

# Integrity Bulletin

सत्यनिष्ठा बुलेटिन

2023



## SOUTHERN RAILWAY

### VIGILANCE ORGANISATION





**VAW 2023**

***“SAY NO TO CORRUPTION; COMMIT TO THE NATION”***



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

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**FOREWORD**

This year we are observing "Vigilance Awareness Week" from 30<sup>th</sup> October 2023 to 5<sup>th</sup> November 2023. The theme for this year as envisioned by CVC "Say no to Corruption; Commit to the nation".

Indian Railway has achieved spectacular growth during the recent past and continues to move on the high growth trajectory. Inculcating a culture of honesty, fairness, conscientiousness and transparency in working are very essential in any public service organization like Indian Railways. To improve the quality of our services, we must ensure that our actions are fair, equitable and transparent under all circumstances.

The Vigilance organization, over the years have tried to evolve a more participative and educative approach in their activities. It has a twofold role of investigating and detecting areas of fraud and more importantly to prevent corruption itself. Preventive vigilance aims to critically review the systems and procedures to eliminate the possibility of corruption by improving processes and minimizing red tape.

Vigilance awareness is not to be restricted for a week alone but should be part of our day to day working, and I am happy that the Vigilance department is taking necessary steps towards this goal including sensitising the employees about the common errors in their working.

I am sure that this bulletin will achieve the objective of creating a positive awareness and act as a guide to avoid inadvertent and bonafide mistakes. On this occasion, I wish the vigilance team all the best towards the efforts to make the system more robust and corruption free.

Jai Hind!

**Dated 31<sup>st</sup> Oct.2023.**

  
**(R.N.Singh)**  
**General Manager**





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

**प्रधान कार्यालय/Headquarters Office**  
**पार्क टाउन/Park Town**  
**चेन्नई/Chennai - 600 003.**

October 30, 2023

**FOREWORD**




I am happy to note that the Vigilance Organization of Southern Railway is bringing out a "Vigilance Bulletin 2023" with a view to inculcate awareness among Railway Fraternity in connection with observance of Vigilance Awareness Week from 30.10.2023 to 05.11.2023. The theme coined by Central Vigilance Commission for this year is "Say no to Corruption; Commit to the nation".

Vigilance is an important tool and integral part of any organization in its endeavour to eradicate corruption and achieve transparent governance. Vigilance organization is not something external; it should be accepted as an integral part of Management. Preventive vigilance calls for identification and simplification of cumbersome rules, procedures, systems and processes to reduce the scope for arbitrary discretion leading to corruption.

Good and transparent governance leads to sustain growth of organization which ultimately results in Nation's growth. The focus should be to increase transparency, equity and also to encourage use of technology in all spheres of working with a mission to eradicate corruption.

I acknowledge the untiring efforts made by the team in bringing out the Vigilance Bulletin 2023 which will be useful in enhancing awareness, transparency and efficiency in Railway working. I also would like to extend my greetings to Vigilance team and wish them very success.

  
(Kaushal Kishore)  
Additional General Manager

## **FIGHT AGAINST CORRUPTION AND COMMITMENT TO THE NATION**

M. Vamsikanth  
Dy.CVO/Mechanical

### **1. Introduction:**

Corruption is not a new word in today's society and has become a menace for many countries including India. This has also resulted in the intended benefits not reaching the targeted populace. India is a developing country that still needs huge public investments for the provision of basic needs. The system for long has been with various loop holes, unclear rules and regulations, thus resulting in unnecessary interference and pilferage in the delivery lines of various services. In today's age, it is must for the public to be responsible at the individual level and as the societal level, so that future generations are shaped in a manner to enable them to lead a better life in a sustained manner.

### **2. Different Forms of Corruption and its existence.**

Corruption is spread over in society in several forms like Bribe, Nepotism, Misappropriation, Patronage etc.

Further it exists at a high, middle, and at a petty or lower level.

- (i) Corruption of systems and institutions formulating and implementing public policy, malpractices during various big purchases, public investments in infrastructure, procurement of food grains for the Public Distribution System, etc.
- (ii) Malpractices at the execution or implementation levels for public projects or during the delivery of services.
- (iii) The petty level of corruption frequently occurs in everyday life. Though the amounts are small, it is exploitative in nature.

Corruption needs immediate attention as it retards the development of the nation. The serious consequences of corruption have created the need to fight it from all angles as soon as possible.

### **3. Prevention Recommendations:-**

Following are some ways to combat the corruption at various levels.

