

**विज्ञ : यंत्र इंडिया**  
**VIG : YANTRA INDIA**



**सतर्कता विभाग**  
**VIGILANCE DEPARTMENT**

**सतर्कता बुलेटिन अंक : 01**

सशस्त्र सेनाओं का सशक्तिकरण



EMPOWERING THE ARMED FORCES

**सतर्कता जागरुकता सप्ताह - 2022**  
**VIGILANCE AWARENESS WEEK - 2022**

**31 अक्टूबर से 06 नवम्बर, 2022**

# सत्यनिष्ठा प्रतिज्ञा

मेरा विश्वास है कि हमारे देश की आर्थिक, राजनीतिक तथा सामाजिक प्रगति में भ्रष्टाचार एक बड़ी बाधा है। मेरा विश्वास है कि भ्रष्टाचार उन्मूलन करने के लिए सभी संबंधित पक्षों जैसे सरकार, नागरिकों तथा निजी क्षेत्र को एक साथ मिल कर कार्य करने की आवश्यकता है।

मेरा मानना है कि प्रत्येक नागरिक को सतर्क होना चाहिए तथा उसे सदैव ईमानदारी तथा सत्यनिष्ठा के उच्चतम मानकों के प्रति वचनबद्ध होना चाहिए तथा भ्रष्टाचार के विरुद्ध संघर्ष में साथ देना चाहिए।

अतः, मैं प्रतिज्ञा करता हूँ कि :-

- जीवन के सभी क्षेत्रों में ईमानदारी तथा कानून के नियमों का पालन करूँगा।
- ना तो रिश्वत लूँगा और ना ही रिश्वत दूँगा।
- सभी कार्य ईमानदारी तथा पारदर्शी रीति से करूँगा।
- जनहित में कार्य करूँगा।
- अपने निजी आचरण में ईमानदारी दिखाकर उदाहरण प्रस्तुत करूँगा।
- भ्रष्टाचार की किसी भी घटना की रिपोर्ट उचित एजेन्सी को दूँगा।



## • राष्ट्रपति का संदेश •



राष्ट्रपति  
भारत गणतंत्र  
PRESIDENT  
REPUBLIC OF INDIA

### MESSAGE

I am pleased to know that the Central Vigilance Commission is observing Vigilance Awareness Week, 2022 from 31<sup>st</sup> October to 6<sup>th</sup> November, 2022 on the theme:

"भ्रष्टाचार मुक्त भारत - विकसित भारत"  
"Corruption free India for a developed Nation"

The fight against corruption is the collective duty and responsibility of all the citizens of this great nation. The ideals of transparency and integrity are an integral part of our tradition and culture. A corruption free India is the vision shared by all of us as we progress towards a new and developed India. We need to reiterate the ideals of integrity and accountability and strive towards embracing the values that have guided us in our journey so far.

On this occasion, I commend the Central Vigilance Commission for its efforts in combating corruption and convey my best wishes for the success of Vigilance Awareness Week 2022.

(Droupadi Murmu)

New Delhi  
October 11, 2022



भारत के उपराष्ट्रपति  
VICE-PRESIDENT OF INDIA

MESSAGE

I am pleased to know that the Central Vigilance Commission is observing Vigilance Awareness Week, 2022 from 31<sup>st</sup> October to 6<sup>th</sup> November, 2022 with the following Theme:

**"भ्रष्टाचार मुक्त भारत - विकसित भारत"**  
**"Corruption free India for a developed Nation"**

Transparency, fairness and accountability are essential values for the efficient functioning of the public administration. It is the responsibility of the all the citizens of the country to come together in the efforts to ensure integrity in governance. This year, the Central Vigilance Commission have also undertaken a three-month campaign on preventive vigilance measures. I hope to see all citizens and stake holders collectively participate in large numbers in the fight against corruption.

On this occasion, I commend the Central Vigilance Commission for their efforts in combating corruption and convey my best wishes for the success of Vigilance Awareness Week 2022.

Jagdeep Dhankhar

New Delhi  
6<sup>th</sup> October, 2022

## • प्रधान मंत्री का संदेश •



सत्यमेव जयते

प्रधान मंत्री  
Prime Minister

संदेश

केंद्रीय सतर्कता आयोग द्वारा 31 अक्टूबर से 06 नवंबर, 2022 के बीच सतर्कता जागरूकता सप्ताह के आयोजन के बारे में जानकर प्रसन्नता हुई है। इस वर्ष सतर्कता जागरूकता सप्ताह के लिए 'भ्रष्टाचार मुक्त भारत- विकसित भारत' विषय का चयन सराहनीय है।

भ्रष्टाचार न केवल सामान्य नागरिक को उसके अधिकारों से वंचित करता है बल्कि देश की प्रगति में अवरोध भी उत्पन्न करता है, और एक राष्ट्र के रूप में हमारी सामूहिकता की शक्ति को प्रभावित करता है। बीते आठ वर्षों में हम भ्रष्टाचार के खिलाफ जीरो टॉलरेंस की नीति को अपनाकर आगे बढ़ रहे हैं, जहां यह संदेश स्पष्ट है कि भ्रष्टाचार करने वाले किसी भी व्यक्ति या संस्थान को बख्शा नहीं जाएगा। इस तरह देश में विश्वास का एक वातावरण उत्पन्न हुआ है, जिसमें हर ईमानदार व्यक्ति आज खुद पर गर्व महसूस करता है।

भ्रष्टाचार को मूल से उखाड़ फेकने के लिए पूरी प्रक्रिया, पूरी व्यवस्था को पारदर्शी बनाया जा रहा है। तकनीक और रिफॉर्म्स के जरिए व्यवस्था को मजबूती प्रदान की जा रही है ताकि न केवल आज, बल्कि भविष्य में भी किसी भी स्तर पर भ्रष्टाचार की गुंजाइश न रहे और नागरिकों का हित सुरक्षित रहे।

यह जानकर प्रसन्नता हुई है कि इस वर्ष आयोग द्वारा निवारक सतर्कता उपायों पर तीन महीने का एक अभियान भी चलाया जा रहा है। कहा गया है- 'प्रक्षालनाद्धि पंकस्य दूरात् स्पर्शनम् वरम्।' अर्थात्, गंदगी लग जाए फिर उसे साफ करो, इससे अच्छा है कि गंदगी लगने ही न दो। जिन परिस्थितियों की वजह से भ्रष्टाचार पनपता है, हमारे लिए उन पर प्रहार करना आवश्यक है।

आजादी के अगले 25 वर्षों की यात्रा एक भव्य और विकसित भारत के निर्माण में हम सभी का कर्तव्य काल है। यह अवसर एक सशक्त और आत्मनिर्भर भारत के निर्माण में अपने प्रयासों में तेजी लाने का है। मुझे विश्वास है कि सतर्कता जागरूकता सप्ताह का आयोजन जीवन में ईमानदारी, सत्यनिष्ठा और पारदर्शिता को बढ़ावा देकर राष्ट्र निर्माण के लिए हमारे संकल्पों को मजबूती प्रदान करेगा।

केंद्रीय सतर्कता आयोग को आयोजन की सफलता और भविष्य के प्रयासों के लिए हार्दिक शुभकामनाएं।

(नरेन्द्र मोदी)

नई दिल्ली  
कार्तिक 05, शक संवत् 1944  
27 अक्टूबर, 2022

## • रक्षा मंत्री का संदेश •



रक्षा मंत्री  
भारत  
DEFENCE MINISTER  
INDIA

### MESSAGE

I am happy to note that Central Vigilance Commission has chosen "Corruption Free India for a Developed Nation" as a theme for current year's Vigilance Awareness Week (31<sup>st</sup> October to 6<sup>th</sup> November), organized every year in the week coinciding with birthday of Baharat Ratna Sardar Vallabhbhai Patel.

During Vigilance Awareness Week, the Commission solicits the participation of the citizens of India through various programmes such as Gram Sabhas, Lectures, Competitions, etc. Schools, Colleges, Trade unions, etc. are also encouraged to participate in various programmes.

I convey my best wishes to Central Vigilance Commission for choosing the theme "Corruption Free India for a Developed Nation" we the people of India, must imbibe a sense of ethics and integrity in all aspects of their everyday life to make India a developed nation.

