

INTEGRITY BULLETIN

2024



Southern Railway
Vigilance Organisation



Southern Railway

Vigilance Organisation

Vigilance Awareness Week- 2024



दक्षिण रेलवे
SOUTHERN RAILWAY

सत्यनिष्ठा बुलेटिन
INTEGRITY BULLETIN 2024

सतर्कता जागरूकता सप्ताह
VIGILANCE AWARENESS WEEK

28th October 2024 to 3rd November 2024

“Culture of Integrity for Nation's Prosperity”

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DISCLAIMER

This bulletin is only indicative and is by no means exhaustive. Nor is it intended to be a substitute for rules, procedures and existing instructions/guidelines on the subject. The articles herein do not in any way supercede the rules contained in any of the Railway codes, Manuals and Circulars and these should be read in conjunction with other relevant policy circulars for proper appreciation of the issues involved. In case of conflict, relevant codes, manuals and circulars shall prevail. This bulletin cannot be quoted in case of dispute. Reference should always be made to relevant circulars by the administration from time to time. Views/opinions expressed in the articles are the personal views/opinions of the respective authors.





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FOREWORD

Integrity, transparency and fair play are the bedrock on which the glorious organizations like Indian Railways are founded, enabling them to survive and thrive. Our mandate for providing reliable and affordable public transportation service necessitates strong commitment and sense of responsibility from our employees towards customers. As we navigate the complexities of our work, we must strive to uphold the highest standards of integrity and remain ever-vigilant. By doing so, we not only enhance our operational effectiveness but also strengthen the trust that the public reposes in us.

I congratulate the efforts of Vigilance Organization in bringing out this Integrity bulletin to promote the culture of honesty and integrity amongst employees. Each of us plays a vital role in maintaining this culture. By fostering an environment of vigilance, we empower ourselves to identify and address potential challenges before they escalate. The role of preventive vigilance played by vigilance Organization in identifying the shortcomings and loopholes in our systems and devising improvements to address them, results in controlling the irregularities without compromising the efficiency.

Let this bulletin inspire each of us to be vigilant stewards of integrity thus fostering an organizational culture that is ethical and fair.

Dated 24th Oct.2024.


(R.N.Singh)
General Manager



भारत सरकार / GOVERNMENT OF INDIA
रेल मंत्रालय / Ministry of Railways
दक्षिण रेलवे / Southern Railway

प्रधान कार्यालय / Headquarters Office,
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चेन्नै / Chennai - 600 003



October 21, 2024

FOREWORD

As we embark on our journey towards excellence, this Integrity Bulletin serves as a vital resource in reinforcing our commitment to ethical conduct and transparency. Vigilance is essential in an organization like ours, where each decision impacts not only our operations but also the trust of our stakeholders and the safety of our passengers.

Upholding integrity is a collective responsibility that requires constant awareness and proactive measures. By fostering a culture of vigilance, we can effectively identify and address potential issues before they escalate. This bulletin will provide valuable insights, share best practices, and highlight the importance of accountability at every level.

Together, let us strengthen our resolve to uphold the highest standards of integrity, ensuring a safer and more reliable railway system for all.

(Kaushal Kishore)
Additional General Manager



वी.आर.लेनिन, आई आर टी एस

वरिष्ठ उप महाप्रबंधक एवं मुख्य सतर्कता अधिकारी

V.R. LENIN, IRTS

Sr.Deputy General Manager & Chief Vigilance Officer

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FOREWORD

I am proud to announce the release of the Vigilance Organization's annual publication, the "Integrity Bulletin 2024," in celebration of Vigilance Awareness Week. This year's theme, **"Culture of Integrity for Nation's Prosperity,"** reinforces our commitment to uphold the highest ethical standards within our organization.

The vision of a self-reliant India emphasizes the importance of transparency, accountability and diligence in our working. We must embrace enhanced transparency and leverage technology to cultivate an organizational culture that promotes integrity and self-reliance.

Maintaining integrity at all times is not just a responsibility; it is our duty as members of this esteemed organization. I am confident that the efforts of the Vigilance Organization in producing this edition of the Integrity Bulletin will heighten awareness among all employees and contribute to creating an environment that champions self-reliance with integrity.

I hope this bulletin and the awareness campaigns by vigilance team will greatly change the culture towards a positive work environment in a corruption free nation.

(V.R. LENIN)

**Senior Deputy General Manager
&
Chief Vigilance Officer**

Dated : 21st October, 2024

Works Tenders in Indian Railways

S. Balachandran

Dy.CVO/S&T/SR

Indian Railways (IR) executes a wide range of works for creation of assets such as construction of new lines, doubling and gauge conversion etc. and maintenance works such as maintenance of track, signals, point machines, coach, renewal of track, maintenance of Railway assets, office buildings/quarters, etc. Generally, the new works of creation of assets (new lines, doubling and gauge conversion etc.) involving huge costs/investments are executed by the Construction wing of the Zonal Railways and repair/maintenance of S&T, OHE, track related works, bridges, buildings etc. are executed by the Open Line (Division) of the Zonal Railways through agency of contractors under the supervision of the executives of the Railways.

1. Estimate Provision

Estimates are prepared in Railways to determine the approximate total cost of a project. This is done to get the approval of the competent authority and to ensure that the project is financially justified.

Vigilance Angle:

- (i) *Addition of superfluous items irrelevant to the scope of work.*
- (ii) *Inflating the estimate.*
- (iii) *Accuracy to the scope of work.*

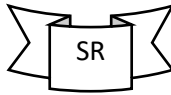
2. Preparation of Tender Schedule

Detailed schedule of works prepared based on the Sanctioned Detailed estimate and survey of the location of work.

The Railway Assessed rates done as per the extant guidelines – i.e rates being worked by taking the average of minimum 3 LARs wherever available and 3 budgetary quotes if no LARs available.

Vigilance angle:

- (i) *Higher rates taken with single quotation and with specific special condition to favour a particular product.*
- (ii) *Excess addition of particular quantity to favour tenderers.*
- (iii) *Huge variations during execution due to survey not done properly.*
- (iv) *Use of brand – Particular brand Favouring manufacturer/supplier*



3. **Approval of Tender Schedule by the competent authority.**

The Tender schedule prepared for execution of a work has to be approved by the Competent Authority before floating Tender. The approval should be for total value of the work with similar nature of works and special conditions if any.

Vigilance angle:

- (i) *Misuse of Powers by subordinates.*
- (ii) *Scope of work changed during execution.*
- (iii) *Splitting of bigger works to*
 - Lower-level technical sanction
 - Lower-Level TC
 - to favour an ineligible bidder.

Eligibility conditions and special conditions.

The technical and Financial Eligibility conditions to be clearly stated in the Tender document. The similar nature of work for technical eligibility as approved by competent authority from the list of similar nature of works issued by PHOD to be provided in the Tender Document.

Vigilance angle:

- (i) *Stringent and ambiguous pre-qualification criteria.*
- (ii) *Selection of incorrect Similar nature of work to favour a particular contractor*

4. **Tender document and Notice inviting Tender prepared and approved.**

The latest Tender document with necessary updates and Notice inviting Tender with Name of the work, total value, completion period, bid opening and closing date has to be approved by the competent authority before uploading the Tender.

Vigilance angle:

- (i) *Misuse of Powers by subordinates.*
- (ii) *Inadequate time – Favor firms.*
- (iii) *Corrigendum issued on time.*

5. **Tender committee.**

The constitution of the Tender committee should be approved by the competent authority.

Vigilance angle

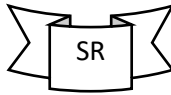
- (i) *Lower Level TC*

6. **Roll of Tender committee.**

The roll of Tender committee is foremost important in Works Tender. It is the main body which analyses the Works Tender right from the estimate stage to the TC stage by correcting or discharging the whole process of tendering if major mistakes are noticed. It is the main body which recommends for acceptance or discharge of the Tender. Hence it is essential to have as many Tender Committee meetings as possible to arrive at the decision of recommendation. All the members of TC are responsible for the recommendation made.

Vigilance angle:

- (i) *Credentials issued by private organisation*
- (ii) *Tenderers conditions – Financial implications to be evaluated.*
- (iii) *No verification of credentials – EMD mode not proper – False credentials.*
- (iv) *Contract documents – Not complete, not detailed.*
- (v) *Important papers missing – Corrigendum to tender documents.*
- (vi) *Reasonability of rates.*
- (vii) *L1 ignored on flimsy ground – Favoured contractor,*
- (viii) *Recommendation for high rates.*
- (ix) *Items deleted after opening – To alter L1.*
- (x) *Comparative statement not prepared or checked – Other than L1.*
- (xi) *Tender accepted during 2nd call – 1st instance discharged on flimsy ground– Higher rates during 2nd call to favour firm.*
- (xii) *Delay in finalization*
 - *Time and cost overrun*
 - *Source of corruption*
- (xii) *Post tender negotiation other than L1.*



7. Tender Accepting Authority

The TAA accepts a Tender on the recommendations of Tender Committee.

Vigilance angle:

- (i) *The tender accepting authority has equal responsibility as Tender committee in finalizing the tender.*

8. Field Incharge of the work

Approval has to be obtained for the Railway In charge of the work from the competent authority who will represent Railway on the Contractor side and execute and record measurements.

Vigilance angle:

- (i) *Misuse of Powers by subordinates.*

9. Men and Material

The Contractor should made available proper men and materials at site maintaining attendance as per terms and conditions of Agreement.

Vigilance angle

- (i) *Technical staff – Not employed/requisite number not employed.*
- (ii) *Bad quality of work.*
- (iii) *Delay in execution of work.*
- (iv) *No proper documents*

10. Documents and approvals

Essential documents like ESP, SIP, circuits and other drawings and approvals to be available with field in charge during execution of work. The work progress to be duly recorded in the site order book on daily basis.

Vigilance angle:

- (i) *No proper documents.*
- (ii) *No monitoring of work progress.*

11. Variations in quantities

Provisions are made in the GCC to increase or decrease the quantity of a particular item in the schedule of work depending upon the local condition.

Vigilance angle:

- (i) *No proper Justification.*
- (ii) *No Approval for variation.*
- (iii) *Quantities advantageous to contractor.*
- (iv) *Wrong/over measurement.*
- (v) *Procedures Not as per SOP.*

12. New Non-Schedule items

Provisions are made in the GCC to add new item in the schedule of work depending upon the local condition and change in policies and scope of work.

Vigilance angle:

- (i) *No proper Justification.*
- (ii) *No Approval for introduction.*
- (iii) *Procedures Not as per SOP.*

13. Payments to the contractor

Payments to the contractor are made on the basis of the work carried out as per the schedule and agreement. The work done are recorded in the measurement book and based on M book, payments are made to the contractor.

Vigilance angle

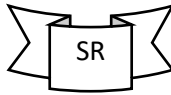
- (i) *Wrong/over measurement.*
- (ii) *Measurements not in M book.*
- (iii) *Test check not carried out.*
- (iv) *Delay in processing for payment*

14. Final Bill payment and closure of work

Final bill payment to the contractor will be made once the work is completed in all aspects and the warranty period is completed. Final bill will be made based on Completion Certificate issued by the Contractor, Final variation statement, completion of warranty period and issuance No due certificate from Railway field in charge.

Vigilance angle:

- (i) *Warranty period not completed.*



- (ii) *Non issuance of certificate from Field in charge.*
- (iii) *Delay in processing for payment.*

To ensure timely completion of contract works and for efficient utilization of resources, the codal provisions of Indian Railway Engineering Code and various RB's instructions issued from time to time are to be strictly followed by Railways right from tender planning stage to awarding and execution of contracts.

To avoid time and cost overrun, time-lines for various processes involved in tendering and awarding of contracts need to be clearly defined and monitored at appropriate stages. For maintaining transparency and achieving competitive rates, E-Tendering process to be strictly followed.

For transparency and for guidelines, a exhaustive checklist for checking the process right from planning to closure of work is prepared as given below

Before floating tender for works

Check the following:

1. Whether estimate provision available.
2. Whether estimate sanctioned.
3. Whether the required funds available for the year.
4. Whether detailed schedule of works prepared based on the detailed estimate and survey of the location of work.
5. Whether the schedule of the work is approved by the competent authority.
6. Whether the Eligibility conditions and special conditions are approved by the competent authority.
7. Whether the Value of the work and the value of SD and PG are correct.
8. Whether latest Tender document and Notice inviting Tender prepared and approved.
9. Whether sufficient days are available between floating and opening of the Tender.
10. Whether the advertisement in Newspapers are given before uploading in IREPS website.
11. Whether Corrigendum if any are issued in time and sufficient time available before opening of the Tender.

After opening of the Tender

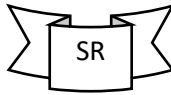
Check the following:

1. Whether the Tender opened on correct date and time with proper authority.
2. Whether the required SD of proper value are submitted by the Tenderers.
3. Whether Brief Tabular column made of the participants of the tenderers with Technical and Financial Eligibility criteria submitted as per Tender conditions.
4. Whether the Tender committee approved by the competent authority.
5. Whether the tender committee meetings are held.
6. Whether the Tender committee recommendations are accepted by the competent authority.
7. Whether LOA issued and acknowledgement obtained from the eligible Tenderer.
8. Whether the PG obtained from the Contractor within the stipulated date and time.
9. Whether POA (with Notary public) is issued by the Contractor if any.
10. Whether the draft contract agreement vetted by Finance.
11. Whether the contract agreement signed by the Railway and Contractor.

Before commencing a work in the field

Check the following.

1. Whether LOA is issued for the execution of the work.
2. Whether the target date of the completion of the work is understood.
3. Whether approval has been obtained for the Railway in charge of the work from the competent authority.
4. Whether the proper representative from the contractor has approached the field in charge for execution of work.
5. Whether Joint survey of the location has been taken by the Railway in charge and the Contractor representative.
6. Whether proper men and materials available at site.



7. Whether proper schedule available in the Tender schedule to carry out the work.
8. Whether proper documents and approvals obtained from various Railway departments for the execution of the work.
9. Whether the field book and site order books are kept ready by the field in charge.
10. Whether the work execution plan, day wise is made ready, jointly with the Contractor.

During execution of the work

Check the following in the field:

1. Whether the work progresses as per the plan.
2. Whether proper justification obtained from the contractor if the work is not as per target.
3. Whether the progress of the work is recorded in the site order book and field book.

Check the following in the office:

1. Whether the Call letters are issued to the contractor as per agreements.
2. Whether the materials are received as per agreements and properly accounted in UDM ledger.
3. Whether insurance coverage is there for the materials supplied as per Tender conditions.
4. Whether request for variation of quantities received from the field in charge with proper justification.
5. Whether the variations are approved by the competent authority.
6. Whether the variations are dealt as per SOP.
7. Whether request for New Non-Schedule item received from the field in charge with proper justification.
8. Whether the New Non-Schedule item are approved by the competent authority.
9. Whether the New Non-Schedule item are dealt as per SOP.
10. Whether the request for currency extension obtained from Contractor.

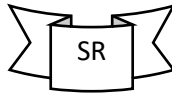
11. Whether the currency extension approved by the competent authority.

CHECKLIST FOR CONTRACTORS' PART BILLS

1. Whether the currency of the contract is live.
2. Whether Insurance coverage is valid.
3. Whether Performance Guarantee is valid.
4. Whether Inspection certificates as per Agreement have been submitted.
5. Whether Test check have been carried out.
6. Whether Technical check is given.
7. Whether Certifications regarding Shramik Kalyan details uploading and GST - Anti-Profiteering is provided in the bill.
8. Whether material statement submitted.
9. GST invoice to be submitted and e-invoice to be submitted if mandated.
10. Whether payments made as per the payment clause in the contract agreement

CHECKLIST FOR FINAL VARIATION STATEMENT

1. Whether work completed in all respects.
2. Whether work completion certificate issued
3. Whether final measurements written within the contract validity period.
4. Whether final material reconciliation statement prepared and vetted by ISA.
5. Whether any recoveries to be effected.
6. Whether final measurements accepted and "No Claims Certificate" submitted by contractor
7. Whether "No Dues Certificate" issued.
8. TC restricted items in the contract complied.
9. Whether certification regarding savings Accounts/ Audit/ Vigilance paras against the Contract Agreement furnished.
10. Whether the final quantities in the statement have been checked with the entries in the M book and found correct.



CHECKLIST FOR CONTRACTORS' FINAL BILLS

1. Final Verification Statement (FVS) should be vetted.
2. Any observations regarding recoveries, etc. to be looked into.
3. No Claims Certificate and No Dues Certificate to be obtained in the bill.
4. Final Rider for the FVS vetted to be executed.
5. Technical check and other checks as usual.
6. Whether Security Deposit Amount recovered in full and any additional security deposit to be recovered for excess operation value of the contract.
7. Total final value of the bill i.e. up to date value on payments made till date should be equal to the final executed value of the contract.
8. All deductions to be ensured.

* * * * *

The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.

MARTIN LUTHER KING, JR.

Owning Up

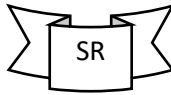
Jithin Nelson
Dy.CVO/Mech/SR

Integrity is the cornerstone of any organization, serving as the guiding principle that keeps it on the right path. Its importance is particularly evident in the field of vigilance, where individuals often try to hide their mistakes, leading to consequences far more severe than the original error. A classic example of this can be found in the story "The Necklace" by Guy de Maupassant, where the main character's attempt to conceal a simple mistake results in a lifetime of hardship. This story is a powerful metaphor for many vigilance cases, where small errors grow into significant issues because of efforts to cover them up instead of admitting and correcting them right away.