- Citizens seeking the service should change the perception that bribing the public servant is only the way of fulfilling their legitimate requirements.
- Education of the children, and making them aware that, corruption is a menace to the society as a whole, will certainly impart good values in the society as a whole in the future.
- Transparency should be a keyword in public offices as well as everyday life of the citizens. Online transactions like UPI payments have certainly paved right path for the nation in this direction.
- More and more technological developments to be planned, which can give faster and reliable services to the citizens. Such developments should be made keeping in mind the need to fix responsibility at appropriate levels for failure to deliver the prompt service. For e.g. introducing mobile friendly apps for various services required by the citizens from the governmental departments. The services to be provided with the provision for tracking the status of the same to the service taker. Various applications for online payment of the bills for number of services were a good step in this regard. The same to be extended gradually for various other basic services to be given to the public. This shall also prevent the intermediaries in the loop and help in prompt service.
- Simplified forms and procedures reduce the dependence of the users on intermediaries for the various services provided by the Central & State governments and the potential for corruption.
- A value-based leadership encourages effective governance. Positive values like compassion, helping others, love, truthfulness, etc. help to build and develop society.
- The implementation of policies like anti-poverty programs should be corruption-free. Pradhan Mantri Jan Dhan Yojana which is an example of the Direct Benefit Transfer Scheme, which is one of the effective steps taken to ensure that the benefits reach the intended target without any pilferage in between.
- Good practices of organizations in the corporate sector should be highlighted. Regulatory mechanisms should be strengthened.
- The media also has to play an active role in exposing the causes of corruption rather than only carrying out sting operations in a biased manner. This shall create strong public opinion against the corruption.

#### 4. Conclusion

The nation can progress only if there is good governance, and there can be no good governance unless moral values are inculcated in the people. There is no way out, but to change the system if it is not value-based. Corruption is a global phenomenon. Hence aligning corruption-fighting efforts with global best practices should be the top priority.

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## **JOB-RACKETEERING IN RAILWAYS**

P. Kamban  
Dy.CVO/Accounts

Recently, there was a tip-off to this Vigilance Organization that a candidate holding a fake appointment order has reached Railway Training Institute for Training. Further investigation revealed that victim was cheated by unidentified persons posing as Railway Employee. The victim was tricked to a tune of Rs.Six Lakhs for job in Southern Railway. Since the persons involved were public, the case was handed over to State Police for further legal proceedings.

Similarly, of late, Complaints are received over phone from public stating that they have been duped by someone promising them job in Railways. The complainants alleged that they have paid amount ranging from few thousands to few lakhs.

In a latest employment scam, at least 28 people from Tamil Nadu were deployed at different platforms of the New Delhi Railway Station every day for eight hours for a month to count the arrival and departure of trains and their coaches, unaware they were being scammed. The victims were told that this was part of their training for positions of travel ticket examiner (TTE), traffic assistants and clerks job in Railways.

In another instance, a 37-year-old accused from Walajah was arrested by the job racket wing of the CCB for allegedly duping job aspirants after promising them jobs under sports quota in Southern Railway. He has received Rs.Ten lakhs for getting appointments as Assistant Engineer in Southern Railway and handed over fake appointment orders. The accused had claimed to public that he was a Kabbadi coach in Southern Railway. On receiving money for different posts in Railways from 43 job aspirants, he gave fake appointment orders and cheated them of rupees 1.70 crore, the investigation revealed.

The Vigilance Organization of Southern Railway plays a crucial role in routing out unethical practices from the system. Based on a complaint received from two victims regarding job racketeering, a Joint Operation was organized by Southern Railway Vigilance and Police team deputed by Deputy Commissioner/St. Thomas Mount.

Allegedly, the job racketeers had extorted money from the complainants promising them a job in Railways. They had even reassured the victims of job scam by giving them fake appointment Order. The two job racketeers were nabbed after tracking their locations at Vadapalani. The entire operation was completed within 5 hours of receipt of complaint after

meticulous planning and coordination between the two departments. The accused were handed over to ICF Police Station and a case has been registered for further investigation.

On further investigation on above cases, truth unfurled that fraudsters were issuing documents replicating the original letterheads, seals and orders. It was observed that Scamsters were using the Railway premises to dupe the victims as if the transactions were genuine. In one such instance, group of people were called to Railway Hospitals and OPD facilities were used and victims were cheated as though it was actual medical examination for the railway job. From the complaints it is noticed that the persons who have allegedly deceived the gullible public posed either as a Railway employee or claimed closer proximity with the Railways, such as Contract employees, Apprentices and outsourced Agents. In rare events, few railway employees were found indulging in such activities and cases were contemplated against the employees.