"Jai Hind"

(Rajnath Singh)

Place: New Delhi  
Date: 14<sup>th</sup> Oct, 2022

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Office : Room No. 104, Ministry of Defence, South Block, New Delhi-110011  
Tel. : +91 11 23012286, +91 11 23019030, Fax : +91 11 23015403  
E-mail : rmo@mod.nic.in

## • केन्द्रीय सतर्कता आयोग का संदेश •



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,  
Block A, INA, New Delhi-110023  
022/VGL/029(Pt.II)  
सं./No.....  
दिनांक / Dated..... 19.10.2022

#### MESSAGE

Central Vigilance Commission observes Vigilance Awareness Week every year in the week in which the birth anniversary of Sardar Vallabhbhai Patel falls. It is our pleasure to announce that Vigilance Awareness Week, 2022 is being observed from **31<sup>st</sup> October to 6<sup>th</sup> November, 2022** with the following theme:


**“भ्रष्टाचार मुक्त भारत - विकसित भारत”  
“Corruption free India for a developed Nation”**


As we progress in the journey towards growth and development, there is an ever-growing need for transparency and integrity in public administration. It is the collective duty and responsibility of all citizens to fight corruption and build a strong and ethical India. As a precursor to Vigilance Awareness Week 2022, Central Vigilance Commission has undertaken a three-month campaign (16<sup>th</sup> August to 15<sup>th</sup> November) in which six different preventive vigilance measures were taken up as focus areas by different organizations.

Children are the future of the country, and they would play a key role in building our nation. Keeping this in mind, we have also held an essay competition on this year's theme wherein there was enthusiastic participation of students. More than 7.6 lakh students of Class X, XI and XII studying in over ten thousand CBSE schools across the country have taken part and expressed their views on the subject.

The Commission appeals to all citizens to come together to reaffirm our commitment to bring about integrity in all aspects of life for the Nation's development.

  
(Arvinda Kumar)  
Vigilance Commissioner

  
(Suresh N. Patel) 19/10/2022  
Central Vigilance Commissioner

  
(Praveen K. Srivastava)  
Vigilance Commissioner

## • अध्यक्ष एवं प्रबन्ध निदेशक का संदेश •



### अध्यक्ष एवं प्रबन्ध निदेशक CHAIRMAN & MANAGING DIRECTOR

## Message

Honesty, Integrity and Transparency is an essential ingredient required for success of any organization and creating such an organization is a continuous process. Celebration of Vigilance Awareness Week (VAW) by vigilance department is a strong link in such process. This year CVC has decided theme for VAW- 2022 as **“Corruption free India for a developed Nation.”**

Our aim is to make a strong Yantra India Limited by making transparent rules, policies and system. I am very happy that our vigilance department is making its continuous effort in this direction. I give my heartiest congratulations for the first edition of vigilance magazine of this organization “VIG : Yantra India” Version 1.0 and expect all of us to build a culture based on vigilance principles for continuous growth of our organization.

**Rajeev Puri**, I.O.F.S. ndc  
Chairman & Managing Director  
Yantra India Limited



## • निदेशक/ऑपरेशन्स का संदेश •



### निदेशक / ऑपरेशन्स DIRECTOR / OPERATIONS

## Message

The entire nation is celebrating the Vigilance Awareness Week 2022 with theme “**Corruption free India for a Developed Nation**”. Vigilance Awareness Week reaffirms our faith and commitment to achieve the organizational goal with highest level of transparency and corporate governance.

It gives me immense satisfaction that Yantra India Limited (YIL) has come out as leader in its area for the Society & Nation and its contribution is commendable against odds of challenges. YIL is committed to eradicate corruption in all areas of its working.

I am very happy to know the launch of vigilance magazine of Yantra India Limited “VIG :Yantra India” version 1.0 and convey great success for completion of goals and objectives set by CVC.

**Sharad Kumar Yadav**, I.O.F.S.

Director / Operations  
Yantra India Limited

## • निदेशक/मानव संसाधन का संदेश •



### निदेशक / मानव संसाधन DIRECTOR / HUMAN RESOURCES

## Message

Celebration of Azadi ka Amrit Mahotsav testifies India as the mother of all Democracies. While the act of commemorating Independence is underway, necessity to focus on Governance further increases.

I'm of the firm opinion that all-encompassing Governance would improve only when Society at large and the Organisations remain vigilant. In this context, the requirement to stay watchful is one of the objectives behind observing Vigilance Awareness Week.

Witnessing participation of not only the employees of Yantra India Limited but also their family members in various events, which are organised during Vigilance Awareness Week, yields immense pleasure. Such widespread enthusiasm lends confidence that the notion of Vigilance is pervading the citizenry in full letter and spirit.

I hope the first edition of the Vigilance magazine, **VIG : YANTRA INDIA** Ver. 01 acts as symbol of ethos and principles, which the Vigilance Awareness Week strives to uphold.

Jai Hind !

**Gurudutta Ray**, I.O.F.S.  
Director / Human Resources  
Yantra India Limited



निदेशक / वित्त  
DIRECTOR / FINANCE

**Message**

I am happy to know that this year Vigilance Awareness Week is being observed in Yantra India Limited from 31st October to 6th November, 2022 in which the birthday of Sardar Vallabhbhai Patel (31st October) falls. Vigilance Awareness Week reaffirms our faith and commitment to the organizational goal of higher transparency and better corporate governance. The theme for this year's Vigilance Awareness Week is **“CORRUPTION FREE INDIA FOR A DEVELOPED NATION.”** The theme guides us to the path of Integrity which is essential for achieving self-reliance.

Transparency, accountability and integrity have been identified as the major areas of concern by the organizations globally which impact their performance. People expect DPSUs to serve the public interest with fairness by managing entrusted resources properly. Fair and reliable services, predictable decision-making inspire public trust which creates a level playing field for business.

The best way to fight corruption is to fight it collectively. We all need to take this message to every citizen.

Let us join together collectively to achieve the objective of Vigilance Awareness Week by following the norms of excellent Corporate Governance and promoting a culture of honesty and integrity in our organization.

**Rakesh Singh Lal, I.O.F.S.**  
Director / Finance  
Yantra India Limited

## • मुख्य सतर्कता अधिकारी का संदेश •



### मुख्य सतर्कता अधिकारी CHIEF VIGILANCE OFFICER

## Message

It gives me immense pleasure to share the inaugural version of the in-house journal of Yantra India Limited, “**VIG : YANTRA INDIA**”, to celebrate the occasion of Vigilance Awareness Week 2022. The theme of the week is “**Corruption free India for a Developed Nation**”.

I hope the circulation of “**VIG : YANTRA INDIA**” will go a long way in improving the awareness of vigilance among all the stake holders of the organisation.

I want to congratulate the Vigilance team of Yantra India for successfully observing the Vigilance Awareness Week in true spirit through various activities like conducting Vendors Meet, arranging various competitions like Essay writing, Slogan writing, Cartoon and Poster Drawing etc among employees , spouses and children which are widely participated.

To conclude my message , I wish to add that in this 75th year of Independence celebrating “**Azadi ka Amrit Mahotsav**”, we all should take oath to uphold the image of our country as a corruption free nation by acting as responsible vigilant citizens not only during this week but always. We shall also strive towards making our country vibrant and developed nation as desired by Central Vigilance Commission.

**D. Venkateswara Reddy, I.R.S.**  
Chief Vigilance Officer  
Yantra India Limited

## KNOW THYSELF TO UNRIDDLE CORRUPTION

In the following paragraphs, I shall try to demystify the complex concept of corruption.