In "The Necklace," Mathilde Loisel, a middle-class woman, borrows a necklace from a wealthy friend to attend a grand function. After the event, she realizes the necklace is missing. Instead of confessing the loss, she and her husband decide to replace it with an expensive replica, plunging themselves into heavy debt. For years, they work tirelessly to repay the debt, only to discover later that the original necklace was a fake, worth far less than the amount they had spent.

This story reflects a common pattern seen in vigilance cases. Instead of owning up to a mistake and facing relatively minor consequences, people often try to hide their errors, which leads to bigger problems. In Mathilde's case, her failure to act with integrity caused years of unnecessary hardship. Similarly, in real-life situations, a lack of integrity can result in disciplinary actions, job loss, or even legal repercussions.

In the vigilance field, many cases arise not from the initial mistake itself but from attempts to conceal it. In an incident, an employee had overlooked the mandatory requirement during a tender. When this oversight was discovered by the Vigilance department, instead of admitting the mistake, the employee tried to forge a backdated certificate to claim compliance with the mandatory condition. The forgery was eventually uncovered during the investigation. In such cases, the act of fabricating documents or lying to cover up an error not only worsens the



situation but also turns what could have been a minor oversight into a serious vigilance case. This leads to severe consequences such as suspension, legal action, or even termination. The failure to act with integrity transforms a small mistake into a significant violation, damaging both the individual's career and the organization's reputation.

To prevent such situations, our organization must foster a culture of integrity where employees have the confidence to own up to their mistakes. It is far better to admit an error upfront, take corrective action, and face the immediate consequences, which are often far less severe than those that arise from deceit or fraud. When individuals try to cover up their mistakes, they often create a web of lies that becomes harder to maintain. Each lie leads to another, and eventually, the truth comes out, resulting in even more serious repercussions. In the example mentioned earlier, if the employee had admitted to overlooking the mandatory requirement, the issue might have been resolved with a warning or minor disciplinary action. Instead, the fabrication of documents led to a full investigation that exposed the dishonesty and resulted in major disciplinary action.

This pattern is common in vigilance cases: a small error escalates due to dishonesty. Acting with integrity means recognizing that mistakes happen, but how one responds to those mistakes determines the outcome. By acknowledging errors and working to correct them, individuals not only preserve their reputation but also contribute to a culture of trust and accountability in the workplace.

Integrity is not just about avoiding negative consequences; it is about building a foundation of trust and reliability. In any organization, employees who act with integrity are valued for their honesty and dependability. They help create a positive work environment where transparency and accountability are prioritized, leading to better outcomes for everyone. In contrast, a culture where employees fear admitting mistakes fosters secrecy and dishonesty, which can harm the organization in the long run. Therefore, promoting integrity within the workplace is not only a moral duty but also a strategic necessity for maintaining an efficient, trustworthy, and transparent operation.

* * * * *

अखंडता की संस्कृति, राष्ट्र समृद्धि की कुंजी

ए. सुंदरेसन

मुख्य विद्युत सामान्य इंजीनियर

आचार्य चाणक्य का कथन है कि -

"एकता ही राज्य की शक्ति है, और अखंडता ही राज्य की समृद्धि है"।

अखंडता का अर्थ है सच्चाई और नैतिकता के साथ जीना। यह एक ऐसी संस्कृति है, जिसमें व्यक्ति अपने कार्यों और निर्णयों में ईमानदारी का पालन करते हैं। जब समाज में अखंडता की भावना व्याप्त होती है, तब यह न केवल व्यक्तिगत संबंधों में सुधार लाती है, बल्कि यह सम्पूर्ण राष्ट्र की प्रगति में भी महत्वपूर्ण भूमिका निभाती है।

अभी के समय में, अधिकांश देशों को किसी ना किसी कारण से आर्थिक, सामाजिक, और राजनीतिक चुनौतियों का सामना करना पड़ रहा है। ऐसे में, किसी राष्ट्र की सच्ची समृद्धि का आधार उसकी अखंडता की संस्कृति है। अखंडता केवल व्यक्तिगत विशेषता नहीं है, बल्कि यह एक समाज की नींव है। यह नैतिकता, ईमानदारी, और पारदर्शिता के सिद्धांतों पर आधारित है, जो नागरिकों और संस्थानों के बीच विश्वास और सहयोग को बढ़ावा देते हैं।

वर्तमान समय में अनेक देशों ने अखंडता की संस्कृति को अपनाकर सफलता प्राप्त की है। उदाहरणस्वरूप, नॉर्वे जैसे देशों ने भ्रष्टाचार पर काबू पाने के लिए कठोर नियम बनाए हैं और उनकी सरकारें पारदर्शितापूर्ण हैं। वहीं सिंगापुर ने आर्थिक विकास के साथ-साथ नैतिक शासन को भी प्राथमिकता दी है, जिससे वह आज के सबसे समृद्ध देशों में से एक बन गया है।

किसी भी राष्ट्र की समृद्धि के लिए अखंडता की संस्कृति की आवश्यकता क्यों है, इसे हम निम्नलिखित बिंदु से समझ सकते हैं

1. **आर्थिक स्थिरता:** किसी भी देश की आर्थिक स्थिति कई कारकों पर निर्भर करती है, जिनमें से अखंडता एक महत्वपूर्ण कारक है। जब सरकार और उसके संस्थान पारदर्शी और ईमानदार होते हैं, तो यह नागरिकों और निवेशकों का विश्वास बढ़ाता है। ईमानदारी से संचालित व्यवसाय अधिक सफल होते हैं और यह आर्थिक विकास को गति देता है।

2. **सामाजिक समरसता:** अखंडता की संस्कृति समाज में सामंजस्य और सहयोग को बढ़ावा देती है। जब लोग एक दूसरे के प्रति ईमानदार होते हैं, तो आपसी विश्वास पैदा होता है। यह न केवल व्यक्तिगत संबंधों को मजबूत करता है, बल्कि सामाजिक व्यवस्था को भी मजबूत बनाता है।
3. **राजनीतिक स्थिरता:** राजनीतिज्ञों और राजनीतिक संस्थानों की अखंडता लोकतंत्र की मजबूती के लिए आवश्यक है। जब लोग अपने नेताओं पर विश्वास करते हैं, तब वे चुनावी प्रक्रिया में सक्रिय भाग लेते हैं। इससे लोकतंत्र की गुणवत्ता में वृद्धि होती है और जनहित में सही निर्णय लिए जाते हैं।

ऊपर वर्णित प्रमुख बिंदुओं से हम समझ ही चुके हैं कि “अखंडता की संस्कृति” किसी भी देश की, अर्थिक, सामाजिक, और राजनीतिक स्थिरता के पक्षों से सीधे सीधे जुड़े हुए हैं तो, इसकी महत्ता को देखते हुए सरकार से लेकर आम नागरिक तक को अपने अपने स्तर पर अखंडता की संस्कृति को बढ़ावा देने के उपाय करना चाहिए।

भगवद गीता के अध्याय 3, जिसका नाम कर्मयोग है, के श्लोक संख्या 20 और 21 में बहुत ही सुन्दर वर्णन है:

**कर्मणैव हि संसिद्धिमास्थिता जनकादयः ।
लोकसंग्रहमेवापि सम्पश्यन्कर्तुमर्हसि ॥20॥**

**यद्यदाचरति श्रेष्ठस्तत्तदेवेतरो जनः ।
स यत्प्रमाणं कुरुते लोकस्तदनुवर्तते ॥21॥**

अर्थात्, एक मनुष्य को कर्तव्यों का पालन करके संसार के कल्याण के लिए एक आदर्श प्रस्तुत करना चाहिए। श्रेष्ठ व्यक्ति जो कार्य करते हैं, सामान्य लोग उनका अनुसरण करते हैं। वे जो आदर्श स्थापित करते हैं, सारा संसार उनका अनुसरण करता है।

कोई भी आदमी किसी के लिए श्रेष्ठ या आदर्श हो सकता है, एक माता-पिता अपने संतान के लिए आदर्श हो सकता है, एक नेता अपने समाज के नजरो में श्रेष्ठ हो सकता है, और किसी भी राष्ट्र के प्रधान अपने समस्त राष्ट्र के नजरो में लिए श्रेष्ठ हो सकते हैं। अतः माता-पिता को अपने संतान के लिए, एक नेता को अपने समाज के लिए, एक राष्ट्रप्रधान को अपने राष्ट्र के लिए अनुकरणीय कार्य करना चाहिए। कोई भी मनुष्य अपने द्वारा किए गए कार्यों से अपने व्यक्तित्व को विशाल रूप दे सकता है और उस व्यक्तित्व से किसी को भी प्रभावित कर सकता है, मानवता महान लोगों के

जीवन में देखे गए आदर्शों से प्रेरित होती है। ऐसे लोग अपने उदाहरण से परिवार ,समाज और राष्ट्र को प्रेरित करते हैं और सभी के लिए अनुकरणीय बन जाते हैं।

तो उपरोक्त बात से एक बात तो स्पष्ट है कि प्रत्येक इंसान अपने आचरण से किसी न किसी को प्रभावित अवश्य ही करता है, अतः यह प्रत्येक लोगों की जिम्मेदारी है कि वे अपने शब्दों, कार्यों और चरित्र से अपने अपने स्तर पर बाकी लोगों को प्रेरित करने के लिए उच्च उदाहरण स्थापित करें। इस तरह जब श्रेष्ठ लोग जब सबसे आगे होते हैं, तो बाकी परिवार ,समाज और राष्ट्र स्वाभाविक रूप से नैतिकता, निस्वार्थता में ऊपर उठता है। लेकिन ऐसे समय में जब सिद्धांत आधारित नेतृत्व का अभाव होता है, तो बाकी के पास अनुसरण करने के लिए कोई मानक नहीं होता है और वे लोग स्वार्थ, लालच, घृणा ,नैतिक दिवालियापन और आध्यात्मिक शिथिलता में डूब जाते हैं। इसलिए, हर व्यक्ति को चाहिए कि वह अपने स्तर पर श्रेष्ठता के प्रति प्रयासरत रहे, ताकि आने वाली पीढ़ियों को एक बेहतर भविष्य दिया जा सके।

मेरे विचार से कुछ महत्वपूर्ण बुनियादी चीजें निम्नलिखित हैं जो हमें करने की ज़रूरत है , और यह निश्चित रूप से किसी भी देश में “अखंडता की संस्कृति” को बढ़ाने में लाभकारी सिद्ध होंगे-

1. **शिक्षा में नैतिकता का समावेश:** शिक्षा प्रणाली में नैतिकता का समावेश करने से युवा पीढ़ी में ईमानदारी और नैतिक मूल्यों का विकास होगा। इसे पाठ्यक्रम में शामिल करना आवश्यक है ताकि बच्चे समझ सकें कि किए गए कार्यों की नैतिक जिम्मेदारी क्या होती है और उनके द्वारा किये जा रहे किसी भी तरह से गये कार्यों से इस पर क्या प्रभाव पड़ेगा।
2. **सार्वजनिक प्रशासन में सुधार:** सरकारी संस्थाओं में पारदर्शिता और जवाबदेही को सुनिश्चित करना अत्यंत आवश्यक है। यह भ्रष्टाचार को कम करने और नागरिकों में सरकार के प्रति विश्वास बढ़ाने में मदद करेगा।
3. **सामाजिक जागरूकता अभियानों का आयोजन:** समाज में नैतिकता और अखंडता के महत्व को समझाने के लिए विभिन्न कार्यक्रमों और अभियानों का आयोजन किया जाना चाहिए। यह जागरूकता न केवल बच्चों को, बल्कि वयस्कों को भी प्रभावित कर सकती है।
4. **उदाहरण प्रस्तुत करना:** समाज में ऐसे व्यक्तियों और नेताओं को प्रोत्साहित करना चाहिए, जो अपने कार्यों से नैतिकता और अखंडता का उदाहरण प्रस्तुत करते हैं। इस तरह के उदाहरण दूसरों को प्रेरित कर सकते हैं और संपूर्ण समाज में बदलाव ला सकते हैं।

हैं। हमारे भारतीय रेलवे संस्थान में भी प्रति वर्ष वैसे कर्मचारियों को विशिष्ट सेवा पुरस्कार प्रदान किये जाते हैं जो अपने कार्यों से नैतिकता और अखंडता का उदाहरण प्रस्तुत करते हैं और समाज और अपने देश की उन्नति में योगदान देते हैं।

हालांकि अखंडता की संस्कृति को बढ़ावा देना आसान नहीं है। कई बार भ्रष्टाचार, अनैतिकता, और स्वार्थी स्वभाव के कारण समाज में यह मूल्य कमजोर हो जाते हैं। इसके अलावा, ऐसी राजनीतिक व्यवस्थाएँ जो स्वार्थपरक हों, वे भी अखंडता की राह में बाधक बनती हैं। पर इन सभी चुनौतियों के बाद भी हम सभी को साकारात्मक सोच के साथ, मिलकर, अपने स्तर पर, इस दिशा में अपनी भावी पीढ़ी के लिए इस संस्कृति को विकसित करने का प्रयास करना चाहिए। जिससे हम एक खुशहाल और समृद्ध राष्ट्र की ओर कदम बढ़ा सकें। **आने वाली पीढ़ियों के लिए एक बेहतर भविष्य, एक मजबूत, सशक्त, कुशल समाज और राष्ट्र का अभिलाषी-**

* * * * *

Image is what people think
we are. Integrity is what we
really are.

JOHN C. MAXWELL

Facts about Corruption Perception Index

Sugind Surendran
Dy.CVO/Electrical/SR

Every year Vigilance Awareness Week is conducted by CVC (Central Vigilance Commission) to promote Integrity in public life, generate public awareness and publicize adverse effect of corruption. This year's theme is "Culture of integrity for Nation's prosperity".

Recently we have heard of many cases of corruption charges framed against Government Officials including Railways officials. A case of corruption in Government Organizations and public life is nothing new. We have heard many high profile cases involving Government Officials. Even though many steps have been taken by vigilance agencies like CVC, the menace of corruption does not seem like leaving this country.

Transparency International is a global movement with one vision: a world in which government, businesses, civil society and the daily lives of people are free of corruption. With more than 100 chapters worldwide and an international secretariat in Berlin, leading the fight against corruption to turn this vision into reality.

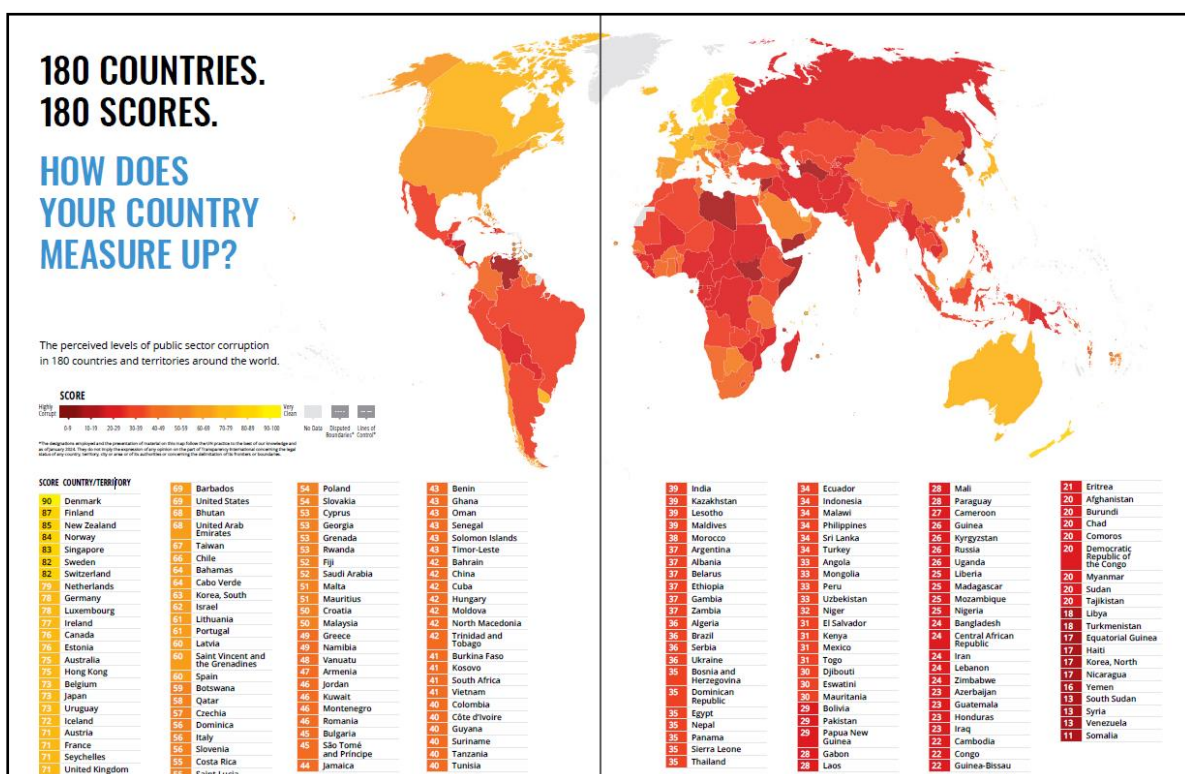
As per the chairperson of Transparency international Mr. François Valerian, "Corruption will continue to thrive until justice systems can punish wrongdoing and keep governments in check. When justice is bought or politically interfered with, it is the people that suffer. Leaders should fully invest in and guarantee the independence of institutions that uphold the law and tackle corruption. It is time to end impunity for corruption."