On this Vigilance awareness week, it is requested that we may educate the people who come across such incidents to immediately lodge complaint to nearest police station so that further incidents are avoided. The awareness among Public and Job seekers may be made so that they understand that all recruitment process in Indian Railways are carried out only through RRB & RRC's and the entire recruitment process in Railway Exams are fully computerized and selections are purely on merit. Hence this campaign should be taken to each and every citizen so that they do not lose their Hard Earned Money to the fraudster's. This awareness campaign by Railway Employees will strongly convey the message that the Railway Job is **"NOT FOR SALE"**.

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## TECHNOLOGY, THE PANACEA FOR INDIAN RAILWAYS

S. Ajay Kaushik  
Dy.CVO/Traffic

Technology is ever evolving and so is Indian Railways. Indian Railways is one of a few organizations in the Government of India to use the latest in technology. Whether it's the latest signaling system or state of the coaches, Railways has always led the way in adopting newer technology in making the journey of millions of passengers convenient and safe. The technology adopted in train operations has made Indian Railways a pioneer in safety in surface transport. The adaptation of PRS ticketing system 30 years back was nothing less than a revolution in ticket booking and has made life convenient for many train travelers. But the paces of adaptation of cutting edge technology in some areas are almost stagnant. The adaptation of technology in the customer front and human resource management has been a bit slower vis-a-vis the train operations.

Data analytics can play a crucial role in the Indian Railways system, offering a wide range of benefits that enhance safety, efficiency, and passenger experience. Here are several areas in which data analytics and cutting edge hardware can be instrumental in improving the operations and services of Indian Railways

1. **Parcel Management:** Expanding the parcel management system to include remote booking and tracking can reduce congestion and streamline operations. By enabling customers to book parcels online and ensuring transparent tracking, the railway system can become more user-friendly and efficient. Additionally, using technology like AI-enabled cameras and weighing scales can enhance accuracy and trust.
2. **Ticket Booking and Ticket Checking:** Predictive analytics can help optimize planning and resource allocation. Introducing features like auto check-in by passengers and UPI payment for fines can improve the overall passenger experience and minimize corruption opportunities. Advancing chart preparation time to 8 to 10 hours before train departure can provide passengers with more flexibility in making travel choices.
3. **Human Resource Management:** Leveraging technology for human resource management, including transfers and postings, can reduce errors and corruption. Using algorithms to match employee preferences with available vacancy positions can make the process more transparent and efficient.
4. **Passenger Information System & Value-Added Services:** Customizing services based on passenger information can enhance the travel experience. This includes services like senior citizen escorts, car pick-up and drop-off, onboard Wi-Fi, and personalized food

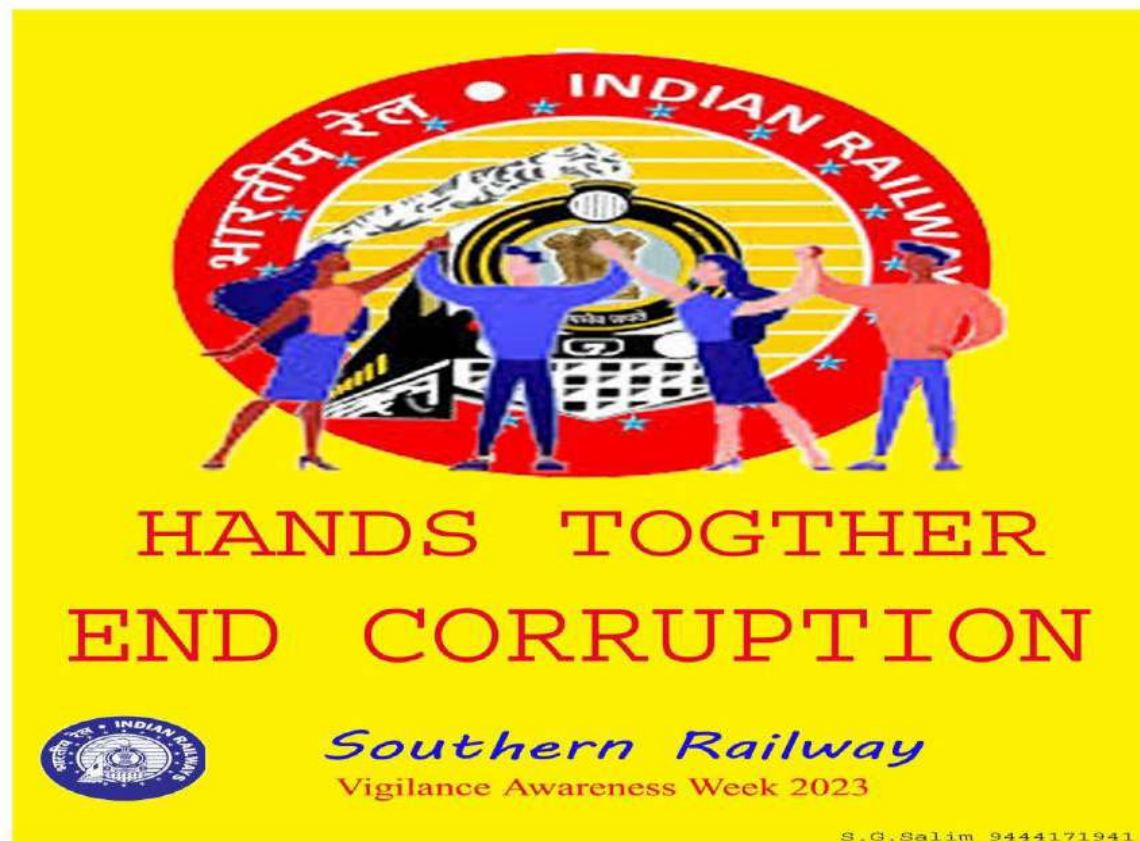
preferences. Offering customized discounts and incentives for loyal customers can help build customer loyalty and generate more revenue.