Knowledge of the “self” brings far reaching results in One's Life. The 9th Chapter of *The Gita*, known as *Raja Vidya*, highlights that gain of Knowledge may result in altogether a new turn in One's Life. Like all things around us, Human beings are also objects of creation. Let's consider a gold chain, which did not exist before. However, gold exists even after the chain is fragmented. So, Creation is only a *nama*, i.e., name given to *rupa*, which in other words is form. It is the same “I”; playing different roles, wearing different dresses, emoting different faces, expressing distinct attitudes and behaviors. While exercising various roles, I am the absolute and I am independent of all the roles, which I play as brother, son, father, worker, manager etc. So essentially, I am full and only when I think myself to be limited, do I feel that I am victim of circumstances and that world is too convoluted. The perceptive forces of Likes & Dislikes shall not affect the Real 'Me'. Actually, this very knowledge turns the table for us. Corruption originates here. We examine the people through the lens of likes and dislikes. We ignore the mistakes of those we like. But those whom we dislike, generally outnumber, we notice their mistakes and negativity in their thoughts, speech or actions. Thus, Nepotism is one of the manifestations of corruption, it per se starts, when our mind is riddled with 'likes' and 'dislikes'.

In life, we wish to accomplish either Yoga (achieving that we do not have) or *Kshema* (protection of what we already have, i.e., safety, security, welfare). One's life is spent in the pursuit of 'Yoga' and 'Kshema'. All Karma (action) is directed towards either of these goals. For instance, son meeting with an accident and expression of sorrow is an example of *Kshema* and desire to possess a second house is an example of Yoga. Rational decisions can be made and executed when mind is free from expectations and emotions. If we see nepotism and bribery as manifestations of corruption, it per se originates from the mind laden with desires (feeling of inadequacy) and emotions.

True nature of corruption may be understood from the Genetic programming of human beings. Because of feeling of inadequacy, two basic pursuits of human beings entail (different from animals as they only follow instincts); either, striving for something (“**Fight**” or Pravritti) or getting rid of something (“**Flight**” or Nrivritti). This fundamental problem in respect of inadequacy arises from the individual's 'likes' and 'dislikes', which are a result of basic conditioning inclusive of learnings and influences from society, culture, religion, parents and teachers. The trap of likes and dislikes can be overcome with the graceful acceptance of whatever comes (Prasad Buddhi a gift from God).

Rationally speaking if while working for a company one's compensation is taken care of, why should one be guided by anything 'personal' while striving to achieve Organizational objectives? One shall introspect & scrutiny the intangible and tangible benefits extended by the Company. If this introspection does not bring truth (possible in people with emotional afflictions), the principle, advocated by the Lord in *The Gita* shall be followed. Lord advises to act like a '*bhrittya*' an obedient servant who performs every action according to the will of the master, rather than according to his own personal likes and dislikes. This is called *swami-bhrittya-nyaya*, the master-servant analogy. In the context of organization, same principle should be conceived, as the employer - employee relationship, i.e., the employee should be committed, dedicated and devoted to the organization.



**Shri Gurudutta Ray, I.O.F.S.**  
*Director / Human Resources*  
*Yantra India Limited*

## Exercise of Administrative Discretion

With the growth and development of nation states, the activities and functions of the state have increased manifold. As a consequence, the powers, functions and responsibilities of public servants have concomitantly multiplied. No legislation can possibly anticipate all eventualities. Different circumstances and contingencies warrant different responses from public servant which no legislation can provide for. In the context of a modern state it is absolutely not possible to lay down a guideline for every imaginable situation. No government can work in effective and efficient manner without the officials exercising some discretion.



**Shri Biswajit Pradhan, I.O.F.S.**  
*General Manager*  
*Ordnance Factory, Katni*

Therefore, administrative and judicial authorities are required to be vested with powers termed collectively as "Administrative Discretion."

Administrative discretion is the power vested in a public authority or a quasi-judicial authority to decide on a question of law and/or fact as per its own wisdom and subjective satisfaction. Apparently, it would give an impression that the said power is boundless, inexhaustible, unregulated, limitless and unchanneled. It conjures up an image of an omnipotent body vested with despotic powers to decide issues as per his whims, fancies and caprices.

The above compulsion brings us to the question as to whether "Administrative Discretion" is absolute, unlimited and unfettered. In order to address the issue, it would be worthwhile to know what it means and what it doesn't mean.

Plainly speaking, the word 'discretion' means exercise of judgment, skill or wisdom as distinguished from folly, unthinking or haste. Evidently, it should be result of judicial thinking. Discretion means choosing among the different options without respect to any pre-decided criterion, irrespective of how fanciful that choice may be.

It implies "vigilant circumspection and care".

It denotes knowledge and prudence; that discernment which enables a person to judge critically what is correct and proper united with caution, nice discernment and judgment directed by circumspection; deliberate judgment, soundness of judgment, a science or understanding to discern between falsity and truth, between wrong and right, between shadow and substance, between equity and colorable glosses and pretenses.

When applied to Public Servants, it implies power or rights given by law for acting officially in certain circumstances according to the dictates of their judgment and conscience, uncontrolled by the judgment or conscience of others.

At the same time, it should not be based on humor, whim and caprice. It should not be exercised according to private opinion, the will and private affections of persons. Its application should not be arbitrary, vague and fanciful. Its exercise needs to be informed by unmistakable avoidance of "untrammelled or uncontrolled choice". It is bound by the positive rules of law, reason and justice. It should be exercised within the limit, to which an honest man, competent to discharge of his office ought to confine himself.

It is said that “absolute power is a merciless master”. It destroys liberty more than any technology invented by man.

**The discreet exercise of this discretion can be violated in the following two ways :**

Firstly, the administrative authority might fail to exercise the authority vested in it. Secondly, the authorities might exercise this discretion incorrectly that is, with improper motives, bias or under the influence of another body.

The latter case amounts to abuse of administrative discretion. As such, it is required to prevent the abuse of administrative discretion. Therefore, it is necessary to know about the limits and framework within which administrative discretion should be exercised. The following are the broad principles and framework within which public functionaries should operate:

- Administrative Discretion should be exercised in an ethical, rational and legal manner. In the matter of *Tata Cellular v. Union of India* irrationality was defined as any action which was outrageous in its defiance of logic that no reasonable man would come to the same decision.
- The *Wednesbury Principle* based on the concept of 'reasonable man' should be borne in mind. In other words, relevant considerations should be taken up, irrelevant considerations should be ignored while exercising discretion.
- Nothing should be done in bad faith, with a deliberate and fraudulent motive and dishonest intention.
- Administrative authorities should comply with fairness and equity even when exercising discretion and choosing between alternative approaches.
- A statute may confer discretionary powers upon an administrative authority in order to arrive at a particular decision. However, this discretion is not unlimited and is restricted to the purpose for which the statute is enacted and the ultimate aim it aims to achieve.
- Sometimes an authority may act beyond the scope of the powers given by the law. It may make such mistakes owing to a misinterpretation of the law or a fact and thus, go beyond the scope of the power vested in them. If such a mistake concerning the fetters placed by law is made, it would vitiate the exercise of discretion.
- It is clear that discretion allows an authority to choose between alternative actions. However, this discretion can only be exercised on relevant grounds. Placing reliance on extraneous grounds will vitiate the administrative action.
- All discretionary action that is taken must be based on sound material and facts. There should be application of mind even when discretion is vested in the authorities. This is so as arriving at a decision on negligible grounds is an abuse of the discretion. It smacks of arbitrariness and misuse of the authority given to an administrative authority.
- Rule of proportionality demands that the punishment given has a nexus with the act committed and is proportional to the same. In case an order prejudiced fundamental freedoms or was discriminatory, the rule of proportionality needed to be employed to see if the infringement was necessary in light of the offence committed.

As has been brought out in the preceding paragraphs “Discretion” is not absolute; it is limited. It is subject to rules, instructions, regulations and guidelines. Resultantly, a public servant is supposed to be mindful of certain basic principles while discharging his duties in exercise of discretion conferred on him by the relevant law. A public servant in exercise of his powers has to be broadly cognizant of the following principles/dictums:

1. No one is above law. On the contrary, law is above everyone. In other words a public servant is expected to discharge his duties as per the procedures and the provisions of law. He has to confirm to the dictum “Be ever so high that law is above you”.
2. Discretion should be exercised with the principle of “the greatest good of greatest number of human beings” in mind.
3. Discretion should not be exercised with an “evil eye, uneven hand and oppressive mind”.
4. Exercise of discretion should not be antithetical to the broad constitutional principles.
5. Exercise of discretion should not be inconsistent with the statutory provisions as well as intent or purpose of a statute.
6. Discretion should not be used to make hostile discrimination against parties to a dispute. If at all any discrimination, is required to be made, it has to be based on a scrupulous regard of “intelligible differentia”, i.e., based on the reasons easily comprehensible by affected/interested parties.
7. Exercise of discretion should be such that, based on the facts and circumstances of the case, a reasonable man of common prudence would come to the same conclusion/decision.
8. An administrative action, in exercise of discretion, should be proportional to the cause to be promoted. It should not be excess of the requirements of the situation.