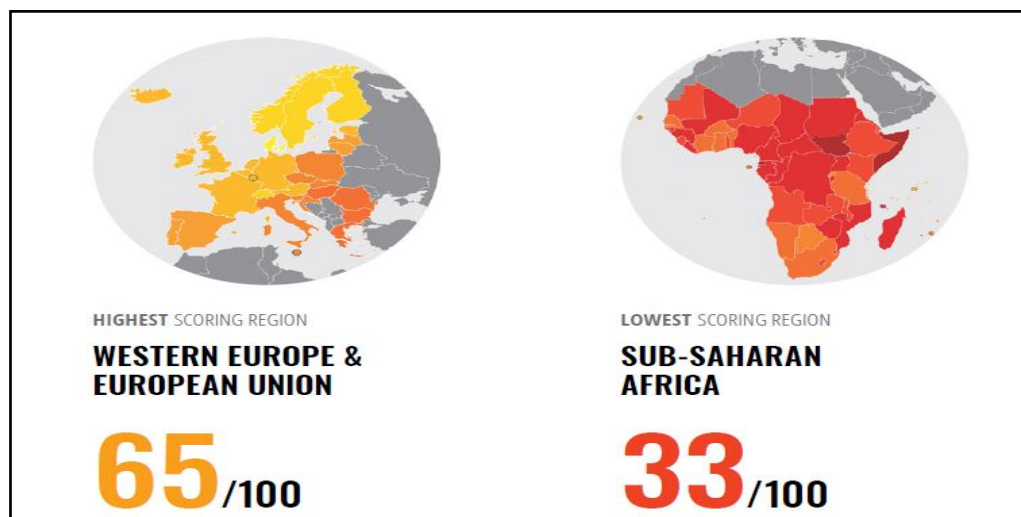
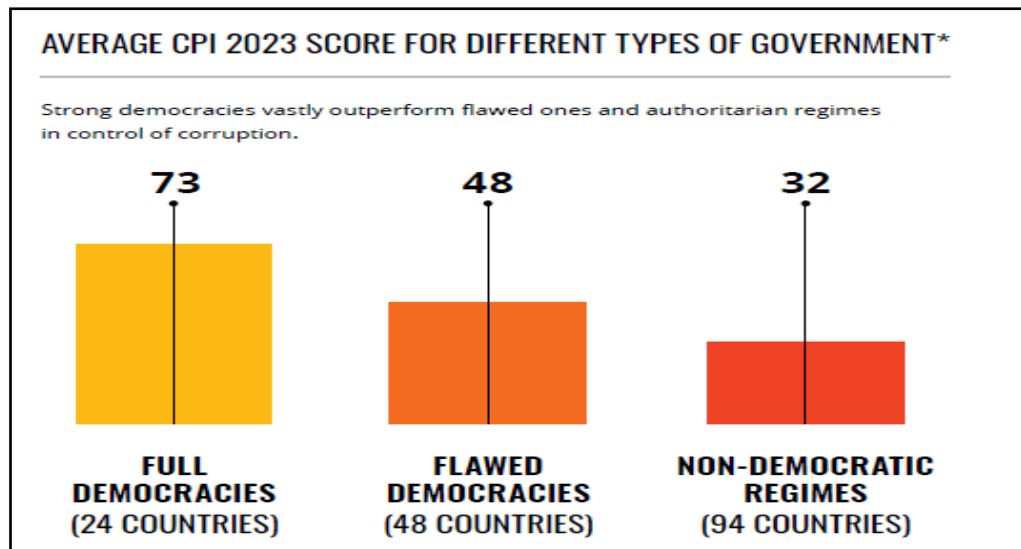
In the book "Corruption perception Index 2023" published by Transparency International, scores are given to 180 countries of the world in a scale of 0-100 based on the perceived levels of public sector corruption (0 means highly corrupt and 100 means very clean) .

This year's *Corruption Perception Index* (CPI) shows that only 28 of the 180 countries measured by this index have improved their corruption levels over the last twelve years, and 34 countries have significantly worsened. Despite progress made across the planet in criminalizing corruption and establishing specialised institutions to address it, corruption levels remain stagnant globally.

The top 25 countries in the index make up just over 10 per cent of all people. Corruption therefore remains a challenge that directly or indirectly harms most people. The CPI ranks 180 countries and territories by their perceived levels of public-sector corruption according to experts and business people. It relies on 13 independent data sources and uses a scale of zero to 100, where zero is highly corrupt and 100 is very clean.

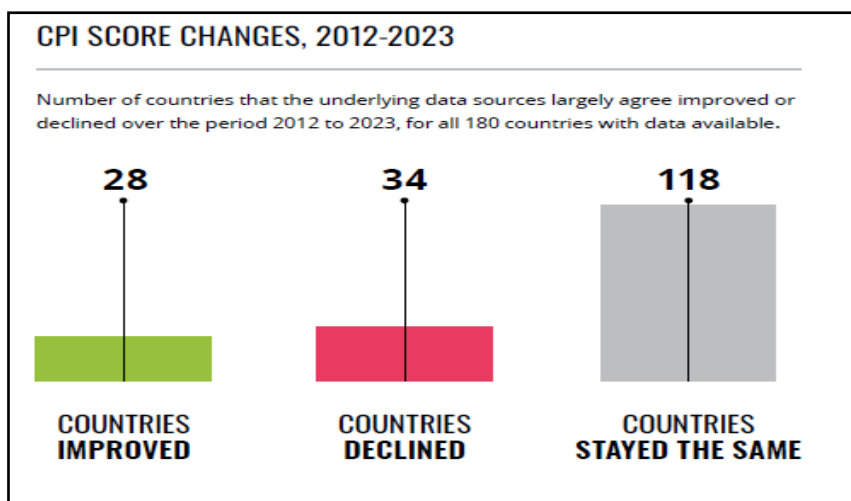
Countries with strong rule of law and well-functioning democratic institutions often sit at the top of the index. Democratic countries tend to greatly outperform authoritarian regimes when controlling corruption – full democracies have a CPI average of 73, flawed democracies have one of 48 and non-democratic regimes just 32.



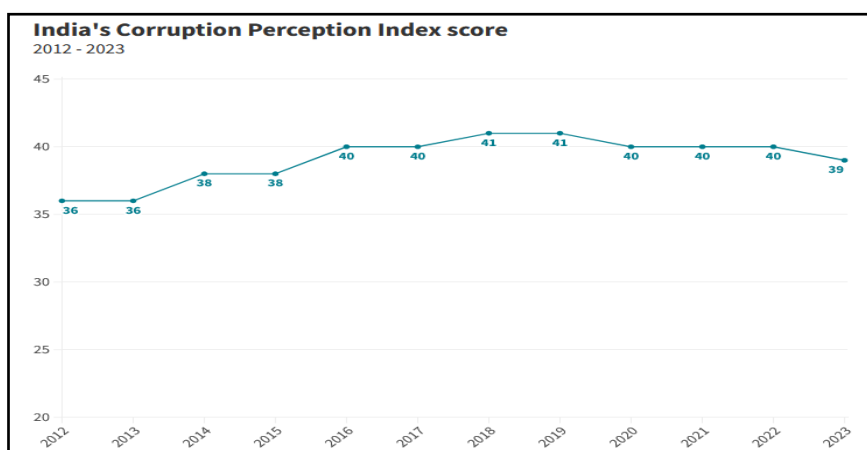


For the sixth year in a row, Denmark heads the ranking, with a score of 90. Finland and New Zealand follow closely with scores of 87 and 85, respectively. Norway (84), Singapore (83), Sweden (82), Switzerland (82), the Netherlands (79), Germany (78) and Luxembourg (78) complete the top 10 this year.

Meanwhile, countries experiencing conflict or with highly restricted freedoms and weak democratic institutions tend to score worst. This year, Somalia (11), Venezuela (13), Syria (13) and South Sudan (13) are at the bottom of the index. Yemen (16), Nicaragua (17), North Korea (17), Haiti (17), Equatorial Guinea (17), Turkmenistan (18) and Libya (18) are the next lowest performers.



Our nation India stands at 93rd position out of the 180 countries with a score of 39, which is not satisfactory in the 2023 list where as in the 2022 list India was at 85th position with a score of 40.



Recommendations of Transparency international

The research and work of Transparency international suggests that governments seeking to tackle corruption, promote justice and strengthen the rule of law should:

1. Strengthen the independence of the justice system
2. Introduce integrity and monitoring mechanisms
3. Improve access to justice
4. Make justice more transparent
5. Promote cooperation within the justice system
6. Expand avenues for accountability in grand corruption cases

As per Daniel Eriksson, Chief Executive Officer, Transparency International “Corruption worsens social injustice and disproportionately affects the most vulnerable. In many countries, obstacles to justice for victims of corruption persist. It is time to break the barriers and ensure people can access justice effectively. Everyone deserves fair and inclusive legal systems where victims’ voices are heard at every stage. Anything else is an affront to justice.

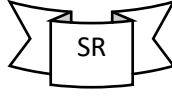
Let us all try together to improve our nations ranking in CPI in the years to come.

At the end, in this Vigilance Awareness Week 2024, let us recall Shakespeare’s quote from a play – ‘All’s well that ends well’ - “No *legacy is so rich as honesty*”.

* * * * *

Integrity is making sure that
the things you say and the
things you do are in
alignment.


KATRINA MAYER



கேட்டதில் பிடித்தது

S.Natarajan
Dy,CVO/Stores/SR

(இலஞ்சம் வாங்குபவரின் நிலை குறித்து “எழுத்துச் சித்தர்” பாலகுமாரன் அவர்கள் ஆற்றிய சொற்பொழிவின் ஒரு பகுதி. முழு சொற்பொழிவையும் கீழ்க்காணும் வலைதளத்தில் கேட்கலாம்):

<https://youtu.be/HYBYXR62Taw?si=ZxagoEVYvuBgRD3D>

ஊழல் செய்கிற அதிகாரிகளைப் பார்த்தால் பாவமாக இருக்கிறது. அந்த இலஞ்சப் பணத்தை வாங்கி என்ன செய்வார்கள்? நிம்மதியாகத் தூங்க முடியுமா? நிம்மதியாகச் சாப்பிட முடியுமா?

மைத்துன்னும் மைத்துனன் மனைவியும் வீட்டிற்கு வந்தால், “ஐயோ! வந்துவிட்டார்களே! நான் இலஞ்சம் வாங்கியதை என் மனைவிதான் கூறியிருப்பாள்- எனவேதான் இவர்கள் வந்துள்ளார்கள்!” என்றெல்லாம் தோன்றும். உண்மையில் பார்த்தால், அவருடைய மனைவி அவ்வாறெல்லாம் கூறியிருக்கவே மாட்டார்! இலஞ்சம் வாங்கிய அதிகாரி இவ்வாறெல்லாம் கற்பனை செய்து பயத்தால் நடுங்குவார். ஆக, பயம் எப்படி வரும்? இலஞ்சப் பணம் இருப்பதால், கற்பனையிலேயே பயம் வரும்!

அடுத்த வீட்டுக்காரர் “நன்றாக உள்ளீர்களா?” என்று ஒரு வார்த்தை கேட்டால் போதும்- வேறொன்றும் கேட்டிருக்க மாட்டார்- “நன்றாக இருக்கிறீர்களா?” என்றுதான் கேட்டிருப்பார்! இலஞ்சம் வாங்கிய ஒரே காரணத்திற்காக, “நன்றாக இருக்கிறீர்களா?” என்ற கேள்வி கேட்கப்பட்டவுடன், இலஞ்சம் வாங்கிய அதிகாரிக்குப் பகீரென்றிருக்கும்! வயிற்றுக்குள்ளே அமிலம் சுரக்கும்! உடல்நலம் கெட்டுப்போகும்! இருதயம் பாழாகும்! தலையில் வலி வரும்! வயிறு குழையும்! இலேசாக வயிற்றுப்போக்கு வரும்! தன்னையுமறியாமல், கைகள் இலேசாக நடுங்கும்!

நடக்க வேண்டுமென்று தோன்றும்! ஆனால், நடக்க மனம் ஒப்பாது- ஏனென்றால், நடக்கும்போது வழியில் எவராவது பார்த்துவிட்டு “நன்றாக இருக்கிறீர்களா?” என்று கேட்டுவிட்டால் என்ன செய்வது? எனவே, எதற்காக வெளியில் செல்லவேண்டும் என்றெல்லாம் தோன்றும்! என்ன சிக்கலான வாழ்க்கை இது?

ஒருவேளை, இலஞ்சம் வாங்கியவர் மாட்டிக்கொண்டால் அவ்வளவுதான்- இலஞ்சம் வாங்கியபோது அத்தொகையை வாங்கி வைத்துக்கொண்ட மனைவி, இப்போது திட்டுவார்- "நான் அப்போதே கூறினேன்! நீங்கள் கேட்கவில்லை! இலஞ்சம் வாங்கிய நீங்கள் மட்டும் இப்போது நிற்கவில்லை; என்னையும் சேர்த்து நிற்க வைத்து விட்டீர்கள்! நான் எவ்வளவு நல்லவள்! உங்களை மணமுடித்து என்னுடைய வாழ்க்கை இப்படிப் பாழாகிவிட்டதே!"

இலஞ்சப் பணத்தில் வாங்கித் தின்றதெல்லாம் மறந்துபோய், அவர் மனைவியின் நாக்கு வேறுவிதமாகப் பேசும்! ஆக, தாலி கட்டிய மனைவியின் முன்பும் தலைகுனிந்து, அவமானமாக நிற்கவேண்டிய ஒரு "அற்புதமான" வாழ்க்கை, இந்த இலஞ்சத்தினால் கிடைக்கும்!

Integrity gives you real
freedom because you have
nothing to fear since you
have nothing to hide.

ZIG ZIGLAR

राष्ट्र की समृद्धि के लिए सत्यनिष्ठा की संस्कृति

A.SRINIVASAN

Sr. Rajbhasha Adhikari, Chennai

ईमानदारी, सत्यनिष्ठा ऐसे गुण हैं जिसे तुच्छ लोगों से अपेक्षा नहीं कर सकते। भारत एक ऐसा देश है जो पुनर्जन्म में विश्वास रखता है। इसलिए भी बहुत कम गलतियाँ होती हैं। पर जिन लोगों ने चारवाक् की तरह 'यावज्जीवेत सुखं जीवेद, ऋणं कृत्वा घृतं पिवेत्' सिद्धांत को अपनाया है, वे सोचते होंगे कि जीवन केवल एक बार का है। उसे हम अपनी मर्जी से जिए। कोई नियम, विनियम न अपनाएँगे। कोई रोक-टोक नहीं। दूसरों को धोखा देकर ही सही अपना जीवन खुशी से जिएँगे। उसका पूरा रूप इस प्रकार है - यह भौतिकवादी दर्शन को दर्शाता है।

यही वे लोग गलती करते हैं। कोई हमें देखें या न देखें हमारा दिल, मन हमें देखता ही रहता है। हम दूसरों को धोखा दे सकते हैं पर स्वयं को नहीं। कहीं न कहीं, कभी न कभी हमारा मन ही हमें सतायेगा। हमारी गलती को दर्शाएगा। जोर-जोर से बताएगा कि हमारा किया हुआ काम गलत है। हम पछताएँगे। पर अब पछताए होत क्या जब चिड़िया चुग गई खेत वाली बात हो जाएगी।

रात बारह बजे भी क्यों न हो, आमने, आस-पास कोई हो या न हो, सड़क पर सिगनल के मुताबिक ही हमें जाना है। इंतजार करना है तो करना ही है। इन छोटी सी बातों पर ही बड़ी-बड़ी बात टिकी हुई है। अनुशासन, ईमानदारी, सत्यनिष्ठा, धर्माचरण, परोपकारिता, करुणा, सहृदयता आदि गुणों को सीखना, अपनाना प्रत्येक जीव का परम कर्तव्य है।

मानव और जानवर में क्या अंतर है? जानवर की क्रियाएँ प्रतिवर्ती और आवेगशील हैं। कुत्ता नहीं जानता या समझता है कि यह मंदिर, मस्जिद, गिरजाघर हैं और यहाँ पर नहीं भौंकना है। यहाँ कुछ बैठक चल रही है। बीच में नहीं जाना है। सिगनल हमारे पक्ष में नहीं है इसलिए अब सड़क पार नहीं करना है..... ये सब जानवर बिलकुल नहीं जानता है। लेकिन मानव एक सामाजिक प्राणी है। समाज के प्रति उनका कर्तव्य है। आनेवाली पीढ़ी को जीने के लिए बेहतरीन समाज एवं जगह देना उनका कर्तव्य है।

सत्यनिष्ठा एक ऐसा मूल्य है जो किसी भी समाज या राष्ट्र के आधारभूत ढांचे को मजबूत करता है। यह न केवल व्यक्तिगत जीवन बल्कि समाज और राष्ट्र के विकास में भी महत्वपूर्ण भूमिका निभाता है। सत्यनिष्ठा और ईमानदारी के मार्ग पर चलकर ही राष्ट्र समृद्ध हो सकता है। इसके लिए, हर व्यक्ति को अपनी ज़िम्मेदारी निभानी चाहिए और दूसरों के लिए प्रेरणा का स्रोत बनना चाहिए। कानूनों, नीतियों, और प्रक्रियाओं से एक हद