5. **Predictive Maintenance:** Predictive analytics uses historical data and real-time information to predict when maintenance is needed on tracks, locomotives, and rolling stock. This helps prevent breakdowns and reduces downtime. Indian Railways can save costs by addressing issues before they become critical.
6. **Route Optimization:** Data analytics can analyze train schedules, track conditions, and historical performance data to optimize train routes. This reduces travel time, fuel consumption, and operational costs. It also minimizes delays and enhances the reliability of services.
7. **Safety Enhancement:** Analytics can process data from various sources, such as sensors, cameras, and weather information, to monitor safety parameters. It can help in identifying potential safety issues, like track defects or equipment malfunctions, before they lead to accidents.
8. **Demand Forecasting:** Analyzing historical travel data helps in understanding passenger demand patterns. This information can be used to adjust schedules, allocate resources, and plan for peak travel seasons effectively. It also aids in dynamic pricing as per the demand.
9. **Customer Experience Improvement:** Data analytics can help in personalizing services for passengers. By analyzing customer preferences and behavior, Indian Railways can offer tailored recommendations, services, and promotions, enhancing the overall travel experience.
10. **Fraud Detection and Security:** Data analytics can be used to identify unusual patterns in ticket booking or employee activities. This can help detect fraudulent activities and enhance security measures. Facial recognition software can be adopted with the existing surveillance systems for better monitoring. Biometric attendance for staff will ensure the availability of staff in work spots.
11. **Supply Chain and Inventory management:** For freight operations, data analytics can optimize the management of the supply chain, including tracking cargo and improving logistics, thereby reducing transit times and costs. By keeping track of inventory, items can be procured and stocked on need basis. This will save space, money and also make the organization more agile to adopt latest technology.

**12. Revenue Generation:** Data analytics can identify opportunities for generating additional revenue through ancillary services, such as advertising, retail, or tourism packages.

To leverage data analytics and latest hardware in effectively, Indian Railways should invest in data infrastructure, data collection systems, and skilled data analysts and low cost scalable hardware. Additionally, a robust framework is essential to ensure data accuracy, privacy, and security. By embracing data analytics and latest hardware, Indian Railways can not only improve its efficiency and safety but also provide better services to its passengers while reducing operational costs. This will be crucial for maintaining its position as one of the world's largest and most efficient railway networks.

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## INTEGRITY IN PUBLIC LIFE

Sugind Surendran  
Dy.CVO/Electrical

Every year Vigilance Awareness Week is conducted by CVC (Central Vigilance Commission) to promote Integrity in public life, generate public awareness and publicize adverse affect of corruption. This year's theme is **"Say no to corruption; commit to the Nation"**.

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

Integrity is a quality that one individual learns from his family, his school/college, his surroundings. This integrity gets challenged at various stages of life and unless there is a strong resolution within us it is difficult to maintain it. Over a short period, maintaining integrity may be easy, but maintaining it over longer period, may be entire career, is a real challenge. My thoughts go about the circumstances that compel an individual to follow the path of corruption and unethical values. Most of the people get their post/position following ethical path and correct means but once they are holding higher position/power, their state of mind changes and end up on the wrong side.