Last but not the least, transparency in the decision making process, honesty of purpose, probity and integrity should be the corner stones of the edifice of administrative discretion.



### Award Winning Entries : Slogan

#### Slogan For Vigilance Awareness Week - 2022

Corruption;  
Like a volcanic eruption  
Minimise your need and greed  
Making a developed nation indeed

*Smt. Alekhika Mohapatra*  
W/o Subhasis Mohapatra  
JWM / HR

#### Slogan For Vigilance Awareness Week - 2022

“ भ्रष्टाचार मुक्त भारत का, मिलकर करे संकल्प,  
देश को विकसीत बनाने का, यही है सर्वोत्तम विकल्प ।”

*Smt. Shilpa S. Bisen*  
W/o S.P. Bisen, CM/T  
HR (COS)



## Eliminating Corruption - A Social Movement

If we are proud of our country, its glorious past, its rich heritage, its pluralistic culture, it being world's largest liberal democracy and an emerging world power, we also do have the pain of living with certain complex socio- economic and systemic issues that affect our society and create obstacles on our path to development. One among such problems is the cancer of corruption which is spreading all across our society and polity. The most disturbing phenomenon is the fact that the corruption has become so deep and so pervasive that it has gained a sort of acceptance in the public psyche. Our country has made significant progress in many areas over the years. The pace of growth and the extent of prosperity would have been manifold higher than what it is, had the evil practices of corruption not hindered our journey.



**Shri Sunil Pattanayak, I.O.F.S.**  
**General Manager**  
Ordnance Factory, Dum Dum

Corruption, graft and abuse of power have a debilitating effect on the performance and productivity of any organization. More so in an organization which has large scale financial transactions or public dealings. Corruption creates a demoralizing effect on the honest and upright employees, generates frustration, lowers the prestige of the organization and whittles down self-esteem of its employees.

Considering the spread and growth of corruption, it is essential to create mass awareness against its evil effects. General public needs to be educated and sensitized by adopting different ways and means which would impact and alter the way we have been thinking and approaching the causes and effects of corruption. Vigilance machinery and other instruments of the State are just different apparatus to deal with the issue which ought to play a supplementing and complimenting role.

Vigilance is by and large a much-misunderstood expression. Many interpret it as a negative function dealing mostly with punitive functions. Many even dub it as 'hunting' or something which symbolizes the dreadful power vested in the authority. Some are more charitable in acknowledging various roles of Vigilance such as preventive, punitive, corrective etc. While some would suggest more of preventive action than the punitive one, some would say without adequate punitive action, there is no deterrence and the vigilance would be doing a lip service. There is a view that vigilance action is nothing but a cosmetic surgery or symptomatic treatment, which does not really address to the basic problems. Therefore, instead of investing time, attention and even money on Vigilance machinery, one should rather change the system itself. There is also a view that institutions like Vigilance, Audit etc. are serious roadblocks for progress, and productivity. It blocks creativity and innovativeness; it kills zeal and enthusiasm of the employees in an organization.

The above views are partial, based on erroneous perception or improper appreciation of the ground reality, may be due to lack of information or understanding. The argument that effectiveness and efficiency do not get along with a culture of compliance to rules and an ethical code of conduct is a flawed logic. It is absolutely absurd to suggest that one cannot be a performer if he is at the same time required to conduct himself in a legal, procedural and normative framework. In fact, the term 'Vigilance' has become an excuse for non-performance. Shri. N. Vittal, former CVC has once said, instead of looking at Vigilance as a factor that comes in the way of competition, it is better to look at it as a factor that will help greater competitiveness. Those who advocate 'free hand' as a prerequisite for better output, must remember that freedom to act or to take decision does not imply arbitrariness or

a license to take motivated decisions, which are against the interest of the organization. Similarly, changing the system is too naive a suggestion. A perfect system exists in the realm of idealism. Vigilance, in fact, could be an instrument in reaching the same.

Corruption is as old as the human civilization. It existed in the past in one form or the other. History is a witness to it. The nature, dimension and magnitude have only changed over the ages. What is a matter of great concern today is the spread and depth of the corruption in the present society and its acceptance as an unavoidable social reality by many.

As per the World Bank definition, corruption is an abuse of public resources for private gain. In simple words, corruption is defined as the offering, giving, soliciting or acceptance of an inducement or reward, which may influence the action of any person. The Santhanam Committee describes it as improper and selfish exercise of powers and influence attached to a public office or to the position one occupies in public life. It is an affliction of the individual that contracts others and in this process affects the society. At the same time it stems from the society itself. It is a deviant behavior of an individual, but it also reflects the maladies inherent in the society and therefore, it has got a socio-economic and psychological explanation. This is in fact a two-way traffic. The evils of corruption appear more pronounced when control on the administration is fragile and the system is porous.

An individual who possesses a tendency to gratify himself at the cost of others is likely to indulge in corrupt practices wherever and in whatever capacity he works. The only thing that makes a difference is the environmental set-up in which he operates. Therefore, the pattern of corruption varies in organizations and is broadly of three types.

- 1) **Occasional Corruption** - Takes place once in a while, controlled and localized.
- 2) **Systematic Corruption** - When a large proportion of workforce acts corruptly.
- 3) **Syndicate Corruption** - Corrupt people form a syndicate and many people get trapped.

The corrective and preventive actions of an organization need to understand the pattern. Where corrupt acts are occasional, the prevention of corruption requires systems that help individuals to continue to act with integrity and create high risk that anyone who acts corruptly will be caught. Where it is systemic, many people in the organization tend to acquire long established patterns of corrupt behavior. Where syndicates operate, some corrupt individuals control the system and many others may get trapped. The prevention action (or reductions) in these circumstances requires steps to change the system as well as behavior.

The question that needs to be answered : Whose job is it to fight out corruption? Is it the job of the organization as a whole or the management or any instrument created by the organization such as the vigilance? It must be the endeavor of any growing organization to promote a culture of honesty and probity. It is the job of the management to lay down a code of conduct for the employees, a set of norms for governance and to build up a robust system that does not allow opportunities for corruption. The management must ensure discipline and should have a mechanism to deal with any act of indiscipline. Vigilance is an instrument in achieving this vital management function. But on a larger landscape, considering the fact that corrupt practices and deviant behavior stem out of the society and draw sustenance from it, it requires a much wider and deeper approach to eliminate corruption by raising the level of fight to a mass campaigning so as to bring in societal changes and reinforcing strong normative pattern that doesn't promote a deviant behavior like corruption.

Hope, the vigilance awareness campaigning is a step in that direction.

## Vigilance set up at the Yantra India Limited and its Preventive Vigilance functions

Pursuant to the conversion of erstwhile Ordnance Factory Board (OFB) into seven DPSUs on 01st October 2021, Yantra India Limited (YIL) is evolved. Corporate office of YIL is at Nagpur. The overall responsibility for vigilance work at the YIL rests with the vigilance department of Corporate office. Corporate Vigilance Department of YIL Nagpur exercises its jurisdiction over all employees of the YIL and co-ordinates the all activities of the 08 unit Vigilance offices each located in every production units of YIL at Nagpur, Bhusawal, Mumbai, DumDum, Ishapore, Jabalpur, Katni and Muradnagar. The vigilance department of corporate office is headed by Chief vigilance officer. It maintains liaison with the Central Vigilance Commission (CVC) and the Central Bureau of Investigation(CBI). The Chief Vigilance Officers, who is the extended arms of the Commission in YIL, decides upon the possibility of a vigilance angle in individual cases. The focus of the vigilance department is to have a comprehensive preventive vigilance setup supported by **an independent vigilance framework** so that vigilance issues are minimised and to sensitise employees of YIL to various aspects of vigilance administration.