तक ही मानव को सुधारा जा सकता है। जब तक मन में बदलाव नहीं आता है तब तक पूर्ण रूप से बदला नहीं जा सकता है। यह भी याद रखनी है कि **राष्ट्र की समृद्धि** का तात्पर्य केवल आर्थिक समृद्धि से नहीं होता है, बल्कि यह सामाजिक, सांस्कृतिक और नैतिक मूल्यों का समग्र विकास भी है।

सत्यनिष्ठा को अमल में लाने के लिए अनगिनत तरीके हैं, सिद्धांत हैं। उनमें से प्रमुख हैं -

- मूल्य और आचार संहिता
- सत्यनिष्ठा ज्ञान और प्रदर्शन प्रबंधन
- सत्यनिष्ठा नीतियाँ, संसाधन और प्रणालियाँ
- सत्यनिष्ठा जोखिम प्रबंधन
- धोखाधड़ी और भ्रष्टाचार को रोकना, पता लगाना और प्रबंधित करना
- सार्वजनिक संसाधन प्रबंधन में सत्यनिष्ठा
- सूचना और परिसंपत्तियों की सुरक्षा करना
- संगठनात्मक सत्यनिष्ठा की निगरानी और मूल्यांकन करना

दुनिया बहुत ही अजीब है। गलत हो या सही भीड़ के साथ चलने की आदत है। जबकि वास्तविकता तो यह है कि **हज़ारों में लोग समर्थन करें फिर भी गलत को गलत कहना है, उस पथ पर नहीं जाना है। एक भी उस रास्ते को न अपनाने पर भी सही होने पर उस रास्ते पर जाना है।**

ऐसे सत्यनिष्ठा देश में विश्वास और भरोसा फैलाता है। पारदर्शिता लाता है। यह पारदर्शिता ही देश की समृद्धि के मूल में है। सामाजिक सद्भाव का विकास करता है।

सत्यनिष्ठा को बुनियादी शिक्षा से ही सिखाना है ताकि उसका मूल्य को सही से पहचाना जा सके। सत्यनिष्ठा, एक ऐसा मूल्य है जो व्यक्ति के चरित्र का आधार होता है। और इस आधार की नींव परिवार में ही रखी जाती है। परिवार, एक बच्चे का पहला स्कूल होता है, जहां वह जीवन के मूल्यों को सीखता है। इसीलिए, सत्यनिष्ठा को बढ़ावा देने में परिवार की भूमिका अत्यंत महत्वपूर्ण है। जो नेता है वे आदर्श होना चाहिए। अपने नागरीकों के पथ-प्रदर्शक होना चाहिए। सत्यनिष्ठा के स्वरूप होना चाहिए। परिस्थितियों का दास न हेकर परिस्थिति का निर्माता होना चाहिए। राजनीति में ऐसे नेता आना चाहिए जो स्वयं को अपने काबू में रखें और अपने सह कर्मियों से भी इन सबका सख्त पालन करने, कराने का निदेश दें।

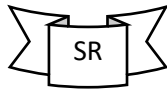
परिवार में व्यवहार का अनुकरण, कहानियां और उदाहरण, प्रश्न और उत्तर सही और गलत में अंतर, प्रोत्साहन और दंड, सकारात्मक माहौल, अच्छे-अच्छे विषयों का अनुसरण, स्वयं पथ अपनाकर मिसाल पेश करना आदि कई प्रकार से समझाया जा सकता है।

इससे आत्मविश्वास, समाज में सम्मान, व्यक्तिगत विकास होता है। **जवाबदेही** एक ऐसी अवधारणा है जो किसी व्यक्ति, समूह या संस्था के अपने कार्यों, निर्णयों और परिणामों के लिए जिम्मेदार होने की क्षमता को दर्शाती है। यह एक ऐसा गुण है जो किसी भी संगठन, समाज या राष्ट्र के लिए आवश्यक है। और सत्यनिष्ठा और राष्ट्र समृद्धि की नींव भी है।

इन गुणों को हम केवल अपने तक सीमित नहीं रखेंगे। देश व्यापी बनायेंगे। हर दृष्टि से पुनः भारत देश को **सोने की चिड़िया** बनायेंगे। विकसित देश बनाने के साथ-साथ **वसुधैव कुटुंबकं** की स्थापना करते हुए सदा मुखिया रहेंगे। आदर्श देश का पेश करेंगे।

Whoever is careless with the
truth in small matters cannot
be trusted with important
matters.

ALBERT EINSTEIN



CULTURE OF INTEGRITY FOR NATION'S PROSPERITY

**Maithreyi Renu
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Looking at today's India I see a country which is diverse in every possible way one can think of, languages, culture, food etc., But it's also diverse in crime and corruption. India has always been growing ever since independence in numerous ways, in which not everything is appreciable.

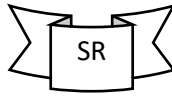
Getting into the topic, we can observe the word integrity has a couple of meanings to it. Honesty and unity both of which are mandatory for a country's prosperity and happiness.

As it is the known fact that India has been a country which believes in unity and diversity and has gone with it for the past few.

Let's look at India from a more of a sombre perspective.

The Indian subcontinent as known by a lot, has its own pros and cons. One of its main cons, which is currently showing its blurry side to India right now is what we call corruption. Corruption is in every nook and corner of our country just as the air we breathe. Though we can't see we can feel the presence. The word corruption might just sound like dealing with black money and growing upon it. But no, it starts from the ink in a child's notebook to ink in the papers authorized by the government. By not looking at your grocery bill, by not paying basic taxes properly starts corruption.

Here the elephant in the room is people aren't very happy in knowing that corruption occurs for the greed of a few fellow ones whom we might see every day. As we know 'Little drops of water make a mighty ocean', just by bringing upon a few changes in the way we run a day, we can bring down corruption one day or the other. From the perspective of an average Indian student, the government has a huge role in eradicating corruption and how permeable it has become over the years. Even after being well aware of the fact that the government has taken loads of measures to prevent it, it is very noticeable that some people with a huge amount of power just because of their greed, go upon extortion for meeting their so-called needs.



In my opinion “nothing is impossible”. So as said already the greatest threats of the country start from our neighbourhood. Thus, our little thoughts can actually change the country and bring upon prosperity to it.

In conclusion, I'm pretty sure that integrity is the backbone of a country's prosperity. Upon our understanding we now know that integrity among every citizen will definitely lead to a prosperous country.

* * * * *

Integrity is doing the right
thing, even when no one is
watching.

—
C.S. LEWIS

Cyber Hygiene and Security:
A Vital Practice in the Digital Age

G.Santhosh Kumar
Chief Vigilance Inspector/IT/SR

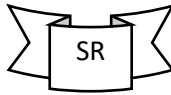
In the rapidly evolving digital world, where nearly every aspect of our lives is intertwined with technology, cyber hygiene and security have become critical components for ensuring the safety and privacy of individuals, organizations, and governments. With cyberattacks, data breaches, and identity theft becoming increasingly common, the need to maintain good cyber hygiene practices is more pressing than ever. We will explore the concept of cyber hygiene, its importance, and the best practices for ensuring robust cybersecurity in today's digital landscape.

What is Cyber Crime?

Cybercrime refers to illegal activities that involve computers, networks, or digital devices as tools or targets. It includes a wide range of crimes that exploit technology for malicious purposes, impacting individuals, organizations, and even governments.

What are Common Types of Cybercrime?

- **Hacking:** Unauthorized access to systems or data.
- **Phishing:** Fraudulent attempts to steal sensitive information through fake emails or websites.
- **Identity Theft:** Stealing personal information to commit fraud.
- **Malware:** Software designed to damage or disrupt systems (e.g., viruses, ransomware).
- **Ransomware:** Malware that locks data and demands payment for its release.
- **Cyberbullying:** Using digital platforms to harass or intimidate others.
- **Online Fraud/Scams:** Deceptive practices to steal money or information.
- **Data Breaches:** Unauthorized access to sensitive data.



- **Cyber terrorism:** Attacks targeting critical infrastructure to cause fear or disruption.

This is not exhaustive

What is Cyber Hygiene?

Cyber hygiene refers to the set of practices and habits that individuals and organizations adopt to maintain the health and safety of their digital environments. Just like personal hygiene involves keeping the body clean and free from harmful germs, cyber hygiene focuses on keeping digital systems secure from malicious threats such as viruses, malware, phishing attacks, and data breaches. These practices are essential in minimizing vulnerabilities and ensuring the ongoing security of digital devices, networks, and data.

Key Cyber Hygiene Practices

To protect against cyber threats and ensure the security of personal and organizational data, it's crucial to adopt proactive cyber security practices. Below is a summary of key preventive measures:

1. Use Strong, Unique Passwords

- Create complex, unique passwords for each account to make them difficult to crack.

2. Enable Two/Multi-Factor Authentication (2FA/MFA)

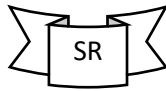
- Add an extra layer of protection by requiring multiple forms of verification (e.g., passwords + mobile app code or biometric data or OTP).

3. Regular Software Updates and Patching

- Keep operating systems, software, and applications updated to close vulnerabilities that cybercriminals can exploit.

4. Install and Update Antivirus/Anti-malware Software

- Use reputable antivirus software and keep it updated to detect and block malicious programs.



5. Be Cautious of Phishing and Social Engineering

- Avoid clicking on suspicious links or attachments in emails, messages, or social media. Verify the sender before taking any action.

6. Secure Networks

- Use strong, encrypted Wi-Fi networks and avoid public Wi-Fi for sensitive activities. A Virtual Private Network (VPN) can help protect your online activity.

7. Backup Data Regularly

- Regularly back up important files to offline or secure cloud storage to prevent data loss from ransomware or cyberattacks.

8. Implement Access Control and User Permissions

- Limit access to sensitive data and systems to only those who need it. Use role-based access controls to minimize exposure.

9. Educate Yourself and others Education and Training

- For organizations, regularly train employees on cybersecurity best practices, phishing awareness, and secure password management.

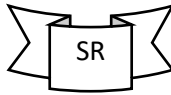
10. Monitor Accounts and Systems Continuously

- Set up alerts for suspicious activities on accounts and devices. Regularly audit systems to identify potential vulnerabilities.

Cybercrime Shield: How to stay Safe Online

Social Media Platform –

<u>DO's</u>	<u>DON'Ts</u>
<ul style="list-style-type: none">• Use Strong Password• Enable Two-Factor Authentication(2FA)• Change Password Regularly.• Review Privacy Settings• Keep your Profile Lock• Report Spammer and Fake Account	<ul style="list-style-type: none">• Don't accept friend request from unknown people• Don't click on unknown link• Don't share too much personal information publicly• Don't share your real time location



Mobile Banking & Internet Banking

<u>DO's</u>	<u>DON'Ts</u>
<ul style="list-style-type: none"> • Use Strong Password & enable 2FA • Change Password Regularly. • Use Secure connection • Use Trusted Banking Apps Only • Keep your Banking Apps updated • Logout each session after using • Check your Account Balance and Statement Regularly • Clear Cookie and cache Regularly • Report the incident immediately in case of unauthorised transaction 	<ul style="list-style-type: none"> • Avoid using easy password like 123456, etc • Do not share your card details, OTP, CVV etc • Don't click on untrusted link • Don't use public free Wifi connection. • Never save your PIN, Password in Browser / Apps • Do not install unknown apps / Remote Desk apps • Avoid giving unnecessary permissions to apps

Recent Cyber Scams

In Tamil Nadu, cyber financial frauds have resulted in staggering losses amounting Rs 1,000 crore from January to September 2024, as reported by the state's cyber-crime police. The National Cyber Crime Reporting Portal recorded a total of 91,161 complaints during this period. Some of the latest scams are explained below

- **KYC/ Aadhar Updating fraud** typically involves fraudsters impersonating as bank officials, claiming that the customer's KYC documentation is expiring or that their Aadhar information requires updating. These fraudsters typically obtain personal information through phone calls or by directing individuals click on malicious links for information updates. Once they acquire such sensitive data, victims often experience significant financial loss. Banks never ask OTP, CVV or other sensitive data.

- **Parcel scam** involves fraudsters impersonating legitimate courier companies or delivery personnel to deceive individuals into believing they are expecting a parcel. Scammers may ask for a cancellation OTP if the recipient refuses to accept the package. Once this OTP is provided, the fraudsters often solicit access to the victim's bank account, leading to substantial financial losses.

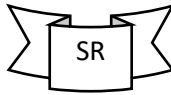
In certain instances, these fraudsters may also inform victims that they have won a lottery or a valuable gift worth several lakhs, then demand money from us for the item's delivery.

- **Fake Digital Arrest Scam** involves fraudsters impersonating law enforcement officials through video calls, threatening victims with fictitious arrests and legal action. They claim that the victim's name or mobile number has been linked to illegal activities in an effort to extort money.

It is important to note that no legitimate law enforcement agency, including the Central Bureau of Investigation (CBI), police, customs authorities, the Enforcement Directorate (ED), or judges, conducts arrests via video calls. Victims are urged to remain vigilant and report any such suspicious communications to the appropriate authorities.

- **Whatsapp Scam** exploits the popular messaging platform to trick users into revealing personal information or financial details. Scammers may impersonate as your friends or family members, claiming urgent financial need.

In certain instances, these scams also involve sending links offering gift voucher or reward points that lead to phishing sites or requests sensitive information directly. Users are advised to verify identities through other means and to be cautious about sharing personal information, especially in response to unsolicited messages.



- **Fake shopping (phishing) site** scams involve fraudulent websites that mimic legitimate online retailers to deceive consumers into making purchases. These sites often feature attractive deals, discounts, or popular products to lure victims. Once individuals enter their payment information, the scammers not only steal their financial details but may also sell their personal data to other malicious entities. To avoid falling victim to such scams, consumers should verify the authenticity of websites before making online purchases.

Conclusion

In the digital age, cyber hygiene is no longer optional but a critical aspect of protecting personal and organizational data from cyber threats. By adopting strong security practices such as using robust passwords, enabling multi-factor authentication, keeping software updated, and educating users, we can significantly reduce the risk of cyberattacks. While the challenges of maintaining cyber hygiene are undeniable, the cost of negligence is far greater. As technology continues to advance, individuals and organizations must prioritize cybersecurity and foster a culture of vigilance to safeguard the digital world we all rely on.

Do you know?

- **What is the website to block your stolen / lost mobile?**
 - Answer: <https://sancharsaathi.gov.in/>
- **What is the portal to register a cybercrime complaint?**
 - Answer: <https://cybercrime.gov.in/>
- **What is toll-free helpline number for the Cyber Crime Reporting?**
 - Answer: [1930](tel:1930)
- **How to find IMEI of your mobile?**
 - Answer: [Dial *#06# in your mobile](#)
- **How to find your stolen / lost android Device (last location)?**
 - Answer: [Login into your Gmail account used in your Android Device and got to the link > <https://www.google.com/android/find/>](#)

நாட்டின் வளத்தைத் (PROSPERITY) தீர்மானிக்கும் நாணயம் (INTEGRITY)

சே.ஞானப்பழனி

ஆசிரியர், இரயில்வே மேல்நிலைப் பள்ளி, ஈரோடு

வளமும் பண்பும் ஒன்றையொன்று சார்ந்தே இயங்கும் என்பதை வள்ளுவர்,

"பண்பிலான் பெற்ற பெருஞ்செல்வம் நன்பால்

கலந்தீமை யால்திரிந் தற்று"

என்று விளக்குகிறார். மேலும் பொய்யாமொழி அரிச்சந்திரன், பிள்ளைக்கறி சமைத்த சிறுத்தொண்டர் மற்றும் கவசகுண்டலங்களையே தானம் அளித்த கர்ணன் முதலிய தொன்மங்கள் வழி, நமது இந்தியப் பண்பாட்டில் வாய்மை, நாணயம் முதலிய பண்புகளுக்குக் கொடுக்கப்படும் பெரும் மதிப்பை மறுப்பதற்கு இல்லை.

வளமும் நாணயமும்

"கொள்வதும் மிகை கொளாது கொடுப்பதும் குறைபடாது". அறத்துடன் வணிகம் மேற்கொண்ட மரபின் வழி வந்த நாம், அப்பழக்கத்தினை இன்றும் தொடர்கிறோமா? என்ற வினாவிற்கு உவப்பான விடை கிடைப்பது சற்று கடினமே.

பெட்டிகடை தொடங்கி பெரும்வணிகம் வரை, 'வந்த வரை இலாபம்' என்ற அடிப்படையிலேயே, அறமற்று இயங்குவதை இன்று நாம் எங்கும் காண முடிகிறது. மறுபுறம் நுகர்வோரும் தமக்குரிய அறத்தை மறந்து இலாபம் தேடுவதையும் மறுக்க இயலாது

இன்று வளமும், நாணயமும் எதிரெதிர்ப் பதங்களாகவே பொதுபுத்தியில் புரிந்து வைக்கப்பட்டுள்ளது. நாணயத்துடனும் அறத்துடனும் இயங்குவோர் 'பிழைக்கத்தெரியாதவர்களாக' முத்திரை குத்தப்படுகிறார்கள். சமூகம் மாண்புடையோரை மதிக்கத் தவறுகிறது.