The surroundings/working environment also may be playing an important role in taking an ethically correct person towards an unethical path. The organization culture and reputation also influence the decisions of officials. For the success of the organization, complete professional honesty should be backed by ethical decision making. Culture of honesty can be developed by having transparent administrative policies, speedy and fair departmental inquiries in cases of corruption. As a public servant we are expected to take decisions and deliver without compromising on rules and regulations. There is a quote in Urdu ***"Mukhtasar si zindagi ke bhi ajeeb fasane hai, yaha teer bhi chalaane hai aur parinde bhi bachaane hai"*** which means **"This short life has a strange tale to tell, here the arrows must be shot and birds saved as well"**.

The use of information technology and digital initiatives taken by the Govt. Organizations has gone a long way in reducing the human element of decision making in day to day working. These initiatives are helping Organizations in taking the correct and ethical decision .In Indian Railways also, use of IT applications like E-office(for file and letter correspondence),IREPS (for tenders) ,IRCWMS(Measurement Book in Works Contracts),HRMS(leave ,pass application and

transfer module) ,IPAS (bill passing) is found very useful in ensuring correct and fair decision. Further fine tuning these applications is also very essential in plugging the loopholes that may exist in these new systems of working.

It is very important for the management of the Govt. organization to attack the menace of corruption by

(a) Taking quick and prompt action against the individuals found with doubtful integrity.

(b) Encouraging individuals who continue to take correct and quick decisions at the same time avoiding unethical acts.

(c) Use of digital initiatives and fine tuning these new IT applications to prevent exploitation of loopholes.

At the end, in this Vigilance Awareness Week 2023, let us recall Shakespeare's quote from a play – 'All's well that ends well' - "***No legacy is so rich as honesty***".

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## வள்ளுவமும் விஜிலென்சும்

S. Natarajan  
Dy.CVO/Stores

### முன்னுரை:

"எல்லாப் பொருளும் இதன்பால் உள" என்று மதுரைத் தமிழ்நாகனார் வள்ளுவத்தைப் புகழ்ந்துரைத்தது உயர்வுநவ்ற்சி அன்று! வெறும் மோனை அழகிற்காக மட்டுமே "வள்ளுவமும் விஜிலென்சும்" என்ற இத்தலைப்பு வைக்கப்படவில்லை. "விஜிலென்ஸ்" (Vigilance) எனப்படும் "கண்காணிப்புத்துறை" சார்ந்த பணிகளுக்குத் தேவையான கருத்துகள் திருக்குறளில் உண்டு.

### சிறந்த கண்காணிப்பு அதிகாரி:

"கண்காணிப்புத்துறை" என்றழைக்கப்படும் விஜிலென்ஸ் துறையின் முக்கியமான பணிகளைப் பின்வருமாறு வகைப்படுத்தலாம்:

- 1) Educative Vigilance
- 2) Preventive Vigilance
- 3) Punitive Vigilance

தவறுகள் நிகழ்வதற்குப் பல காரணங்கள் உண்டெனினும் அவற்றுள் முக்கியமானது- துறைசார்ந்த விதிகள் குறித்த முறையான புரிதல் பணியாளரிடம் இல்லாத குறை! தான் செய்வது அலுவலக விதிகளின்படி தவறென்பதே தெரியாமல் பணிபுரியும் அலுவலர்களால் நிகழ்த்தப்படும் தவறுகள் கணிசமான எண்ணிக்கையில் உண்டு. இதற்குத் தீர்வுதான் "Educative Vigilance". கண்காணிப்புத்துறையைச் சார்ந்தவர்கள் அவ்வப்போது துறைசார்ந்த விதிகளையும், கண்காணிப்புத்துறை கையாண்ட துறைசார்ந்த பல்வேறு Caseகளையும் பணிபுரிபவர்களுக்கு விளக்கி, அவர்களுடைய ஐயங்களைத் தெளிவுபடுத்துவதே "Educative Vigilance". இதற்கு அடுத்த கட்டம் "Preventive Vigilance". கண்காணிப்புத்துறையைச் சேர்ந்தவர்கள் களத்திற்குச் சென்று சோதனை செய்வது "Preventive Vigilance". இதைத்தவிர, பணியில் செய்யப்பட்ட பல்வேறு முறைகேடுகள் குறித்துப் பெறப்பட்ட புகார்களை விசாரித்து முடிவெடுப்பது "Punitive Vigilance".