**Shri Ajay Kumar Yerpude**

*I.O.F.S.-95*

Sr. Director (VIG), YIL HQ

The guidelines on vigilance, issued by the CVC, are aimed at greater transparency, promoting a culture of honesty and probity in public life, and improving the overall vigilance administration in the organisations within its purview. The vigilance department, led by the CVO, follows the guidelines issued by the CVC (the Commission) from time to time. Not only the financial propriety of transactions, but certain non-financial aspects arising inter alia from conflicts of interest, nepotism and considerations of post retirement employment as a quid pro quo, are also required to be examined from a vigilance angle.

### Preventive Vigilance Measures

YIL's vigilance administration focuses on preventive vigilance functions by inculcating a sense of honesty and integrity among its employees and ensuring that sound internal systems and controls are laid down, which act as a defence against intended mala fide activity by any employee. Preventive vigilance measures at YIL are enforced not only at the individual level, but at the organisational level also. At the individual level, instructions are in place requiring an officer to obtain prior permission for certain transactions (e.g., acquisition of immovable property and taking a loan from a financial institution etc); reporting of certain transactions (acquisition of movable assets above a monetary limit and employment of family members in financial institutions etc); and up front disclosure when the employee has a personal interest in any official transaction which(s)he is dealing with. At the organisational level, the preventive vigilance measures are in place include identification of sensitive posts, surprise visits/checks to vigilance sensitive areas, periodical rotation of staff, incorporating vigilance related sessions in the Human Resource (HR) related training programmes, sensitising new recruits on various aspects of vigilance and proper conduct, well laid down procedures and policies in various area(s), continuous efforts in simplifying rules and procedures, close monitoring through CCTV of sensitive areas, institution of an effective grievance redressal machinery for the staff and persons who have official interaction etc. As part of these preventive vigilance measures, unit vigilance officers and their teams are also regularly conducting periodical inspection, scrutiny of case files, surprise checks, scrutiny of AIPRs, scrutiny of audit reports etc. Time to time, as a outcome of these preventive vigilance checks, systemic improvements, case studies etc are also being uploaded / shared with employees. Implementation of e-tendering is further strengthening in the area of procurement. The YIL has already introduced

the concept of “Integrity Pact” (IP) for large value procurement (exceeding Rs. 5 crores) and the pact is overseen by an Independent External Monitor (IEM) appointed with the concurrence of the Commission. The Integrity Pact (IP) is an agreement between the prospective bidder (vendor) and the buyer not to resort to any corrupt practices in any stage of the contract. The Pact between the vendor and the buyer involves their primarily agreeing to refrain from bribery, collusion, etc., during the entire process of the contract. The Independent External Monitor independently reviews whether and to what extent parties to the Pact have complied with their obligations under the Pact. In case of a suspicion, the IEMs examine all complaints received for breach of Pact and furnish their views to the CMD/Chief Executive of the organisation or directly forward the findings to the CVO and the Commission. Several other measures are also aimed at instilling strong internal governance.

### Conclusion

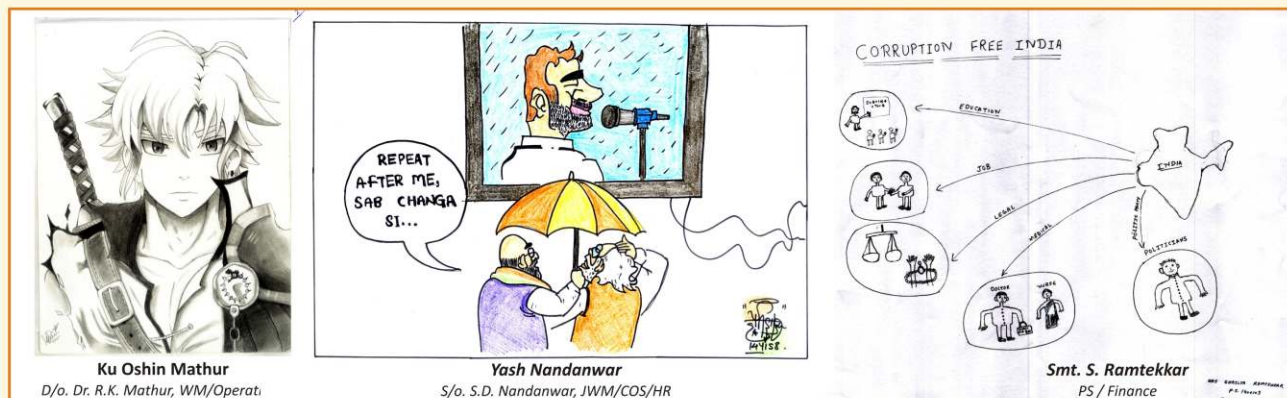
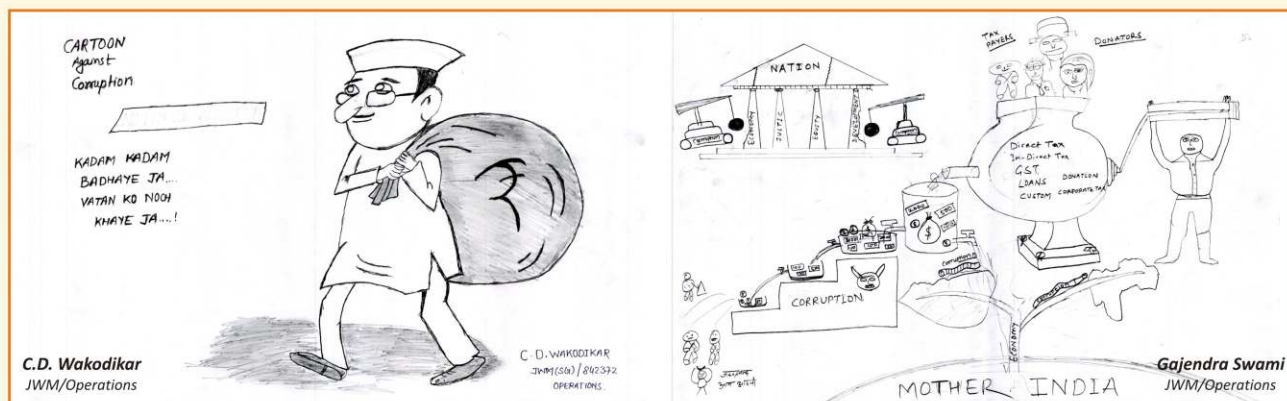
Being a DPSU, the YIL considers preventive vigilance measures as the very important tool of its efforts for good governance. The vigilance department at the YIL will continue in its endeavour to preserve the highest level of integrity at the YIL by sustaining and strengthening all preventive vigilance measures further. We look forward to the Commission's support and guidance as we seek in the ever-increasing complexity of the YIL's environment to strengthen its preventive vigilance framework.

### References

- MoD ID No 693/US(Vig. I/2012/D(Vig)/DDP Dated 19.01.2022
- CVC's Vigilance Manual (updated 2021)



## Award Winning Entries : Cartoon / Posters



## VIGILANCE : A PERSPECTIVE “Eternal Vigilance is the Price for Democracy”

In a Parliamentary debate on the “**Growing Menace of Corruption in Administration**” the then Home Minister, Sh. Lal Bahadur Shastri observed, “since we know most of the problems, the real point is to take remedial action”. This led to the formation of the Committee on Prevention of Corruption, i.e., Santhanam Committee, whose report stemmed from the deep understanding of the aetiology of corruption and the institutional response required to combat the menace. The Committee noticed the conspicuous absence of dynamic integration between the Vigilance Units of various ministries and the Administrative Vigilance Division of the Ministry of Home Affairs. Resultantly, constitution of the Central Vigilance Commission was recommended.



**Shri Saurabh Singh, I.O.F.S.**  
**Joint Director**  
Field Unit, Ambajhari

Central Vigilance Commission mandates annual celebration of the Vigilance Awareness Week, whose purpose is to educate & sensitise citizens about the dangers and evil consequences of corruption.