மதிப்பிற்குரிய நிறுவனமாதல் (BRAND VALUE)

என்னதான் அறமற்ற வணிகமும் செயல்பாடுகளும், வெற்றியையும் இலாபத்தையும் கொடுத்தாலும் அவையனைத்தும் தற்காலிகமானதாகவும் குறைமதிப்புடனுமே (MEDIocre) இருக்கும். அறமும் நாணயமும் உடைய வணிகமே எந்த ஒரு வணிகத்தையும், செயல்பாட்டையும், தனிமனிதரையும் நிறுவனமாக்கும் (BRAND VALUE) வல்லமை உடையது.

நாடும் நாணயமும்

எந்த நிறுவனமும், நாடும், கலாச்சாரமும், அறமற்றுப் போனால் அடியற்றுப் போகும். பெரும் பேரரசுகளின் அழிவும், பெரும் நிறுவனங்களின் சரிவும் இதையேதான் நமக்கு உணர்த்துகின்றன.

உலகமயமான இன்றைய பொருளாதாரச் சூழலில் பிற நாடுகளைச் சாராமல் எந்த நாடும் தம் பொருளாதாரம் மற்றும் வளத்தைப் பெருக்க முடியாது. பிற நாடுகளின் ஒத்துழைப்பையும் மரியாதையையும், நாம் நமது அறம் மற்றும் நாணயத்தைக் கொண்டே பெற முடியும். மேலும் நம் நாட்டு நிறுவனங்களும் பன்னாட்டு நிறுவனங்களாகத் தம்மை வளர்த்துக்கொள்ள முதலீட்டுடன் அறமும் நாணயமும் இன்றியமையாதன.

சுற்றுலா, நிதி போன்ற சேவைத்துறைகள்(Service Sector), நாணயத்தின் அடிப்படையிலே இயங்குகின்றன. உலகமே தம்மை வளப்படுத்திக் கொள்ள பசுவைத்துறையின்மாற் பின்செல்வதால். நாணயத்தை நாம் வாழ்வியலாக (CULTURE) மாற்றிக்கொள்வதன் இன்றியமையாமையை நாம் உணர வேண்டும்.

நாடும் மக்களும்

"எவ்வழி நல்லை ஆடவர்

அவ்வழி நல்லை வாழிய நிலனே!"

என்ற புறநானூற்றுக் கூற்றிலிருந்து ஒரு நாடு என்பது அதன் மக்களைக் கொண்டே அளக்கப்படுகிறது என்பதை உணரலாம். எனவே 'நாடு நாடா வளத்துடன்' இருக்க மக்கள் வளமுறவேண்டும். மக்கள் வளமுற, அனைவரும் 'நயத்தக்க நனி நா கரிகராய்', 'பழியெனின் உலகுடன் பெறினும் கொள்ளாராய்', 'பிறர் அஞ்சுவது அஞ்சி', நாணயத்துடன் வாழ வேண்டும். இங்ஙனம் நம் ஒவ்வொருவரின் வாருவரின் அறமும் நாணயமும் நம்மையும் வளப்படுத்தி, நாட்டையும் வளப்படுத்தும்.

அரசியலமைப்பின் வழி வந்த அறத்துடன் இயங்குவதாலேயே, அண்டை நாடுகள் உள்நாட்டுப் போர்களால் சீரழிகையில், இந்தியாவால் உலக அரங்கில் பெருமிதத்துடன் பீடுநடை போட முடிகிறது. தங்களது அப்பழுக்கற்ற நிர்வாகத்தின் மூலமே டாடா நிறுவனம் காலம் கடந்தும் மக்கள் மனதில் நிலைத்து நின்று நாட்டிற்கு வளம் சேர்க்கிறது. நாமும் அதுபோல நாணயத்துடன் இருந்து நாட்டிற்கு வளம் சேர்ப்போம்..

BE LIKE HANUMAN

S. SRIDHAR.

Ex. Chief Vigilance Inspector/Accounts.

If I say the Vigilance Inspectors while going for a trap case, should change themselves as Hanuman.... no doubt... all will curse me and ask me, “ Hey...do you want us to appear with half human and half monkey with long tail, disfigured jaws and with great masculine?..” Certainly not... I do not mean that.

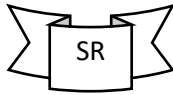
The person, who knew even little about Ramayana, definitely knows about Hanuman, the Supreme Star of Vanaras (monkeys). Hanuman is generally represented with a monkey face and strength of gorilla and inherits some magical powers. But, I am not talking about the appearance of Hanuman. I want to narrate the character and capacities of Hanuman which the Vigilance Inspectors need to-day, not only at the time of trapping cases, but also in their routine duties.

Consequent to the kidnap of Sita, Rama had sent the Vanaras to all the directions to search for her. The group led by Jambavan, the king of Bears, includes Hanuman, went to the extreme southern part of India to achieve their task. After meeting Sampathi, a hawk king and brother of Jatayu, they came to know that Ravana abducted Sita to his kingdom at Sri Lanka, which is surrounded by the tumultuous sea.

When the task of searching Sita was handed over to Hanuman, he agreed with pleasure like an open red Lilly flower and without fear to perform the matchless deed of crossing the big ocean. Even though Sita had not been discovered so far and now the ocean barred him further advance, how Hanuman did agree to perform his assigned duty?.. the question arises.

The Jambavan, who knows very well about Hanuman reveals the character and capacity of Hanuman as,

“Hanuman has the strength of patience to wait, if particular time is not opportune. Apart from having the capacity of finishing the job which he has analysed by his wisdom and taken up, apart from that activity, he would also take care of all the subsidiary activities that arise. Also, he has the power of not only analysing the good but also the bad and tell without



mistake the truth. He has the capability of judging whether a job should be done and also courageously doing it.”

Of course, while Hanuman crosses the sea, met some sundry adventures, viz., the Mainaka Mountain stopped him and offered hospitality. He was stopped next by Suras and later by a Rakshasi called Anghara Dhara, whom he killed and reached the city of Lanka. Thus, he had expected the unexpected incidents. However, at last, he had met Sita and helped Rama to save his wife.

Hence, the Vigilance Inspectors should also act like Hanuman to imagine and visualize the situations by their wisdom and also to take care of all the unforeseen activities courageously, that arises before judging the same.

* * * * *

Real integrity is doing the
right thing, knowing that
nobody's going to know
whether you did it or not.

OPRAH WINFREY

CULTURE OF INTEGRITY FOR NATION'S PROSPERITY

Jeeja Kannothe
Teacher, Rly School, Erode

Where the mind is without fear and head is held high;
Where knowledge is free;
Where the world has not been broken up into fragments
By narrow domestic walls;
Where the words come out from the depth of truth
Into that heaven of freedom, My father, My country awake.

These all-encompassing words of the visionary poet about a prosperous nation speak loud how culture of integrity shapes the nation.

From his birth a child grows, attached to his surroundings, embracing its culture, nourished by its love and care, adopting the words he hears and mimicking the sounds and movements- He is growing into a man.

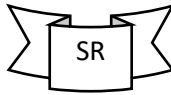
Now the duty passes on to the educational institutions. They open wider vistas. The onus on an educational institution is not just imparting knowledge. It is rather to integrate a child's mind. The education transmitted at school must give room for fearless expression and team work. Inculcating a strong character, with the ability to distinguish between rights and wrongs, to control emotion and to understand the need to comply to rules and to respect duties help mould an integrated personality.

When the culture of integrity extends from an individual to a society at large, the nation prospers.

Ethics, principles, co-operation, scientific temperament, arts, music, literature and an organized life style- all integrated in one culture-What else can we dream of for a prosperous nation!

If a country like India, whose culture is deep-rooted in the Vedas, whose multitudinous is expansive, whose culture and heritage is serene, is still ready to clasp modernity and remain harmonious in complex diversity, it is the impact of the culture of integrity that it follows.

Borrowing the words of His Holiness the Dalai Lama, A land with a Culture of Integrity 'has the potential to encourage ethically grounded way of living in the contemporary society.'



Exposing the Scams and Protecting Job Seekers

R. Guruprasad
Chief Vigilance Inspector/Pers/SR

The quest for employment is a fundamental aspect of human life. In today's competitive job market, finding employment can be a challenging and daunting task. With countless job seekers vying for limited positions, it's tempting to consider any opportunity that comes along. However, beware: not every job opportunity is legitimate. Job scams are on the rise, and they can leave you financially and emotionally drained. The increasing prevalence of job scams has made this pursuit fraught with danger. Job scams involve fraudulent schemes designed to deceive job seekers into paying money or divulging sensitive personal information.

The Indian Railways, one of the largest employers in the country, has been plagued by fraudulent recruitment agencies that promise jobs in exchange for money. These agencies exploit desperate job seekers, leaving them financially and emotionally drained. This article delves into the modus operandi of these agencies, the consequences of falling prey, and provides guidance on how to avoid these scams.

The Alarming Rise of Job Scams;

Job scams have become a significant concern in recent years especially after Covid-19. According to the National Consumers League, job scams have increased by 20% in the past year alone. This surge can be attributed to the ease with which scammers can create fake job postings, emails, and websites. The anonymity of the internet has made it increasingly difficult to distinguish legitimate employers from scammers.

The Scam: How it Works;

Fraudulent recruitment agencies/persons create fake job postings, emails, and websites to lure victims. These agencies often use fake letterheads, logos,

and contact information to appear legitimate. They claim to offer jobs in the Railways, demanding payment for:

1. Recruitment fees.
2. Training costs.
3. Background checks.
4. Medical examinations.
5. Document verification.
6. Job posting orders.

Consequences of Job Scams;

The consequences of job scams can be devastating. Victims often lose significant amounts of money, and their personal information may be compromised. The emotional toll of being scammed can also be substantial, leading to feelings of vulnerability and mistrust. Moreover, job scams undermine the integrity of the organization. Victims of these scams face financial loss, emotional distress, wasted time and effort and damage to reputation and Integrity.

To avoid falling prey;

1. Be wary of unsolicited job offers.
2. Check for official Railways' website notifications.
3. Never pay for job recruitment.
4. Be cautious about the agencies/persons demanding payment for Medical/ Training/posting etc.

Railways' Stand;

"No recruitment is done through private agencies. All recruitment notifications are published in Railways' official website". The Indian Railways has repeatedly warned against such scams:

Indian Railways: A Beacon of Meritocracy;

Indian Railways, the nation's lifeline, has long stood as a bastion of meritocracy in the realm of employment. The Indian Railways has consistently upheld a commitment to selecting candidates based solely on their qualifications and abilities.

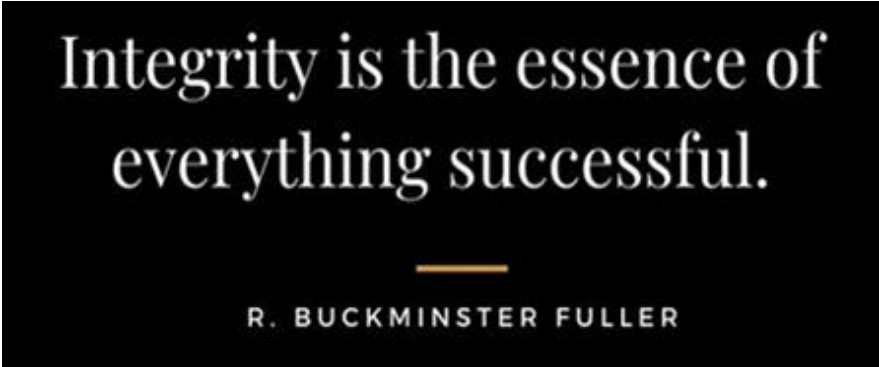
The Railways' rigorous recruitment process involves a series of competitive examinations and interviews designed to assess candidates' knowledge, skills, and aptitude. This ensures that only the most deserving individuals secure positions, fostering a culture of excellence and professionalism within the organization.

Furthermore, the Indian Railways has implemented stringent measures to combat corruption and nepotism. Transparent recruitment procedures, regular audits, and whistleblower protection mechanisms safeguard the integrity of the recruitment process. These efforts have earned the Railways a reputation for fairness and impartiality, inspiring trust and confidence among aspiring candidates.

In conclusion, Indian Railways serves as a shining example of how meritocracy can be upheld in a large-scale organization. By prioritizing qualifications and abilities over personal connections, the Railways has not only ensured a highly competent workforce but has also fostered a culture of fairness and transparency that benefits both the organization and the nation as a whole.

Dear, Aspirants and Parents, Beware! The Indian Railways does not sell jobs. Stay vigilant, and report suspicious activities immediately to Police and also remember;

RAILWAY JOB IS NOT FOR SALE.



Integrity is the essence of
everything successful.

R. BUCKMINSTER FULLER

திருமந்திரம் (திருமூலர் அருளியது)

ஏழாம் தந்திரம் (1704 - 2121) - 36. கூடா ஒழுக்கம் - 2067

Narendran. E

Chief Vigilance Inspector/S&T/SR

கண்காணி இல்லென்று கள்ளம் பலசெய்வார்

கண்காணி இல்லா இடமில்லை காணுங்கால்

கண்காணி யாகக் கலந்தெங்கும் நின்றானைக்

கண்காணி கண்டார் களஒழிந் தாரே.

விளக்கம்:-

இந்த உலகத்தில் நம்மை கண்காணிப்பவர்கள் எவரும் இல்லை என்று அறிந்து தைரியமாக தவறு செய்பவர்களே அதிகம்பேர். ஆனால் உண்மையில் நம்மை கண்காணிக்கும் இறைவன் இல்லாத இடம் என்று எதுவும் கிடையாது.

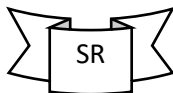
ஆழ்ந்த விழிப்புணர்வுடன் சற்றே சிந்தித்துப் பார்த்தால், இறைவன் என்னும் கண்காணிப்பாளர் எங்கும் இருப்பதை உணர முடியும். அவ்வாறு உணர்ந்த பிறகு, தங்களிடம் இருக்கும் தவறுகளை மனிதர்கள் விட்டுவிடுவார்கள்

Explanation:

Knowing that there is no watcher over us in this world. There are a lot of people who make mistakes. But in reality, there is no place where there is no god who watches over us. If we reflect with deep awareness, we will realize that god, the Superintendent, is everywhere. Once that is realized, people will let go of their mistakes

If you have integrity, nothing
else matters. If you don't
have integrity, nothing else
matters.

ALAN K. SIMPSON



Case Studies

Case Studies

Department: Engineering

Background:

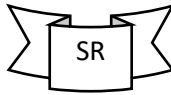
A complaint was received regarding the termination of a works contract in one of the divisions; three years after the contract's validity had expired.

Allegations/ Irregularities:

1. A Letter of Acceptance (LOA) was issued in 2019 for P.Way works and material transportation related to the yard remodelling of a major station, with a validity of four months. During the original currency period, earthwork and ballast supply were not commenced by other agencies, preventing the contractor from beginning the work. Additionally, no materials were issued by the Division to the Contractor to commence the work except a minimal quantity of second-hand PSC sleepers, and this was issued on the last day of the original currency period.
2. The mandatory sanction from the Commissioner of Railway Safety (CRS) for the yard remodelling work was obtained only in 2023, four years after the LOA was issued.
3. Works outside the authorised scope of work to be executed for which necessary approval for operation of new items was not processed by the Division.
4. The contractor requested for foreclosure of the agreement citing the above, and did not seek extension of the original contract period. In 2022, the concerned Divisional Engineer (DEN) issued 7 days' and 48 hours' notices urging the contractor to commence work, three years after the contract's expiration, and subsequently terminated the agreement, forfeiting the Security Deposit and encashing the Performance Guarantee.

Violations:

1. Despite the LOA being issued in 2019 with a four-month validity, the Division failed to facilitate the completion of necessary works by other agencies, which would have allowed the contractor to begin their works.



2. The tender for P.Way works was called during the planning stage, prior to approval of the yard plan and necessary sanctions, without ensuring the availability of required materials.
3. The CRS sanction for yard remodelling was obtained only in 2023, after the agreement's termination in 2022. The contractor's assertion that work could not commence without CRS approval was disregarded, leading to the DEN's arbitrary termination of the agreement forfeiting Security Deposit and encashing Performance Guarantee, despite the contractor not being at fault for the delays.
4. In rare cases where a contractor does not seek an extension and the contract validity has lapsed, Railway Board Policy Letter No. RB/CE/6 issued vide Board's letter No. 99/CE-I/CT/(PT) dated May 17, 2004 mandates that termination notices should be issued with effect from the expiry date only if the contractor is at fault for non-completion. The DEN violated this procedure by terminating the agreement three years post-expiration, despite the contractor not being at fault.

Action Taken:

The complaint and the investigation thereon revealed serious shortcomings in contract management within the Division's works branch. There was gross negligence and recklessness in decision making and procedural violations by the concerned DEN. The contractor suffered undue losses due to the forfeiture of their Security Deposit and Performance Guarantee, which lead to further complaints and scope for litigation. Vigilance recommended administrative action against the DEN and proposed the following system improvement:

System Improvements:

To prevent similar issues in the future, the following System Improvements were recommended for implementation in Southern Railway:

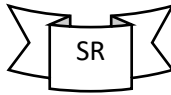
- (a) Notices urging contractors to commence or complete work should not be issued after the original or extended contract period has expired. Such notices must be issued only during the valid contract period.