கண்காணிப்புத்துறையின் மூன்று வகையான பணிகளைக் குறித்த ஒரு சுருக்கமான அறிமுகத்தைப் பார்த்தோம். இருப்பதிலேயே ஆகச்சிறந்த

விஜிலென்ஸ் அதிகாரி- மனம்! கண்காணிப்புத்துறையின் மூவகைப் பணிகளையும் ஒருங்கே செய்யவல்லது- மனம்! துறைசார்ந்த விதிகளை நினைவுறுத்தியும், தவறுகள் நேராமல் அறிவுறுத்தியும் செயல்படும் மனம், இவற்றைத் தாண்டி ஒருவர் தவறிழைக்கும்போது Punitive Vigilance ஐயும் மேற்கொள்ளும்- எப்படித் தெரியுமா?

**"தன்னெஞ்சு அறிவது பொய்யற்க பொய்த்தபின்**

**தன்னெஞ்சே தன்னைச் சுடும்" (293)**

(மனசாட்சிக்கு எதிராகப் பொய்சொல்லக் கூடாது. அப்படிச் சொன்னால், சொன்னவரின் மனமே அவரைத் தண்டிக்கும்.)

துறைசார்ந்த விதிகள் தெரிந்திருந்தும், வேண்டுமென்றே விதிகளை மீறிச் குற்றமிழைப்போரின் மனசாட்சி, அவர்களைச் சுட்டுக்கொண்டே இருக்கும்.

மனசாட்சியைக் கழற்றிவைத்துவிட்டுப் பணிபுரிவர்களும் உண்டல்லவா! அவர்களுக்கு என்ன தண்டனை? வள்ளுவம் அதற்கும் பதில் தருகிறது.

**தவறிழைத்துச் சேர்த்தபொருள் தங்காது:**

மனசாட்சியை மதிக்காமல் பணியாற்றுவோரும் கணிசமான எண்ணிக்கையில் உண்டு. விதிமுறைகளை வேண்டுமென்றே மீறிப் பணியாற்றி, கையூட்டுப் பெற்றுக் குவிப்போர்கள் உண்டு; இலஞ்சம் வாங்குவது சட்டப்படி (அறத்தின் அடிப்படையில் கூட) தவறென்பது நன்றாகத் தெரிந்தும் அத்தவறைத் துணிந்து செய்பவர்கள் உண்டு.

இவர்களைத் தண்டிப்பதற்கென்றே "Prevention of Corruption Act, 1948", "Prevention of Money Laundering Act, 2002" போன்ற சட்டங்கள் உள்ளன; இத்தகையோரை வலைபோட்டுப் பிடிப்பதற்கென்றே CBI, ED போன்ற அமைப்புகள் உள்ளன; நீதிமன்றங்கள் உள்ளன! ஆயினும் தவறு செய்யும் அனைவரும் 100% பிடிபடுகிறார்களா என்றால் இல்லை; மலையை விழுங்கி ஏப்பம் விட்டும் மாட்டிக்கொள்ளாமல் தப்பிக்கின்ற மகாதேவன்களும் இருக்கின்றனர். இத்தகையோர்க்கு என்ன தண்டனை?

**"சலத்தால் பொருள்செய்தே மார்த்தல் பசுமண்**

**கலத்துள் நீர்பெய்திரி யற்று" (660)**

(வஞ்சனையால் பொருள் சேர்த்துக் காப்பாற்றுவது- பச்சை மண்குடத்தில் நீர் சேர்ப்பது போல்)

விதிகளை மீறி, "எங்கே எவரிடமாவது பிடிபடுவோமோ?" என்ற நிலையான பயத்துடனே இருந்தாலும் தவறிழைத்துக் கையூட்டுப் பெற்றுப் பணிபுரிபவர் சேர்க்கின்ற செல்வம் நிலைக்காது என்கிற பயத்தை இக்குறள்வழியே ஏற்படுத்துகிறார் வள்ளுவர். "பல வகையிலும் ரிஸ்க் எடுத்துப் பெறப்படுகின்ற கையூட்டுப் பணம், கையில் நிலைக்காது!" என்கிற தெளிவு கிடைத்தால், "பிறகு எதற்காக ரிஸ்க் எடுக்க வேண்டும்?" என்கிற கேள்வி தோன்றும்; இக்கேள்வியின் விளைவால் கையூட்டு பெற்றுப் பணிபுரியும் நிலை குறையும். ஆக மொத்தத்தில் வீதிமீறல் நிகழ்வதற்குண்டான வாய்ப்பு குறையும்.

இங்கு ஒரு கேள்வி எழலாம்- கையூட்டுப் பெற்று வாழ்பவர்கள் எல்லோருக்கும் இழப்பு ஏற்படுமா? கையூட்டு பெறாதவர்களுக்கு எவ்வித இழப்பும் ஏற்படாதா? இதற்கும் வள்ளுவம் விடை தருகிறது.