Generally, there's misconception about vigilance as mostly it is perceived as means to conduct enquiry, fix responsibility etc. However, Vigilance encompasses not only Investigation but also Prevention. Importantly, basically there are three types of Vigilance, i.e., Preventive Vigilance, Reactive Vigilance and Surveillance & Detective Vigilance. Essentially, it is the Preventive Vigilance, which shall be practiced more to achieve the goals against Good Governance and Progressive Development. It is interesting to note that the importance of Vigilance is reflected in the theme for the Vigilance Awareness week 2022 i.e., “**Corruption Free India for a Developed Nation**”.

As a critical arm of the management, Vigilance offers important mechanisms for improving performance of an Organisation. It is as paramount an element in an organization as Finance, Procurement, Human Resources, Technical, Sales and Marketing. Efficiency of Finance, Personnel, Technical and Marketing wings can in many ways be contingent on the effective functioning of the Vigilance branch.

The primary objective of Vigilance is to ensure that the management extracts maximum out of the various transactions. For Procurement, agenda is to attain quality product at competitive rates. For sales, objective is to achieve maximum realization for products at the minimal selling cost. For HR, aim is to recruit the most talented people and to keep their morale high.

Preventive Vigilance demands constant review of rules, procedures and practices etc. This shall be achieved by examining the existing systems; detecting loopholes, which may cause malpractice and suggesting appropriate recommendations to ensure introduction of robust amendments. Ambition shall be to embrace best practices, which create transparent & effective systems and procedures, where strong deterrence to undertake corruption is inherent. Thus, Preventive Vigilance can act as catalyst towards achieving good governance.

To conclude, it would not be an understatement to state that for an organisation to prosper and to inculcate the values of good governance, Preventive Vigilance plays a pivotal role. The knowledge that the loophole, if any, found in the rules and procedures have been plugged by the Vigilance lends confidence to employees. The morale of an employee gets affected if constant threat and fear of punitive action loom. Similarly, fear of reactive and investigative vigilance impact decision making. Hence, Organisations shall endeavour to spread Awareness on the Role of Vigilance and more Importantly the Role of Preventive Vigilance.

## REPORT ON VIGILANCE AWARENESS WEEK 2022

The Vigilance Awareness Week 2022 with the theme **“Corruption free India for a developed Nation”** was observed across the organisation from 31st October 2022 to 07th November 2022.

CMD, YIL, Shri Rajeev Puri, inaugurated the week long event at corporate office on 31st October 2022. The inaugural program was followed by administration of integrity pledges at YIL Headquarter as well as in all the units of YIL. The messages from President, Prime Minister and CVC were read out to the august gathering.

In order to create awareness and to sensitize the workforce of YIL on the need and importance of Vigilance in the Organization in particular, and public in general, banners were displayed at prime locations, at all units / headquarter of YIL and in public placed too.

Mango plant was planted as vigilance tree by CMD keeping the moto clean, green and vigil in view.



### Vendors' Meet and Competitions

Vendor Meet was organized on 04.11.2022 at conference hall of YILHQ. There was active participation from vendors. The senior officers of YIL have addressed the queries/grievance raised by vendors after a brief power point presentation pertaining to YIL.

Various competitions such as essay writing, slogan writings and quiz competition were conducted in English and Hindi for officers, employees and their spouses. Cartoon/drawing competition were conducted for staff, their spouse and children across YIL.



Essay Writing Competition



Quiz Competition

## REPORT ON VIGILANCE AWARENESS WEEK 2022

### Outreach Activity For Public

Walkathon by YIL was organized on 03rd November 2022 to spread the message to public on anti-corruption. All officers, staff and others have participated in this walkathon. Banners and posters related to VAW 2022 were displayed at various places.

### Lectures

Corporate Vigilance has organized the guest lecture by Shri Sanjay Pattanayak, Sr. PD (Retd.) on **“Corruption Free India for a Developed Nation”** which was attended by all the officers of YIL. Also the lectures by internal guests (officers of YIL) are delivered on the subjects preventive vigilance, HR policy and procedures and procurement practices.

### Valediction

The observance of Vigilance Awareness Week 2022 concluded with valedictory function at YILHQ as well as all the units of YIL. CVO addressed the gathering at the headquarter. Prize distribution to winner in various competitions was organized.



# Award Winning Entries : Essay Writing

नाम - रंजन कुमार  
वर्ग - 11  
संकेतिक संख्या - 88253

भ्रष्टाचार मुक्त भारत निर्माण करना

1) **संसार का अर्थ** - भ्रष्टाचार हमारे समाज में एक बड़ा बुरा काम है। भ्रष्टाचार को दूर करने के लिए हमें एक अच्छा समाज बनाना है। भ्रष्टाचार को दूर करने के लिए हमें एक अच्छा समाज बनाना है। भ्रष्टाचार को दूर करने के लिए हमें एक अच्छा समाज बनाना है।

2) **भ्रष्टाचार को दूर करने के लिए हमें एक अच्छा समाज बनाना है।** भ्रष्टाचार को दूर करने के लिए हमें एक अच्छा समाज बनाना है। भ्रष्टाचार को दूर करने के लिए हमें एक अच्छा समाज बनाना है। भ्रष्टाचार को दूर करने के लिए हमें एक अच्छा समाज बनाना है।

**Shri Ranjay Kumar, JWM/HR**

एन.डी. नंदनवार, स.का.इ.एन  
7.4. - 872116

भ्रष्टाचार मुक्त भारत - विकसित भारत

भ्रष्टाचार मुक्त भारत को बनाने के लिए हमें एक अच्छा समाज बनाना है। भ्रष्टाचार को दूर करने के लिए हमें एक अच्छा समाज बनाना है। भ्रष्टाचार को दूर करने के लिए हमें एक अच्छा समाज बनाना है।

2) **भ्रष्टाचार मुक्त भारत को बनाने के लिए हमें एक अच्छा समाज बनाना है।** भ्रष्टाचार को दूर करने के लिए हमें एक अच्छा समाज बनाना है। भ्रष्टाचार को दूर करने के लिए हमें एक अच्छा समाज बनाना है। भ्रष्टाचार को दूर करने के लिए हमें एक अच्छा समाज बनाना है।

**Shri S.D. Nandanwar, JWM(SG)/COS (HR)**

Mona Rajesh Pande  
Wife of Rajesh Pande  
(WM/VEL/HR)

Corruption Free India

Corruption prevails in every sector and at every level in the country. Corrupt means and unfair ways are used to accomplish several big and small tasks by people belonging to the government and the private sector. This is because people want to make big bucks without much hard work. But where are we heading by employing such ill practices? Certainly towards destruction! Each one of us must say no to any corrupt practices. This would be the first step toward building a corruption free India.

Government's Role in Establishing Corruption-free India.

While individual efforts can work in freeing the country from corruption, if the problem is to be removed from its roots, then government intervention is necessary. Indian government must make strict laws to get rid of this problem. People indulging in corrupt practices must be punished severely. The government officials in the country are known for their laid-back attitude towards work. They take bribes without any hesitation to provide useless government services to people. There is no check on these malpractices.

[P.T.O]

**Smt. Mona Rajesh Pande, W/o. Shri Rajesh Pande, WM/Operations**

However, we would not indulge in it if we know that doing so could land us in trouble. If we know that we may be fined or our license may be seized or put behind bars for indulging in any such thing, we will not dare to indulge in it.

So, the government plays a very big role in it. It must take it as a responsibility to free the country from corruption.

Media's Role in Establishing Corruption-Free India

The media in our country is quite strong. It has the right to speak and express opinions. It should make full use of this right to expose corrupt officials. The media must conduct sting operations regularly and bring the people indulging in corrupt practices into the limelight. This will not only expose the guilty but will also create fear in the general public. They will think twice before using any corrupt means.

Conclusion

It is the joint effort of the individuals, media as well as the government that can help in building a corruption-free India. They must take it as a responsibility to work hand in hand to make the country a better place to live.

[P.T.O]

Subhasis Mohapatra  
Pw No. 888492

Corruption free India for a developed nation

**Introduction:**

Generally, it is perceived that corruption is caused by them have power and having bribes which they influence and power. But it is not an essential definition. Corruption is not just about having power and influence. It is about the misuse of power and influence for personal gain. Corruption is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India.