- (b) In rare cases, where a Contractor does not seek currency extension and the contract validity has expired, action should be taken in accordance with Railway Board Policy Letter No. RB/CE/6 issued vide Board's letter No. 99/CE-I/CT/(PT) dated May 17, 2004, only if the contractor is at fault for non-completion of the work.
- (c) Tenders should neither be floated without approved drawings and necessary material arrangements, nor with unreasonable completion timelines. The Tender Accepting Authority should be held personally accountable for ensuring all approved drawings and materials are ready before tenders are floated.

* * * * *

When you are able to
maintain your own highest
standards of integrity –
regardless of what others
may do – you are destined for
greatness.

—
NAPOLEON HILL



Case Studies

Department: Engineering

Background

A preventive check was conducted a few months after the completion of a Gauge Conversion (GC) project involving earthwork and blanketing for railway formation. The subsequent vigilance investigation revealed significant lapses in adherence to established procedures.

Deficiencies and Violations Noticed

1. **Payment Procedures:** Contrary to the agreement, which stipulated those payments for blanketing work be based strictly on levels and cross-section measurements, stack measurements were recorded for blanketing earth. Payments were made without following the specified procedures.
2. **Lack of Mandatory Test Checks:** The mandatory test checks (TC) required by the AXEN/ XEN were not performed. Instead, all TCs were conducted solely by the Deputy Chief Engineer (Dy. CE) for successive measurements, undermining the established system of checks and balances.
3. **Improper Bill Processing:** Despite the identified violations, bills were passed by the Accounts Department without proper scrutiny and proper technical check by drawing staff.
4. **Continuing Work Post-Certificate Issuance:** Work continued even after the issuance of the *Work Completion Certificate* and the release of the Performance Guarantee (PG), which violated the General Conditions of Contract (GCC).
5. **Open Measurements:** Measurements were kept open, allowing the contractor to make subsequent claims, which has led to ongoing arbitration proceedings.
6. **Exceeding Norms:** The depth of blanketing for the formation exceeded the stipulated requirements, causing revenue loss to Railways.

7. **Fabricated Soil Test Reports:** Test certificates for earthwork showed identical results repeated multiple times by altering sample numbers and dates, indicating possible manipulation of records.
8. **Improper payment to contractor without specified deduction:** According to the agreement, a deduction of 5% for high fines content and 10% for soil with a Plasticity Index (PI) over 7 should have been applied. However, test certificates were inadequately analysed, resulting in no deductions being made.
9. **Unauthorized Modifications to Drawings:** Approved working section drawings were altered without the approval of the competent authority for undue gain to the contractor.

Issues with Level Crossing (LC) Approaches

1. **Unauthorized Earthwork:** Earthwork in LC approach roads, falling outside the scope of the agreement, was executed without the necessary approvals.
2. **Improper Use of Agreement Items:** An agreement item intended for blanketing work—significantly more expensive than standard earthwork—was incorrectly operated to approach road works resulting in concomitant gain to the contractor.
3. **Discrepancies in Quantity:** At one LC site, a Limited Use Subway (LUS) project began shortly after regrading with blanketing earthwork. Approximately 2000 cubic meters of blanketing earth said to be used for LC approach road, was not available at site, when the LUS work was commenced. Significant discrepancies were noted between the recorded quantity of blanketing for the LC approach roads and the actual quantity executed at site, resulting in undue gain to the contractor and revenue loss for Railways.

Financial Impact on Railways

The circulating area of a minor railway station was filled with earth specified for railway formation, costing approximately ₹3.50 crore. This work was not part of

the original contract scope. The Vigilance check revealed that initial levels had been artificially depressed, inflating the earthwork quantities. Although the XEN initially disallowed these measurements, his subsequent transfer left the project without inspection. Mandatory initial and final level checks by the AXEN/XEN were not performed, with the Dy.CE signing on all pages of the level book.

Action Taken

Major penalty DAR action was advised against the Officers and SSE/Works involved.

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G. HUSSAIN SHAZULI
VII STD, Rly School , MDU

Case Studies

Department: Electrical

IRREGULARITIES in PROCUREMENT OF LED TUBELIGHT

Background:

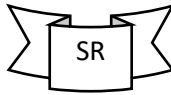
- A Preventive check has been conducted on the aspect of Inspection of materials by Consignee.

Details of the case:

- Consignee has indented for 100 Nos of **T8** Tube light- **G 13** Bi pin type and attached GeM Product ID with the indent for reference.
- “**G13 Bi pin** type cap designation” has been clearly mentioned in the description of the material.
- Stores Department while scrutinising the indent in GeM, has finalized 100 Nos of **T5** Type tube light material which has **G5** type cap designation.
- PO has been released for a value of Rs 2,00,000/- for T5 type Tube light which has G5 type cap designation.
- The dimensions of T8 type G13 LED tube light and T5 type G5 bi-pin Tube light were different and they are not interchangeable.
- Further the Supplier has supplied T8 Type tube light to the consignee instead of T5 type as per the Purchase order.
- Consignee has accepted the T8 type tube light supplied by the supplier without verifying the PO details.
- Further the Consignee certified the bill for the subject materials as per procedure and forwarded to concern for payment.
- Payment has been released to the Supplier.

Points revealed in investigation:

- Stores department has stated that T5 is a superior product than T8 and hence placed that order for T5 which is incorrect.
- Technical suitability has to be availed from the Technical department if the finalized materials are different from the description of the requested material during procurement process.



- Stores department failed to avail Technical suitability even though the material finalized is totally different from consignee indent description.
- Consignee has accepted the materials without cross verifying the materials description of the subject PO.
- Consignee should have rejected those materials, which were not as per the description of the PO, even though the material supplied found to be as per his requirement.
- If the material has been rejected by consignee, entire PO could have been cancelled which could have avoided any loss.
- Further it has been found that Store department has released another PO on the same day as of this subject PO, in which the indented materials were T8 G13 bipin type -100 Nos.
- Cost Difference of the purchase orders of T5 tube light found to be Rs 80000/- more than T8 tube light released on same day in GeM.
- Hence the above sequence of actions has caused a loss of Rs 80000/- to railways.

Irregularities:

- Stores department has failed to procure materials as per the consignee description.
- Procured the material which does not satisfy consignee's indent specification and further failed to avail Technical Suitability for the materials procured with different specification.
- Consignee has accepted the materials which is not satisfying the purchase order specifications.

Conclusion

- Procurement of materials should satisfy the specification of the consignee requirement and any changes to be clarified with the Indenting department before finalizing the Purchase.
- Materials should be accepted only when all the specification as mentioned in the Purchase order matches with the supplied materials.

* * * * *

Case Studies

Department: Mechanical

Irregularities identified in finalization of the tender

Background of the Case:

The General Manager of Southern Railway issued a note following an order from the Hon'ble High Court, directing an inquiry into a previously finalized tender at a division. This tender pertained to a works contract for the mechanized cleaning of en-route pass-through trains under the Clean Train Station (CTS) Scheme and mechanized housekeeping at a railway station. The inquiry aimed to determine whether any wrongful decisions had been made or if any procedural violations had occurred. In compliance with the GM's order, the Vigilance conducted a Preliminary Check (PC) and carried out a detailed investigation.

Irregularities Noticed:

The following irregularities were identified in the finalization of the tender:

- **Procedural Violations:** Official procedures were violated during the evaluation of both technical and financial bids, as well as in the drafting of Tender Committee (TC) minutes and the decisions made by the Tender Accepting Authority (TAA).
- **Improper Consideration of Ineligible Bidders:** Although M/s XYZ Firm was deemed ineligible due to the non-submission of credentials demonstrating 35% similar work experience, financial standing, and workforce size, the TAA still considered M/s XYZ Firm for the opening of the financial bid without providing valid reasons.
- **Inadequate Scrutiny of Technical Eligibility:** Only bidders who conclusively meet all eligibility criteria, with properly verified credentials, should be considered for financial bids. However, the credentials of M/s ABC Firm were only verified during the deliberation of the financial bids, rendering them ineligible despite being recognized as the L1 bidder. Conversely, the credentials of M/s XYZ Firm (the L2 bidder) were not verified at all; their eligibility was justified solely in writing during the financial bid deliberations.

based on remarks from the TAA. This constitutes a blatant procedural error, suggesting bias in awarding the tender to the ineligible bidder, M/s XYZ Firm.

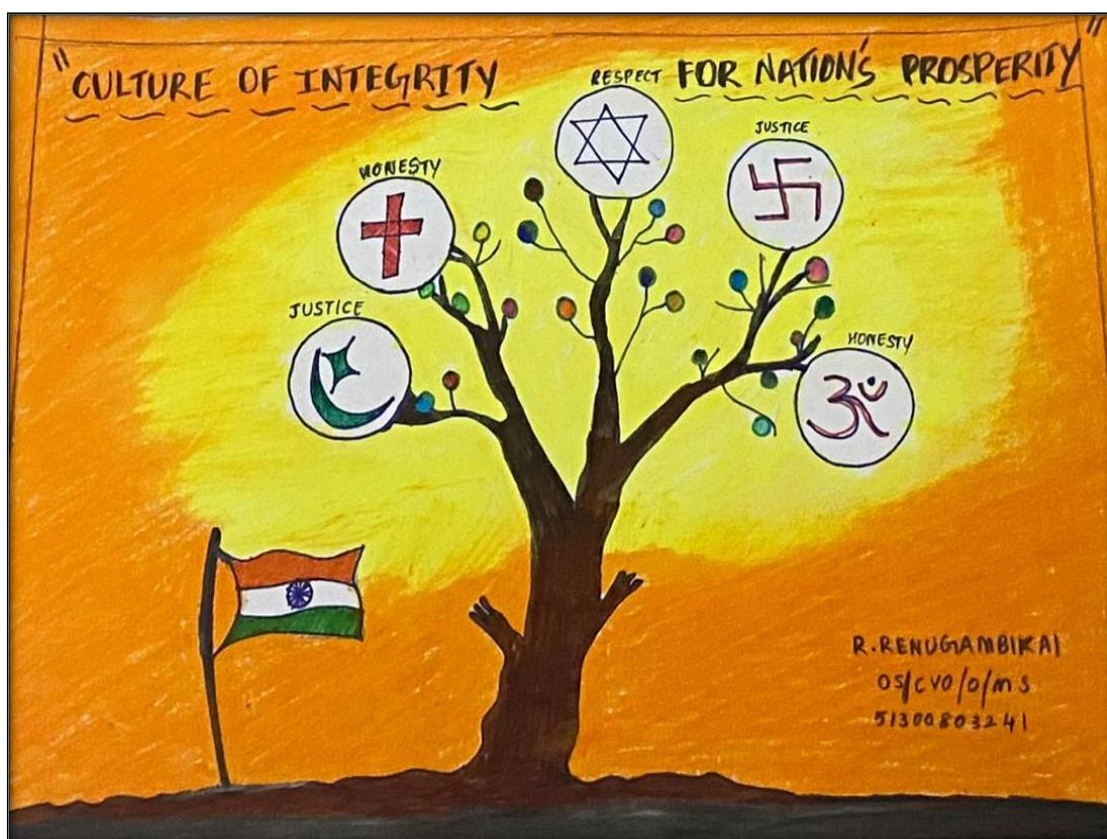
- **Tampering with TC Meeting Minutes:** The TAA was found to have replaced the final remarks of the TC meeting minutes with modified comments that favored the opening of the financial bid for M/s XYZ.

Action Taken:

In response to the lapses and irregularities identified during the Vigilance investigation, the executive department took the following actions:

All three members of the Tender Committee, along with the Tender Accepting Authority (four gazetted officers in total), were subjected to disciplinary action under the Discipline and Appeal Rules (D&AR).

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R. Renugambikai
OS,CVO/MS

Case Studies

Department: Mechanical

Check on Mechanized Cleaning Contract in a Coaching Depot

Background of the Case

A preventive vigilance check was conducted at a major Coaching Depot to investigate the execution of a contract for Mechanized Cleaning, Washing, and Watering of Primary Maintenance Trains. The contract had been awarded to a private contractor for a four-year period, with the scope covering the cleaning of the exterior and interior of coaches, toilets, vestibules, and pantry cars, along with watering and locking/unlocking the coaches.

The vigilance check was undertaken to ensure compliance with contract terms and verify the quality of services provided.

Irregularities Noticed

During the check, several issues were identified concerning both the contractor's performance and the oversight by railway officials. The key irregularities included:

- **Manpower Shortage:** The contract stipulated a specific number of personnel required to carry out the cleaning of number of coaches. However, the investigation found that fewer staff were present than required, and some were absent from their duty stations during working hours.
- **Use of unapproved Cleaning Agents:** The contractor used cleaning chemicals that were not approved under the contract. Additionally, there was a period during which the contractor did not supply the required cleaning agents, affecting the quality of work.
- **Non-functional Cleaning Machinery:** Several cleaning machines, essential for carrying out the mechanized cleaning, had been out of order for a significant period. The contractor had failed to repair or replace these machines as required by the contract.

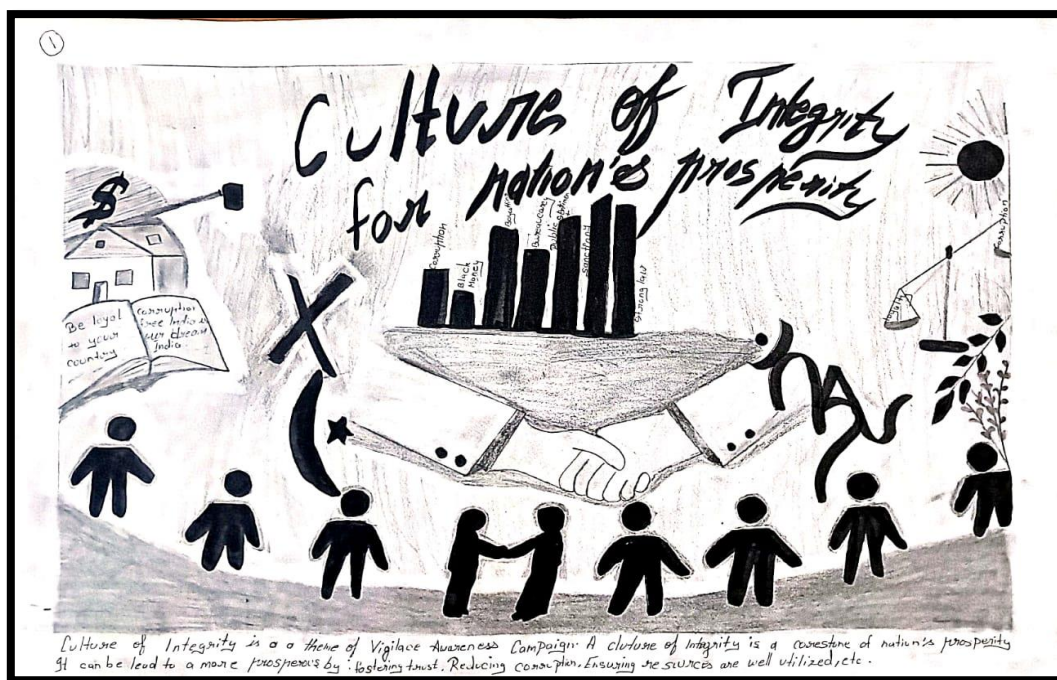
- **Improper Uniforms:** It was observed that the contract staff were not wearing the required uniforms, ID cards, or Personal Protective Equipment (PPE), as per the contract specifications.

Action Taken

As a result of the findings, various penalties were imposed on the contractor, and disciplinary action was initiated against the railway officials responsible for monitoring the contract:

- **Penalties on the Contractor:** The contractor was penalized for multiple breaches, including manpower shortage, improper uniforms, use of unapproved chemicals, non-functional machinery, and poor cleaning quality. The total penalty imposed covered all these lapses, as per the penalty clauses in the contract.
- **Disciplinary Action:** Two railway officials were subject to disciplinary proceedings for failing to ensure that the contractor adhered to the terms of the contract. Their lack of oversight was deemed to have contributed to the issues identified during the vigilance check.

* * * * *



SHIVANSHI SINGH
VII Std, Rly School , MDU

Case Studies

Department: Traffic

Excess in Private Cash

Background:

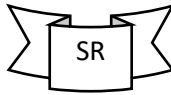
- A decoy check was planned in the aspect of TTEs allotting the vacant berth to the unreserved passengers, without issuing EFTs after collecting the cash from them.

Irregularities Noticed:

- During the check the TTE manning an A/c coach was checked, his Railway transacted cash was tallied with his EFTs issued, and it was also noticed that the last EFT was issued to the Decoy as conversion charge. While checking the TTEs personal and railway cash the marked currency given by the Decoy to the TTE for the conversion charge was not available. This raised the suspicion of the Vigilance inspectors on the whereabouts of the marked currencies. On further enquiry with the TTE, he subsequently produced an excess of Rs. 10,100/- from a bag kept under a side lower berth in the same coach. The marked currencies were also available in the excess cash produced by the TTE.
- 2 other TTEs manning other coaches was also checked on the same aspect.
- 1st TTE initially produced an excess of Rs. 1,940/- in his personal cash and subsequently produced an excess cash of Rs. 2,200/- from his bag, which was also kept under the side berth
- 2nd TTE who had declared Rs. 900/- in the EFT and Rough Journal. During the check he produced Rs. 9,357/- as private cash. Thus, having an excess cash of Rs. 8,457/-.
- As a result, the marked currencies used for Decoy check ultimately led to the detection of a total amount of ₹23,497 as excess cash from 3 TTEs.