**அழுகையும் இழப்பும்:**

பணிபுரியும் அனைவரும் மனசாட்சியோடு வேலை பார்ப்பதில்லை; மனசாட்சியை மதிக்காமல் தவறான வழிகளில் பணிபுரிபவர் பலர்! தவறிழைத்துக் கையூட்டுப் பெறும் அத்தனை நபர்களும் மாட்டிக்கொள்வதில்லை; அதே சமயத்தில் தவறான வழிகளில் அவர்கள் ஈட்டிய பொருள் முழுவதையும் இழந்து விடுவார்களா என்றால் அதுவுமில்லை! பிறகு அவர்களுக்கு என்னதான் தண்டனை?

நிற்க! நியாயமான வழியில் பொருள் ஈட்டுபவர்களுக்கு இழப்பே வருவதில்லையா? அவர்கள் எதிர்கொள்ளும் இழப்பிற்கு என்ன காரணம்?

**அழக்கொண்ட எல்லாம் அழப்போம் இழப்பினும்**

**பிற்பயக்கும் நற்பா லவை (659)**

(அழ வைத்துப் பெற்ற செல்வம் உன்னை அழ வைத்தே போய்விடும். நல்லது செய்து இழந்தாலும் பிற்பாடு பயன் தரும்.)



கையூட்டின் விளைவால் சேர்க்கப்பட்ட பொருள், தீமையை ஏற்படுத்திக் கைவிட்டுச் செல்லும். கையூட்டின் விளைவால் சேர்த்த பொருள் நல்வழியில், மனநிறைவோடு செலவாகியிருக்காது- திடீரென்று ஏற்படும் மருத்துவச் செலவுகளாலோ, திருட்டுகளாலோ, கையூட்டு விஷயம் வெளிவராமல் இருப்பதற்காகத் தன்னுடைய மேலதிகாரிகளுக்கு தண்டச் செலவுகள் செய்வதன் மூலமாகவோ, அவர்தம் கைப்பொருள் குறைந்தவண்ணமே இருந்தவாறிருக்கும். கையூட்டு பெறுபவர் தம்முடைய வாழ்க்கை நிலையையும், தம் குடும்பத்தின் வாழ்க்கை நிலையையும் தம்முடைய மனக்கண் முன்னால் நிறுத்திப் பார்த்தால், இக்குறள் கருத்தின் உண்மை விளங்கும்.

அதே நேரத்தில், நேர்மையான வழியில் பொருள் ஈட்டுபவருக்கு நேரும் இழப்புகளோ, பின்னாளில் அவருக்கே வரவுகளாக வந்துசேரும் என்றும் சமாதானம் கூறுகிறது திருக்குறள். தவறான வழிகளில் பொருள் சேர்ப்போர்தம் மனதை, திருடனைக் கொட்டிய தேளைப்போலக் கொட்டுகிறது இக்குறள்.

### **செயல்களில் தூய்மை:**

திருக்குறள் ஓர் அறநூலாதலால், இந்நூலின்கண் "இன்ன செயலைச் செய்; இன்ன செயலைச் செய்யாதே!" என்ற கருத்துகள் தொனிக்கும் குறட்பாக்கள் பல உள்ளன. எனவே, இக்குறட்பாக்கள் அனைத்தையும் "Educative Vigilance" என்பதன் ஓர் உறுப்பாகவே கருதலாம்.

அறத்தின் சிறப்பை அடிநாதமாகக் கொண்ட திருக்குறள், ஒருவர் மேற்கொள்ளும் செயல்கள் யாவும் தூய்மையாகவும் களங்கமற்றும் விளங்க வேண்டுமென்று பின்வரும் வழிகளில் வலியுறுத்துகிறது:

### **என்றும் ஒருவுதல் வேண்டும் புகழொடு**

#### **நன்றி பயவா வினை (652)**

(புகழையும், நன்மையையும் தராத தூய்மையற்ற செயல்களை எந்த நிலையிலும் செய்யாமல் அவற்றை விட்டொழிக்க வேண்டும்.)

### **இடுக்கண் படினும் இளிவந்த செய்யார்**

#### **நடுக்கற்ற காட்சி யவர் (654)**

(தெளிவான அறிவும் உறுதியும் கொண்டவர்கள் துன்பத்திலிருந்து விடுபடுவதற்காகக் கூட இழிவான செயலில் ஈடுபட மாட்டார்கள்.)