**Causes of Corruption in India:**

It is known fact that there are several causes of corruption. Some of the important ones are as follows:

- 1) **Education:** Education is not at the level where it should be. Corruption in India has a long history. It is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India.
- 2) **Political system:** The political system in India is not as transparent as it should be. Corruption in India has a long history. It is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India.
- 3) **Religious beliefs:** Some religious beliefs in India are not as strict as they should be. Corruption in India has a long history. It is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India.
- 4) **Weak legal system:** The legal system in India is not as strong as it should be. Corruption in India has a long history. It is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India.

**Shri Subhasis Mohapatra, JWM/HR**

Vivek Ghildiyal  
JWM/Finance

Corruption Free India for a developed nation

Corruption is one of the biggest problems India is facing. It is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India.

When someone forgets his nationality and indulges in malpractices for monetary or material benefits he is doing corruption. It may be in the form of bribes, kickbacks, or other illegal means. Corruption is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India. It is a social evil that has become a major problem in India.

It can be eradicated only by making people aware of their rights and responsibilities. They must take it as a responsibility to work hand in hand to make the country a better place to live.

**Shri Vivek Ghildiyal, JWM/Finance**



## Human Resources : Policies and Procedures

Human Resources is a topic, which is colossal; therefore, I'd restrict the article to examination of the concerned Policies & Procedures through the prism of Vigilance. Post corporatisation, the HR wing of Yantra India Limited assumed the charge of composing the HR Manual. In the Organisational context, the Chapters contained in the Manual and the Acts & Rules of the Government of India are considered as the genesis of the HR Policies & Procedures. Broadly, the ibid Policies can be classified into two categories, viz. The Framework, which creates an Ecosystem for the Employees and secondly, The Motivations for an Employee to remain within the Ecosystem.



**Shri Arijeet Mukherjee, I.O.F.S.**  
*Works Manager/HR,*  
Yantra India Limited HQ

The Framework primarily comprise of the policies, and corresponding procedures, pertaining to Recruitment, Training, Conduct & Discipline Rules, Roles & Responsibilities, Appraisal, Promotion, Transfer, Resignation and Retirement. Similarly, the Pay & Allowances, Working Environment, Leaves, Medical Benefits, Residence and Job Satisfaction chiefly act as The Motivations for an Employee.

While this paragraph would highlight the issues, which may attract attention of the Vigilance wing; the next paragraph would focus on the Best Practices. Recruitment is a sensitive activity, which requires professionalism & precaution. Employment is scarce and consequently; failure to observe Standard Operating Procedures, leakage of questions, biases etc result not only in the defeat of the merit but may also trigger punitive actions against the offender. Similarly, prejudice shall not intertwine with measures that enforce discipline. It may so happen that the innocent perishes and the delinquent receives shelter. Importantly, such inappropriate & clandestine activities may unravel subsequently. If one ponders over Roles & Responsibilities, one of its oblique mandates is to prevent graft and quid pro quo. Likewise, execution of appraisal, promotion and transfer shall be based on Protocols. Moving on to Motivations; principally there shall be restrain on the desire to claim unlawful benefits by adoption of illegitimate means. Fabricating bills is a usual example.

The Best Practices are healthy Policies & Procedures, which are not only transparent but also potent enough to withstand Administrative & Legal inspections. Such practices can sustain only when rectitude is systemic; perhaps when Probity & Good Governance thrive not merely rhetorically but form bedrock of the systems. If the Best Practices guide the design and execution of the Framework, as defined in the 2nd paragraph, probability of ensuing penal repercussions may decline substantially. For example; usage of Computer Based Tests, CCTVs & Biometrics have reduced the scope to scam Recruitments. Usage of Metrics to inter alia enhance domain competency and shortlist the Trainees would boost utility of Training. Likewise, kinship and proclivity to abuse office shall be kept insulated from the actions against Appraisal, Enforcement of Conduct & Discipline Rules and Examination against scrutinizing the breach of assigned Roles & Responsibilities and if same was mala fide. However, bona fide errors may be accommodated lest fear encumbers functioning of functionaries. Further, if the ibid Framework is robust, the degree of loyalty of the employees to the Motivations may be higher; resulting in alignment of Organisational and Professional goals. Hence, for instance, the propensity to forge bills may diminish.

To encapsulate, the Framework shall be bereft of vendetta and deceit shall not malign the Motivations. Moreover, creation of symbiotic relationship with the Human Resource shall be one of the aims of the Organisation. Adoption of the Best Practices may ensure furtherance of this Aim.

## Vigilance And Development of Its Machineries In Indian Context

The origin of the word Vigilance can be traced back to the Latin root word 'Vigilia' and its French derivatives. Vigilia means 'wakefulness'. Kautilya in his famous treatise Arthashastra mentioned that it is impossible to know when fish drinks water and equally impossible not to taste honey, when placed at the tip of the tongue; similarly, it is impossible to tell when and how a royal servant siphons wealth from the royal exchequer. Kautilya illustrated 40 ways of corruption and remedies, including an 'Information Organization' based on espionage.



**Dr. Bappaditya Dutta, I.O.F.S.**  
*Deputy General Manager*  
M & S Factory, Ishapore

However, Generating quick money through unscrupulous means during World Wars, High Governmental spending post-independence, Import-Export (Control) Act, Industrial Licensing Act, etc. created newer avenues to bolster corruption. To combat, varied legal frameworks and executive orders were introduced, some of them are:

- a) Section 161 of Indian Penal Code
- b) Prevention of Corruption Act, 1947
- c) CCS(Conduct) Rules
- d) Central and State Vigilance Commissions : Consequence of Santhanam Committee report
- e) Special Police Establishment Acts and CBI
- f) Lok Ayukta in some states, on recommendation of ARC
- g) Parliamentary Committees.

Corruption can be defined as misuse of one's position, status or resources for personal gain or interest, which in turn is detrimental to public interest. Such exploitation may not necessarily involve money. For example, nepotism is result of abuse of office. CBI and CVC have identified several modes of corruption : Favouritism in placing order; Accepting inferior materials; Overpayment; Pilferage of stores; Leakage of trade or Official Secrets; Misuse of facilities like govt. vehicles, buildings; Preparing fake Muster to Misappropriate wages of fictitious labourers etc.

Apart from punitive measures, emphasis shall also lie on preventive vigilance for tackling the aforesaid situations. There are certain thumb-rules, which may be followed. Sensitive issues like Recruitment can be entrusted to a committee of officers. Rule of Law shall be enforced. Exceptions shall be recorded in files. Avoiding blind compliance of Superior's orders. Individual shall not be a judge of his own case. Disclosure of Conflict of Interest. One should not only be honest, but also appear to be honest.

As for punitive actions, Special Police Establishment was established by Govt. in 1941. CBI was established by G.O.I. on 01.04.1963 and SPE with its economic wing was merged with CBI, which inter alia has jurisdiction over the officials of Central Govt., public corporations etc.

Similarly, Central and State Vigilance Commissions, set up in 1964, have jurisdiction over employees of Central Govt., Central PSUs, Delhi Municipal Corporation etc. and employees of State Govts. respectively. CVC acts on Complaints, Press reports, Parliamentary Committee reports, Audit reports, CBI reports etc. Thereafter, it may also transfer the case to CBI or solicit preliminary reports from the Vigilance Officers of the concerned Department/Ministry.

Abiding by the recommendation of the Santhanam Committee, Chief Vigilance Officers are appointed in each Ministry/Department. Besides, Vigilance Officers are also appointed in attached and sub-ordinate offices. While each CVO is appointed in consultation with the CVC, the VOs are selected in consultation with respective CVO. Recently, YIL published its Corporate Vigilance structure. Its Corporate Vigilance Officer is posted at Nagpur to whom Vigilance Officers of all the YIL units would report. However, to ensure adaptation to the altering and evolving environment, the Vigilance Machineries have always remained dynamic.