Action Taken

- All the three staffs were given Inter Divisional Transfer with the recommendation of major penalties.



Case Studies

Department: Traffic

Cash remittance by booking office staff

Background:

- A preventive check was conducted Booking office of a station on the aspect of cash remittance.

Irregularities Noticed:

Staff while working at IUTS counter in a station was found with following irregularity:

- The total government transaction till the time of vigilance check was Rs.48,865/-Staff on duty had produced only Rs.38,157/- as Railway cash and Rs.10,708/- was short in railway cash.
- He had taken over duty from his predecessor with a shortage of railway cash.
- When the issue was enquired, it was found that the shortage of Railway cash had been continuing for more than a month.
- The short in railway cash was made good by taking money from the day's collection and accounted in full.
- None of the staff reported the short in railway cash for more than a month for the fear of being taken up.
- During a rush day, they also instructed the retiring room assistant working in the station to operate a counter with user Id of another staff who was not on duty on the particular day to manage the crowd.

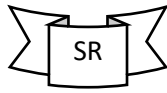
Action Taken

All 3 staffs were recommended for disciplinary action.

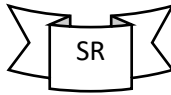
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Honor your commitments
with integrity.

LES BROWN



System Improvements



System Improvement

Department: Engineering

During the investigation of a complaint concerning Works Contracts, several irregularities were identified:

1. Works branch of several divisions did not implement Railway Board policy in the tender documents or agreements for the supply of steel reinforcement rods.
2. In numerous tender documents and agreements finalized in IREPS, the Special Conditions of Contract were not uploaded. In certain cases, special conditions not pertaining to the scope of work were uploaded like special conditions for concreting and earthwork being uploaded for ballast supply tenders.
3. Upon reviewing the tender documents/ agreements, it was noticed that list of specific approved laboratories for testing of materials were not mentioned in the Agreement. In some of the tender/ agreement conditions, provision of contractor's own laboratory at site was not mentioned.
4. Some tender documents and agreements improperly prescribed the use of higher-grade cement (53 grade) for normal concrete (M15 to M30), which is unnecessary and incurs additional costs compared to 43 grade cement.
5. Significant discrepancies in the quantity of cement for design mixes were noted across various contracts in field units.

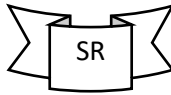
To address these issues and prevent recurrence of the same, the following System Improvements were suggested for implementation in Southern Railway:

- 1) New policies and guidelines issued by the Railway Board should be promptly implemented in upcoming tender documents and agreements, while older stipulations should be discontinued. In Headquarters and all divisions and construction units, one official from the Tender section should be designated to regularly monitor the Railway Board's website and update new policies and guidelines in upcoming tenders/ agreements with the approval of the competent authority. Headquarters and all divisions and construction units should issue Work Distribution order nominating such official.

- 2) Special Conditions pertaining to the works involved should be uploaded along with the tender/ agreement. Special conditions not pertaining to the scope of the work should not be uploaded. It shall be the responsibility of the Tender Calling Authority along with SSE/D&D and Ch.OS/ OS of Tender section to ensure the same.
- 3) The list of approved NABL-accredited laboratories for each division/ construction units for material testing should be included in the tender documents and the special conditions of the agreements. National Test House, Chennai, should be part of this list.
- 4) The following special condition should be incorporated in all Tender documents/ Special Conditions of Contract, involving Concreting:

SETTING OF FIELD LABORATORY BY THE CONTRACTOR:

- (a) For all concrete works of value more than ₹2 crores (value of all concreting works put together), the Contractor should set up a field laboratory of his own at work site, for testing of cement, steel, water, and concrete which should be open for use and inspection by the Railway officials at any time and carryout the tests with Contractor's own equipment, gauges, machinery, consumables, and operators, at Contractor's own cost. The laboratory should be equipped with necessary equipment to carry out various tests such as property tests, sieve analysis, setting time of cement, compression tests on cubes, slump test, workability test etc., on aggregate, cement, water, and concrete required for ensuring the required quality. For steel and cement however, test reports from approved laboratories are acceptable.
- (b) The cost of setting up the laboratory, equipping the same, maintaining, conducting all tests on materials and cubes shall be borne by the contractor, within the quoted rates for concrete and no extra payment is eligible for the same.



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- (c) All gauges, machines, equipment and other measuring and testing equipment of the laboratory shall be got checked/calibrated regularly and the necessary certificates furnished to the Engineer-in-charge by the Contractor.
- (d) All the equipment, machinery etc., shall be kept in good working condition. Contractor should also maintain the required qualified/experienced staff at the laboratory.
- (e) The following is the minimum laboratory facilities at the site which are to be provided and operated by the contractor at their own cost:
- (i) Testing of fine and coarse aggregates as per IS:383 and IS:2386.
 - (ii) Testing of cement concrete as per IS:8142 and IS:516.
 - (iii) Testing of water as per IS:456 and IS:3025.
 - (iv) Compressive strength testing of cubes of Concrete.
 - (v) Certain non-routine testing such as (a) Testing of admixtures, (b) Chemical testing of fine and coarse aggregates (c) Permeability of concrete (Permeability test on concrete shall be got done during the approval of the mix design by the Engineer-in-charge during initial approval or subsequently if the already approved mix design is changed). The frequency and need for these tests shall be decided by the Engineer-in-charge, based on stipulations contained in conditions of contract or based on accepted Engineering practice (e.g. whenever source of admixture is changed, tests stipulated in the codes will have to be carried out afresh, etc).
- 5) 53 grade cement should be specified only in Pre-stressing concrete & other higher-grade concrete above M35 in tender documents/ special conditions.
- 6) Quantity of cement for design mix should be uniform for a particular mix across all contracts.

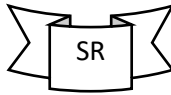
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System Improvement**Department: Engineering**

During various preventive checks conducted by Vigilance in the recent past, the following lacunae/ irregularities were identified:

Identified Lacunae/Irregularities

1. **Incorrect Work Experience Certificates:** In one of the field units, it was observed that Work Experience Certificates issued to a contractor contained inflated details. This allowed the contractor to participate in tenders requiring specialisation, despite not being eligible. The Deputy Chief Engineer (Dy CE) issued such certificates multiple times, without any check by Drawing/ Bill section and concerned subordinate engineers/ officers.
2. **Improper Oversight in Measurement Checks:** In another case, A higher officer conducted a 100% test check of measurements and levels that were to be performed by a subordinate officer, bypassing him without sufficient justification. This action undermines the established checks and balances meant to ensure honesty, accountability, and fairness in the system.
3. **Unjustified Construction of Retaining Walls:** In some projects, it was found that RCC and PCC retaining walls were constructed without adequate technical justification. This led to significant financial losses, with some walls being buried without purpose and others constructed incorrectly, using unsuitable drawings.
4. **Unrealistic Estimate Adjustments:** During checks related to the construction of Road Over Bridges (ROBs), it was noted that estimates for work were repeatedly lowered to unrealistic levels without valid reasons. The tender was awarded based on these reduced estimates, but the agreement was later closed at the original estimate value, by approving variation. This raises concerns about a potential collusion between contractors and officials. By lowering estimates unreasonably, technically, and financially ineligible contractors can secure contracts, and subsequent



variations are approved, allowing these contractors to obtain works, they would otherwise be ineligible to bid on.

To address these identified issues, the following System Improvements were suggested for implementation over Southern Railway:

1. **For Incorrect Work Experience Certificates:** Before issuing a work experience certificate to the contractor, details must be verified by the JE/SSE in-charge of the work and the SSE/Drawing., Ch.OS/Bills, and ADEN/ AXEN/ XEN involved in the work execution and billing. All officials involved in the preparation and checking of the certificate should sign an office copy and based on only this, the concerned Sr.DEN/ Dy.CE should issue the Experience Certificate to the Contractor. A copy of the same with signatures of all officials should then be sent to the DRM/ Chief Engineer (CN) for filing.
2. **For Improper Oversight in Measurement Checks:** Whenever a higher official conducts a test check of measurements/ levels, mandated for a lower official, they must document the reasons for doing so and obtain approval from their superior officer for each instance.
3. **For Unjustified Construction of Retaining Walls:** Proposals for constructing retaining walls costing over ₹ 20 lakh must be supported by thorough technical justification and approved by the concerned DRM/ CE (CN). Detailed General Arrangement Drawing (GAD) indicating the exact location of the walls should be prepared and approved by the CPDE/ CE (CN) before work begins.
4. **For Unrealistic Estimate Adjustments:** Estimates for work must be based solely on approved drawings. Any revisions or changes in estimate values should be recorded along with valid reasons. Staff and officers responsible for signing the estimates will be held accountable for any abnormal variations between the estimated and actual values of the work.

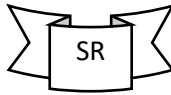
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System Improvement**Department: Electrical****Irregularities in Warranty claims for materials in Works Contract****Background:**

- A Preventive check has been conducted on the aspect of “Warranty claim of failed materials received under works contract”

Details of the case:

- Many of the electrical depots having a significant quantity of materials which are due for the warranty attention.
- These materials are supplied by the contractor under works contracts.
- The contractors are not responding to rectify the warranty attention even after frequent follow up.
- Electrical items supplied by the various contractors under the various contract agreements are taken for the scrutinization.
- The LED luminaries and the BLDC fans are the primary items which are failed during warranty period.
- Out of 400 LED luminaries supplied by the contractor, 162 have failed, representing a failure rate that varies between 6% and 40% across different contractors.
- The Deferred payment clauses for the LED luminaries were not followed in works contract. Consequently, the payment has made to the contract after completion of supply and commissioning work.
- In certain cases, the cost of the failed items which are due for the warranty attention has exceed the available Security Deposit with Railways.(Ex. Cost of the failed item is Rs.2,20,500/- and the available SD is Rs.2,18,488/-)



Irregularities noticed:

- The contractors failed to attend the warranty claims of materials that failed during warranty period, thereby violating the subject contract conditions.
- Deferred payment clause for the LED luminaries is not followed in works contract.

Action taken:

- Advised Sr. Divisional Electrical Engineer to recover the cost of failed items due for the warranty attention from available security deposit for various contractors.

System improvement suggested:

- Advised the Head Quarters to enforce the deferred payment clause for LED luminaries and BLDC fans as follows.
 - ✓ 0% of the accepted contract value after supply of LED luminaries.
 - ✓ 5% of the contract value after erection, testing and commissioning of luminaries.
 - ✓ 25% at the rate of 5% at the end of every year of warranty period of 5 years.

The suggested System Improvement has been approved by the Headquarters and implemented on 04.10.2024.

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Integrity is the seed for
achievement. It is the
principle that never fails.

EARL NIGHTINGALE

System Improvement**Department: Personnel****Irregularities noticed in Departmental Examination****Background:**

- ❖ A Preventive check on scrutiny of departmental exams was conducted by vigilance. Vigilance department has collected the roll call/attendance sheet, call letter/Identification slip, Invigilators allotment statement.

Irregularities noticed:

- ❖ The exam hall in-charge and the exam conducting officer have not affixed their signature on the Attendance sheet/Roll call sheet.
- ❖ Statement showing details of invigilators and room allotted to them is not attested by the exam conducting officer.

Action taken:

- ❖ Suggested to implement the system improvement in order to strengthen the system of conducting examinations and to ensure better accountability.

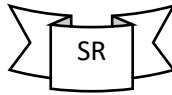
System improvement suggested:

- ❖ Attendance sheet/Roll call sheet should be attested by the invigilators of respective rooms and can be countersigned by the exam conducting officer.
- ❖ Statement showing details of invigilators and room allotted to them duly attested by the exam conducting officer may be kept on record.
- ❖ “No relationship” certificate shall be given by all the nominated officials involved in conduct of examination.

System improvement Implemented:

- ❖ System improvement implemented as suggested by the Vigilance, vide PBC No.142/2024 dated 24.07.2024.

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System Improvement**Department: Mechanical****Quality check of Paint Synthetic Enamel Signal Red****Background of the Case:**

A surprise preventive check was conducted by Vigilance on 31.03.2022, focusing on the quality of Paint Synthetic Enamel Signal Red. A physical stock of approximately 2400 litres was available during the check. The paint was subjected to various quality tests to ensure compliance with specifications as per IS: 8662/2004.

Irregularities Noticed:

- ❖ The CMT/LW/PER Test Report indicated that the paint did not meet the required specifications:

Volume of Solid %: 29.5 (Minimum required: 35)

Pigment Content %: 3.6 (Minimum required: 6)

- ❖ It was observed that the paint had been passed by RITES based on a test report that did not include the pigment test, despite the Purchase Order clearly stating the minimum requirement of 6% pigment.

Action Taken:

- ❖ The entire stock of 2400 litres was rejected.
- ❖ Joint inspections were conducted on, resulting in the collection of composite samples for testing in an accredited lab.
- ❖ The Test Report confirmed that the composite sample met the required specifications:

Volume of Solid %: 37.4 (Minimum required: 35)

Pigment Content %: 6.87 (Minimum required: 6)

System Improvement Suggested:

To prevent recurrence of such issues and ensure compliance with material specifications, the following system improvement is suggested:

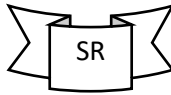
Validation of Test Certificates:

"Test Certificate for all types paints received from Vendors/ Contractors shall be validated by Competent Technical Officials in the workshop before acceptance."

* * * * *

**Culture of Integrity for Nation's Prosperity**

Baby. S.Nakshatra
D/o. G.Santhosh Kumar, CVI/IT/SR



System Improvement**Department: Mechanical****Incident Involving the Theft of Traction Motors****Back ground of the case:**

A vigilance check was conducted regarding lapses associated with the theft of traction motors from a workshop. The investigation revealed several irregularities.

Irregularities Noticed:

The following lapses/irregularities were observed during the check:

1. Two traction motors available in the Traction Motor shop were loaded onto the lorry using cranes available in the workshop.
2. The lorry then proceeded to a sand/debris loading area, where it was filled with non-metallic construction debris and earth in such a way that it covered and hid the stolen traction motors. The lorry was then driven outside of the workshop through the gate.
3. No checking was done at the gate, making it very difficult to locate the traction motors since they were concealed by debris. All activities occurred after the workshop's working hours on Saturday.
4. CWM approval was obtained to undertake the above work after working hours. However, these lorries were not witnessed by either the RPF staff or SSE/Works while loading the debris, despite this being mentioned in the approval letter.
5. The unloading of sand/debris outside of the workshop was also not witnessed by RPF staff.
6. The accountability of the traction motors was not performed by the SSE of the Traction Motor Shop.
7. SSE/Works failed to nominate staff during the loading of debris/sand inside the workshop and during unloading outside the workshop.
8. The IPF/Workshop also failed to nominate RPF staff for loading debris/sand inside the workshop and unloading outside the workshop.

Action Taken:

With regard to the lapses / irregularities identified during the vigilance investigation, the following actions were taken:

- Major penalty D&AR actions were taken against SSE/Workshop, SSE/Works, and IPF/Workshop.
- Minor penalty D&AR actions were taken against Two RPF constables

System Improvement suggested:

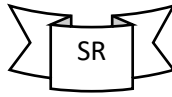
To avoid such incidents in the future, it is suggested to implement the following system improvements in all workshops:

1. All entry and exit points for vehicles should be equipped with CCTV cameras that have recording capabilities.
2. Monitoring through CCTV cameras should be managed by the Mechanical Department, with responsible supervisory staff duly nominated.
3. Movement of vehicles after working hours should be restricted as much as possible, with any emergency movement considered only after obtaining proper approval from a competent authority.
4. When dispatching materials outside, empty vehicles should be witnessed by the custodian SSE and RPF staff, and this should be recorded in a register.

* * * * *

Integrity means that you are
the same in public as you are
in private.

JOYCE MEYER



System Improvement

Department: Traffic

System improvement with regard to working of Train Manager

Background

Based on a complaint, a check was conducted on the aspect of false claim of mileage for LRS by Train Managers.

