addicted to sweets and in the past fortnight he was trying to overcome his own addiction!!

This trait of staying honest to oneself, to practice before preach, capability to admit one's fault and rectify it and to be truthful and upright, can, be summed up in just one word: **INTEGRITY**.

Integrity literally means "**The state of being wholesome**". It heralds to wholesomeness of character. It goes beyond honesty. For **example**, a public servant may be honest so as not be involved in bribe-taking, but if his colleagues are involved in the same, and he, despite being cognizant of their misdeeds decides to keep mum, he in a way is promoting such wrong-doing and person will be called as lacking in integrity.

Thus **Spencer Johnson** rightly remarks:

"Integrity is telling oneself the truth and honesty is telling the truth to other people".

Hence, in above example, even though the public servant may dodge the question of honesty of his fellow colleagues, he can't lie to his own heart that they were at a fault and doing irreparable harm to public faith in government organisations!

Integrity, in true sense, **includes uprightness of character, morality, honesty, truthfulness and a sense of duty**. It is **not an epidermal or ephemeral trait**. It rather comes from within. For **example** When Gandhiji was about to depart for England, he vowed to his mother not to take non-vegetarian food and liquor. He kept that vow, despite of no one else's presence or pressure.

A person of integrity shall be dedicated and duty-bound towards his work. Such a person is not merely an asset to his organisation, but also community and nation at large. Thus, did **warren buffet** remark:

"In looking for people to hire, look for three qualities: integrity, intelligence and energy. And if they don't have the first, the other two will kill you."

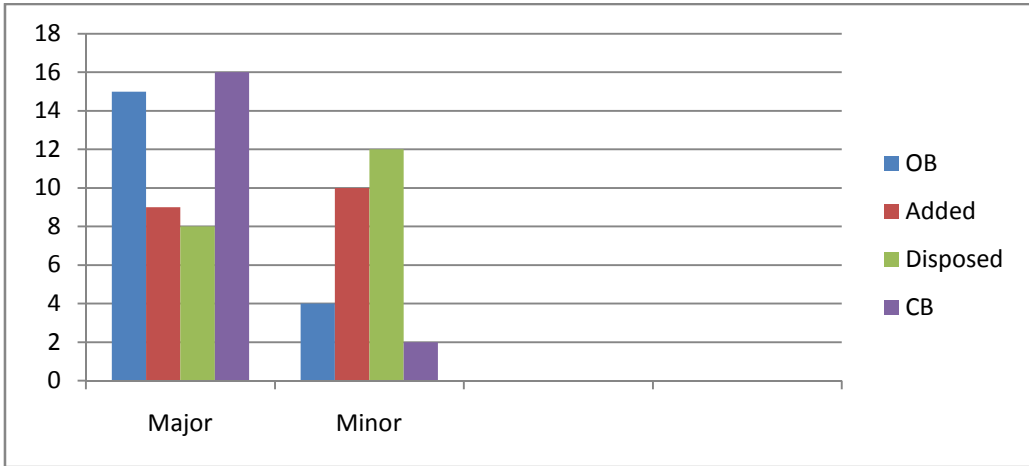
Integrity is not just limited to our conduct in profession nor is it important solely for big endeavours in one's life, it is rather, **observed in small aspects of life**. **Bible** observes: "Whoever can be trusted with small things can also be trusted with big things. Whoever is dishonest in small things will be dishonest in big things too".



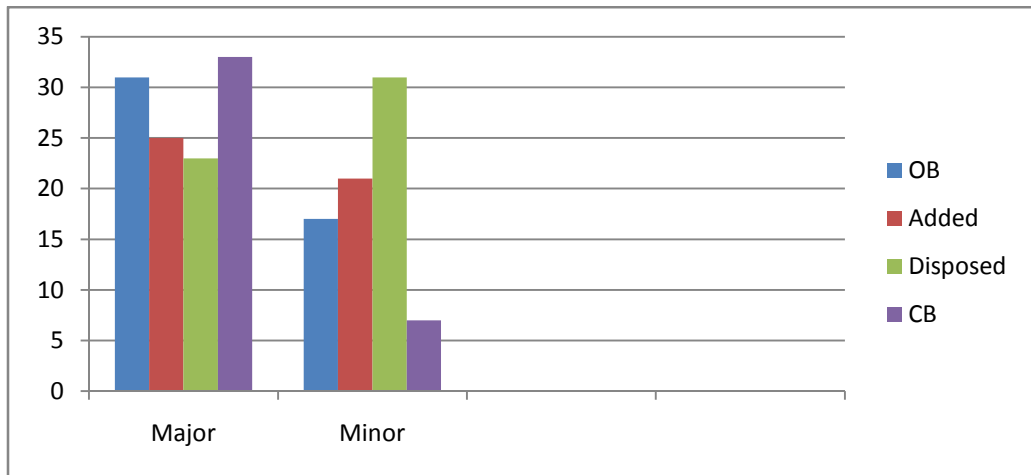
Thus, integrity is the very part and parcel of our character. Our behaviour and actions ranging from as small as NOT cheating in an examination despite given a chance, admitting and acknowledging our mistakes when at fault, giving our best in all tasks assigned to us, keeping promises and not sacrificing them as an altar to meet exigencies, refraining from lies, to as big as NOT being involved in bribery, falsification of facts, embezzlement of funds, dereliction of duty frauds, crime and other unethical acts: These all aspects, heralds to one key trait of our Character - **INTEGRITY**.

In essence, **“Integrity lies in doing what one says and saying what one does”**. It is an inseparable tenet of our words and actions, our values and behaviour, our principles and character and our thoughts and deeds – it’s a WAY OF LIFE INDEED!

Aakriti Verma
Executive (Commercial)
CRWC



Status of Vigilance cases during 2018-19



Status of officials involved in Vigilance cases during 2018-19



संकल्प

आइए हम संकल्प करें, भ्रष्टाचार रूपी दानव का नाश करें ।
हर व्यक्ति ऐसी पहल करे, भ्रष्टाचार को जड़ से खत्म करे ॥

जीवन में सजगता ही नहीं, निर्भिकता का भी परिचय दें ।
अब ऐसी जागृति लाएं, भ्रष्टाचार का निशान मिटाएं ॥

एकजुट होकर सब मिल जाएं, भ्रष्टाचार को तह से मिटाएं ।
सदाचार और आचरण सजाएं, भ्रष्टाचार को जड़ से हटाएं ॥

निर्णयों में ईमानदारी अपनाएं, अपने काम में दक्षता लाएं ।
प्रौद्यौगिकी को खूब अपनाएं, भ्रष्टाचार को स्वतः मिटाएं ॥

कार्यप्रणाली में सुधार लाएं, पारदर्शिता और प्रभावशीलता दिखाएं ।
भ्रष्टाचार रूपी दलदल से बचकर, सुशासन और जागरूकता लाएं ॥

भ्रष्टाचार का निवारण कर, जीवन को नैतिक बनाएं ।
छा जाए सर्वत्र खुशहाली, ऐसा एक माहौल बनाएं ॥

जन-जन में जागृति लाकर, ऐसा कुछ हम कर जाएं ।
भ्रष्टाचार मिट जाए और जीवन आनंदमयी बन जाए ॥

महिमानंद भट्ट
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