## Case Study : Submission of Fake Hotel Bills, Misuse of Govt. Money etc.

Office of the CVO received a complaint regarding submission of fake hotel bills , misuse of government money by few official/employees of one of the ordnance factories. The complaint was registered at the office of CVO (Erstwhile OFB). It was alleged that official is sent for performing duties at place 'X' but he did not perform the duties at duty place but attended personal programmes at some other place. Officials generated the hotel bills manually but the hotel did not exist at the place where they were deputed, officials stayed at the guest house of factory but submitted the bills of the hotel of that city. Officials took a very long time for submission of their final claims etc. Hence, lakhs of rupees were claimed by the ibid officials / employees thus causing huge loss to the government.

On receipt of above complaints detailed investigation was done by the vigilance department of CVO. During investigation following facts are revealed. Licencing issuing authority was contacted and correspondence for genuineness was done. Licencing issuing authority for hotels declined the existence of certain hotels. They categorically told neither any lodging licence has been issued in the name of Hotel XYZ nor any application for grant of lodging licence for the same is pending. During personal verification also, hotel was not found to exist at the place and address mentioned on the hotel bill submitted by the officials / employees of the factory was thus apparently fake. In other case, Managers of the hotels denied the presented hotel bills to them and were surprised by the per day stay charge mentioned in the presented bills to them for their certification. Their record for the said period was rigorously checked by the vigilance team and attendance of alleged officers / employees were not found in the hotel records. Also the per day accommodation charges of the hotel was found very less compared to claimed amount by the alleged officers / employee of the factory. Officials / employees did not report at the duty place in some cases. Concerned firms categorically stated about the deputed officer that as per their records alleged officers / employees had not visited their firm(s). It is found during verification that officers / employees submitted the bills using the name of trust / "Dharmshala" which provide free stay. During visits at the said "Dharmshala", their authorities revealed that they did not have rooms, hence question of letting out rooms does not arise. They only had big halls, which were given to the needy persons / groups free of charges. To examine submission of final claim bills, the certified records pertaining to factory orders against performed duties, date of advance bills submitted, duration and date of temporary duties, final factory order for completion of journey, date of final bill submission by the alleged official / employees were checked. These records confirmed the allegation of late submission of final claim bills by the alleged officials / employees of the factory in the respective cases.

### Recommendations

After detailed investigation, appropriate action against these officials / employees as per prevailing conduct rules were recommended along with recovery of amount. Such officers and employees were chargesheeted and recovery of amount was initiated. Factory authorities are suggested to implement the available procedure to ensure verification of submitted document along with final bills. Factories should review and ensure the timely submission of final claim bills by all the individual officers / employees to avoid recurrence of such incidents. It is also recommended to continuously and constantly educate the officers and employees of the factories to act according to the conduct rules.

## VIGILANCE AWARENESS WEEK'2022 : LECTURES

On 02-11-2022, Shri S.K. Pattanayak, Ex. Principal Director, National Academy of Defence Production, delivered an engaging lecture on Corruption Free India for a Developed Nation. The focus was on the correlation between degree of corruption and development. Emphasis was laid on the glorious history of India, the times when India's GDP was 25 %-35 % of the world's total GDP. Evidence was extended against pauperisation of India due to colonisation. The session ended with discussion on the way forward.



**Shri S.K. Pattanayak, Ex. Principal Director**  
National Academy of Defence Production



On 04-11-2022, Shri A.K. Yerpude, Senior Director/Vigilance; Shri Sachin Jain, Joint General Manager/Operation and Shri Arijeet Mukherjee, Works Manager/HR addressed the audience on Preventive Vigilance, Procurement Procedures and HR Policies & Procedures, respectively. The discussions were interactive, case studies were explored and the policies were examined through the lens of vigilance.



**Shri A. K. Yerpude, Sr. Director / Vigilance**  
Yantra India Limited HQ



**Shri Sachin Jain, Jt. General Manager / Operations**  
Yantra India Limited HQ



**Shri Arijeet Mukherjee, Works Manager / HR**  
Yantra India Limited HQ

## SYSTEM IMPROVEMENTS RECOMMENDED BY VIGILANCE

Sl. No.	Case (Source)	Systemic Improvements (Recommendations)
01	Complaints alleging extravagant use of public resources.	<ul style="list-style-type: none"> <li>All resources generated out of public exchequer have to be utilized judiciously for bona fide requirement only. All employees of the organization including General Manager/HODs as leader of their respective units are expected to remain within the ambit of the rule and display a conduct which is both frugal and parsimonious with highest degree of transparency and fair play.</li> <li>As a Government servant, it is expected to display highest standard of public conduct in all decision making position as they carry great responsibility and the same are subject to minute scrutiny, especially if there are any manifest sign of vested interest.</li> <li>All concerned should follow all the principals of financial propriety and strictly adhere to all rules/regulations so that personal insinuations/allegations indicating any form of interest are avoided. Effective use of Government resources is of paramount importance to ensure efficiency, equity and economy.</li> </ul>
02	Complaints regarding irregularities (i.e. unscrupulous element, exploitation of inadequate seating arrangement and selection for the post of JWMs) in conduct of Limited Departmental Examination (LDCE) for the post of JWMs.	<ul style="list-style-type: none"> <li>Generally seating arrangement is made as per roll number and such arrangement give chance to unscrupulous element to make close proximity amongst them. To counter such unscrupulous practice, a random ticket number may be generated through computerised algorithm by appropriate software after due allotment of individual roll number to the candidate.</li> <li>This way it can be ensured that candidates who have managed close roll number are seated wide apart in different rooms as per randomized ticket number.</li> </ul>
03	A Chief Technical Examiner (CTE) type inspection was carried out by erstwhile OFB / Vigilance with respect to repairs/re-carpeting of road wherein it was revealed that contractor did not carry out	<ul style="list-style-type: none"> <li>The work related to repairing / re-carpeting of road must not coincide with or immediately followed by rainy season.</li> <li>After completion of work, Engineering office should communicate with Contractors for all matters including mending defects during 'defect liability period'. While communicating with contractor regarding mending defects, exact location, nature &amp; quantum of defects must be mentioned by EO giving a definite time for rectification.</li> </ul>

Sl. No.	Case (Source)	Systemic Improvements (Recommendations)
	<p>rectification work on the defect observed after completing the work for a further period of one year though it was within the defect liability period.</p>	<ul style="list-style-type: none"> <li>The defect liability period in such Tender/Contracts should be kept to a standard 01 year after date of completion of work. Deviation if any , from this standard along with reasons and its total impact on cost of work must be approved by CFA.</li> <li>During execution of road re-carpeting work and other Civil Works required quality tests/checks based on specification should be carried out along with its proper record and documentation.</li> <li>A working SOP should be formulated at factory level based on erstwhile OFB guidelines on Civil Works procedure circulated vide letter No. 001/CW/Policy/SOP/E/B dated 22.04.2020. The detailed SOP should contain all aspects of civil works (Role &amp; Responsibility of EIC , SIC, Technical Examiner, Document to be maintained during execution of work, communication with contractor etc.) from placement of work order to release of Security Deposit after defect liability period.</li> </ul>
04	<p>A complaint regarding adoption of unfair practices by the procuring agency so as to deprive the L-1 firm of the Supply Order. Case was re-tendered thrice</p> <p>(i) The lowest bidder was found to have quoted pre-revised minimum wages.</p> <p>(ii) Non quoting statutory minimum wages by the bidders.</p> <p>(iii) Bidders quoted freak rate i.e. 30% lower price quoted on consumables.</p>	<ul style="list-style-type: none"> <li>Circulars issued by erstwhile MM Division of OFB may be classified under suitable specific heads (viz, manpower services, direct material/MTO items, GeM, GST related etc.) and the same should be readily available in soft/hard copies with procurement sections for quick reference before floating tenders.</li> <li>“Vendor Selection / Source approval TPCs” should also be utilized for deliberation on critical tender conditions such as eligibility criteria of vendors; elements of cost to be considered while Ranking of Bids, statutory element of cost, acceptance criteria for Material / Services etc. In addition to point above one of the checkpoints of <b>“Vendor Selection / Source Approval TPC”</b> should be - <i>whether related erstwhile OFB / YIL guidelines have been incorporated in the tender with appropriate clause.</i></li> </ul>



# WALKATHON BY YIL HQ





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**ANTRA INDIA LIMITED**

अम्बाझरी, नागपुर - 440 021 (महाराष्ट्र)



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