Irregularities Noticed

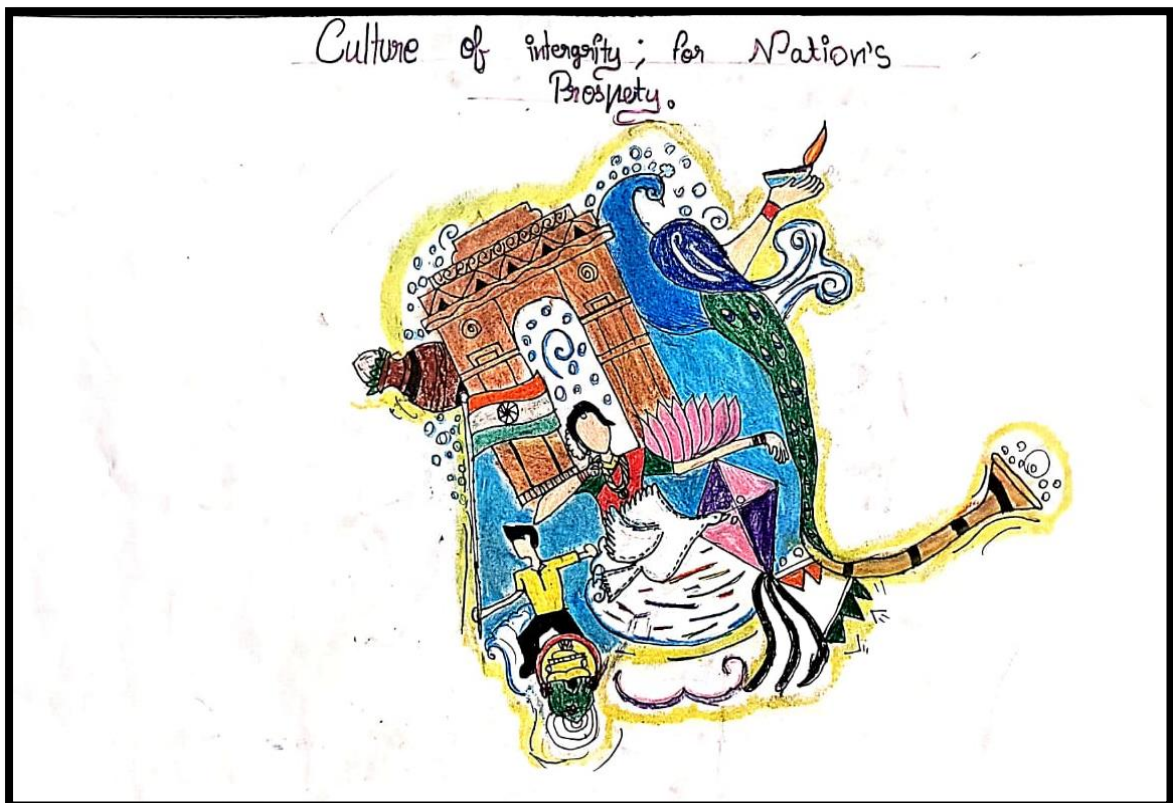
- During the check conducted, it was noticed that the CMS reports were updated manually by the data entry operator without proper filing of Trip sheets. There are no records available to check whether a Train Manager had gone for LRS or not.

System Improvement Suggested

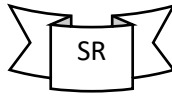
- The LRS Memo issued by Station Master to Train Manager should be made valid for three days from the date of issue per route.
- LRS Memo should be separately given for each route with 3 days validity.
- Second LRS Memo should be issued only after the completion of first route.
- After receiving the LRS Memo from Station Master, the Train Manager for LRS should inform Guards Supervisor. The roster for LRS Train Manager to be made along with working Guards with names.
- CTR and Rough Journal Book of both working Guard and LRS Guard should contain the details of working Train Manager/LRS Train Manager, ALP, and LP. The LRS Guard should get the signature of the destination station SM as a proof of taking LRS.
- Trip sheets should be standardized with the same details as available in CMS and should be signed by Train manager and counter signed by the Operator.
- Trip sheets submitted by Train Managers to CMS Operators for manual entry should be preserved for a period of 6 months.
- Breath analyzer statement to be preserved for a period of 6 months.

CRIS may be instructed to incorporate the following changes in the System:

- It is seen from the CMS report that the Operator ID is only available irrespective of sign- on by the concerned Train Manager. The ID of the concerned Train Manager to appear in the CMS Report while they sign on/off through Kiosk.
- In case of manual sign on/off, the reason thereof should be marked in a column 'Remarks' in CMS report.
- Whenever, there is a mismatch in the Train No. mentioned and originating and destination station, the system should not allow sign on and a popup error message should appear. It was noticed that Train Managers have entered Train numbers which do not run in the intended LRS section.
- There should be a provision made by the CRIS to allow the addition of LRS Guard along with Working Guard for a particular Train.



G.P.JOSLYN JESSIE
VII Std, Rly School , MDU



System Improvement

Department: Traffic

Station Ticket Booking Agent (STBA)

Background

- During the preventive check conducted at a Station, irregularities were noticed in the working of STBA.

Irregularities Noticed

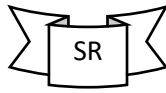
- The UTS counter nominated for STBA was manned by a person, who was not in possession of any valid authority as an STBA.
- During the check, the person produced Rs.3,895/- as Railway cash against the actual transacted cash of Rs.5,895/- thus, had a short of Rs.2,000/- in Railway cash.
- On perusal of the terms and conditions of the STBA contract, it was found that there is no clause in the contract that mandates the STBA to declare their private cash in the Private Cash Declaration Register (PCDR). Additionally, the agreement lacks a penalty clause that would enable the competent authority to take action against the licensee in cases of excess/short in Railway/private cash.

System Improvement Suggested

- A separate clause may be incorporated into the contract conditions mandating the provision of declaration of private cash by the STBA before commencing their duty.
- A separate clause may be incorporated in the agreement conditions permitting the competent authority to take appropriate action against the licensee when there is any excess/short in personal and Railway cash of STBA.
- Specific penalties for each breach of contract to be explicitly mentioned in the agreement conditions.

System improvement implemented:

- The system improvement implemented in SR on 27.05.2024.

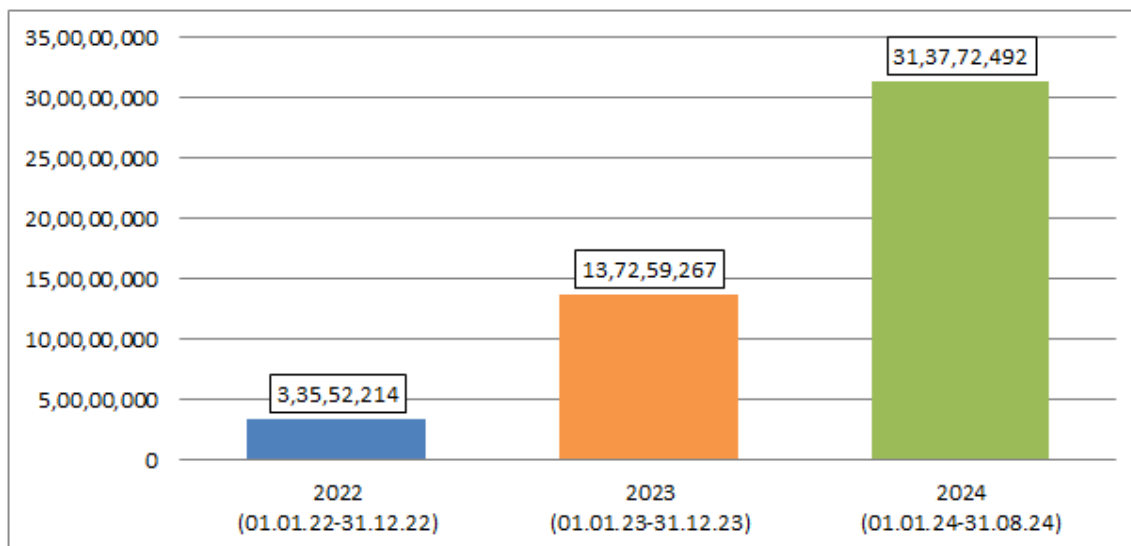


Overview of Vigilance Performance / Activities

Overview of Vigilance Performance / Activities

Additional Earnings/ Economies accrued due to Vigilance Activity/ Action

Southern Railway Vigilance had achieved remarkable increase in additional earnings accrued due to vigilance activities. In 2023, these earnings rose by 309%. Furthermore, during 2024, additional earnings have increased by 128%, continuing this positive trend.

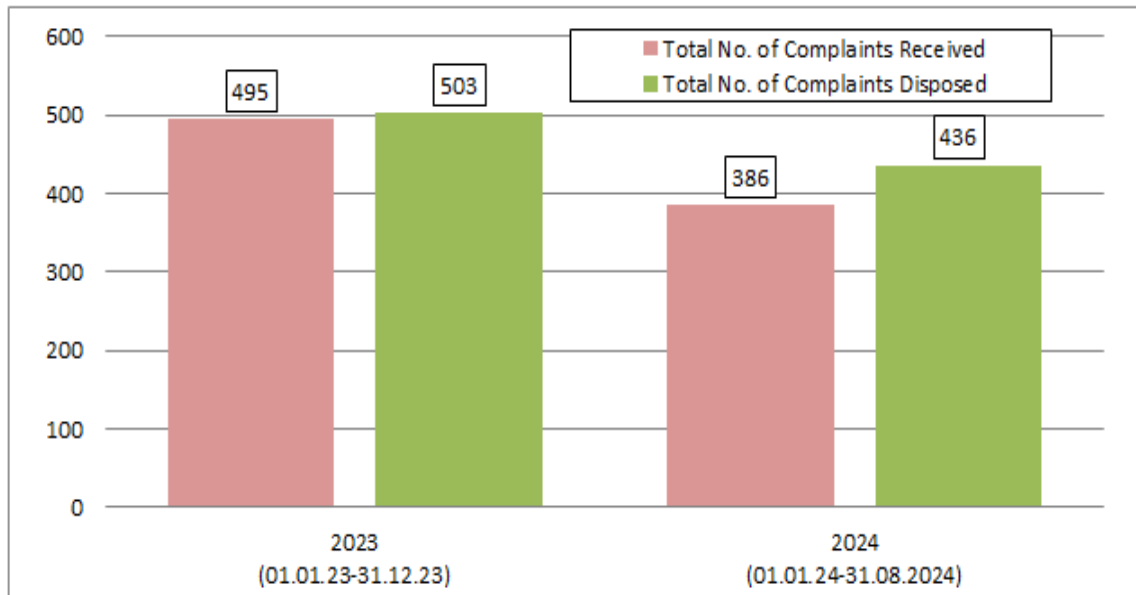


In addition to above, Vigilance helped in achieving notable savings in 2023, amounting to ₹10.25 crores, along with accrued interest in arbitration cases, all under the diligent guidance of the vigilance team. Southern Railway Vigilance has uncovered several instances of unaccounted scrap, resulting in an estimated ₹28.84 crores in revenue this year.

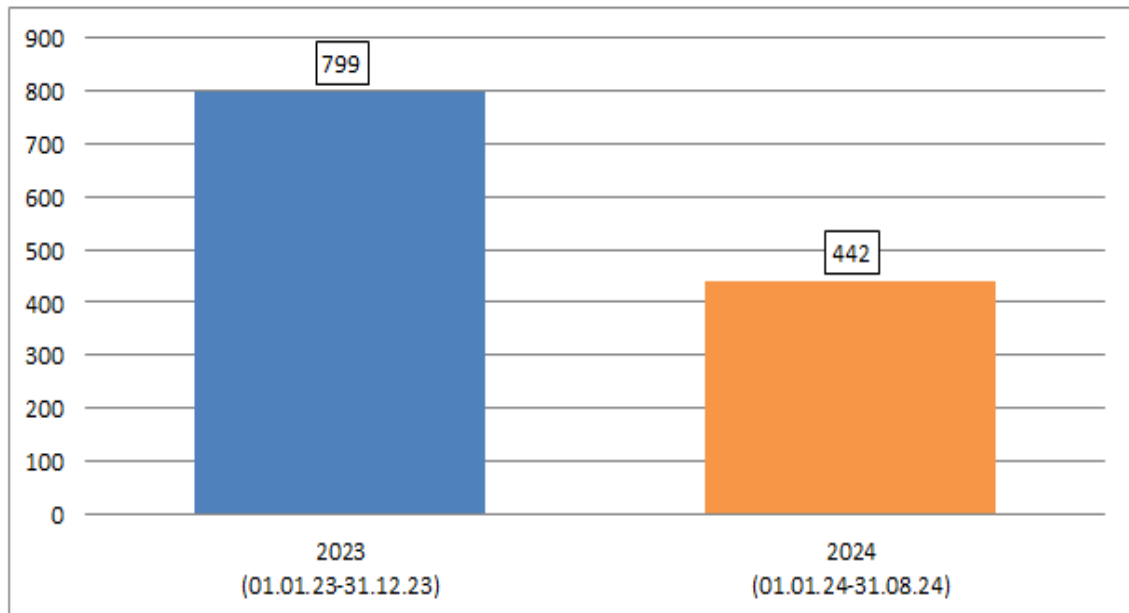
Disposal of complaints

The investigation and disposal of complaints remain a critical function of the Southern Railway Vigilance Department. In 2023, a total of 495 complaints were received, and the Vigilance Department successfully investigated and disposed of 503 complaints including the backlog from previous year.

In 2024 (up to August), the Southern Railway Vigilance received 386 complaints out of which 436 complaints (including previous year backlog) disposed, indicating a continued commitment to addressing issues promptly and efficiently.

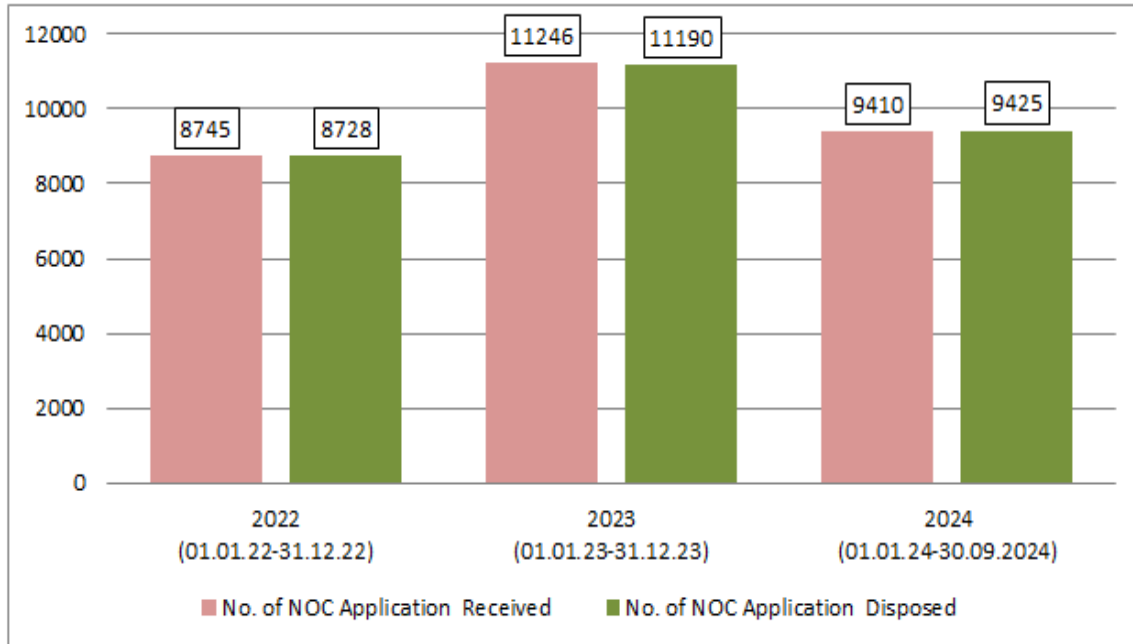
Opening Balance of 01.01.2023- 165**Preventive check**

Vigilance conducts preventive checks on sensitive areas susceptible to corruption. In 2024 up to August; Southern Railway Vigilance Department has conducted 442 preventive checks

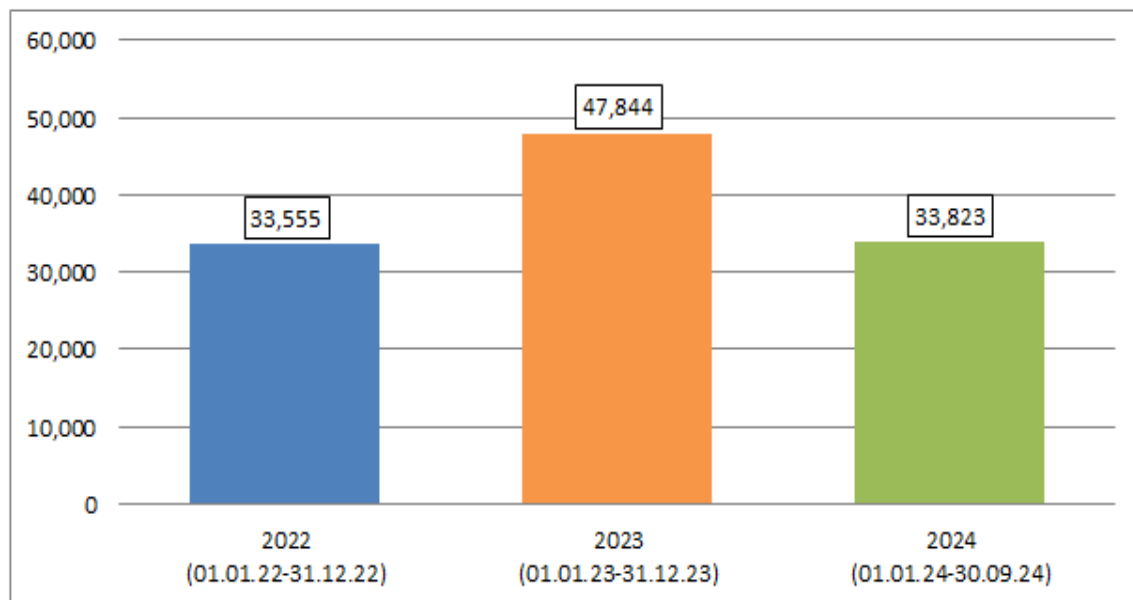


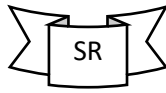
Summary of NOC Application

During the calendar year 2024, up to September, the Southern Railway Vigilance Department has successfully processed a total of 9,425 NOC applications. This significant effort encompasses a total of 33,825 employees.



Year-wise summary of total number of employees in NOC Application





NOTES