**எற்றென்று இரங்குவ செய்யற்க செய்வானேல்**

**மற்றன்ன செய்யாமை நன்று (655)**

("என்ன தவறு செய்துவிட்டோம்!" என நினைத்துக் கவலைப்படுவதற்குரிய காரியங்களைச் செய்யக்கூடாது. ஒருகால் அப்படிச் செய்துவிட்டாலும், அச்செயலை மீண்டும் தொடராதிருப்பதே நன்று.)

மேற்சொன்ன குறட்பாக்களின் மூலம் செயல்களில் இருக்கவேண்டிய தூய்மையின் முக்கியத்துவத்தை உணர்ந்துகொள்ளலாம். இத்தகைய கருத்துகளின் அடியொற்றியே நம்முடைய அன்றாடப் பணிகளை நாம் மேற்கொள்ளவேண்டும்.

**தீமை செய்து திரட்டிய செல்வம்:**

சட்டத்துக்குப் புறம்பான வழியில் வேலை பார்த்துப் பொருள் சேர்ப்பவர்களின் தவறுகளை வெளிக்கொணர்ந்து, அவர்களுக்குத் தண்டனை பெற்றுத்தருவதே காவல்துறை, CBI, ED போன்ற அமைப்புகளின் பணி. இஃதன்றி, தவறிழைப்பவர்களுக்குத் துறை ரீதியான நடவடிக்கைகளைப் பரிந்துரைப்பது கண்காணிப்புத்துறையின் பணி.

இவையெல்லாம் ஒருவர் தவறிழைத்த பிறகு எடுக்கப்படும் நடவடிக்கைகள்- வேறு வார்த்தைகளில் கூறுவதானால் "Post Mortem" நடவடிக்கைகள்- அதாவது "Punitive Vigilance". ஆனால் தவறிழைக்க எண்ணுவர்களைப் பயமுறுத்தியும், நேர்வழி காட்டித் திருத்த முற்படுவதும் வள்ளுவத்தின் பாணி- அதாவது தவறு நேராமல் பார்த்துக்கொள்ள விழைவது வள்ளுவம்- இது "Preventive Vigilance".

அவ்வகையில் அறமற்ற வழியில் ஒருவர் பொருள் சேர்த்தால் என்னவாகும் என்பதைப் பின்வரும் குறட்பா விளக்குகிறது:

**அன்பாரீஇத் தற்செற்றற நோக்கா தீட்டிய**

**ஒண்பொருள் கொள்வார் பிறர் (1009)**

(அன்பெனும் பண்பை அறவே நீக்கி, தன்னையும் வருத்திக் கொண்டு, அறவழிக்குப் புறம்பாகச் சேர்த்துக் குவித்திடும் செல்வத்தைப் பிறர் கொள்ளை கொண்டு போய் விடுவர்.)

தவறான வழியில் ஒருவர் பொருள் சேர்க்கத் தன்னை வருத்திக் கொள்ள வேண்டும்- ஏனெனில் தான் தவறிழைக்கிறோம் என்பது தெரிந்தே அவர் தவறிழைப்பதால் அவருடைய மனசாட்சிக்குப் பதில்கூற வேண்டும்; ஒருவேளை தாம் மாட்டிக்கொண்டால் என்ன செய்வது என்ற பயத்தோடும் அவர் அச்செயலைச் செய்ய வேண்டும்- எனவே அவர் தம்மைத்தாமே உடலாலோ, மனத்தாலோ வருத்திக்கொண்டுதான் தவறிழைத்தாக வேண்டும்.

இவ்வாறு வருத்திக்கொண்டுத் தவறிழைத்து ஒருவர் பெற்ற பொருளைப் பிறர் கொண்டு செல்வர் என்று கூறி வள்ளுவர் தவறிழைக்க விழைபவர்களை எச்சரிக்கிறார். இது ஒரு உளவியல் ரீதியான எச்சரிக்கை. "பெரிய அளவில் ரிஸ்க் எடுத்துத் தவறு செய்து பொருள் சேர்த்தால், அப்பொருளை நீ அனுபவிக்கவே முடியாது; இன்னொருவர்தான் அனுபவிக்க முடியும்!" என்று எச்சரிக்கை விடப்பட்ட பிறகு, தவறுசெய்யத் தோன்றுமா?

"இக்குறள் கருத்து மெய்யாக இருக்கும் பட்சத்தில், எவனோ ஒருவன் அனுபவிப்பதற்கு நான் ஏன் பொருள் சேர்க்க வேண்டும்- தவறான வழியில் சென்று?" என்ற கேள்வி எழுமல்லவா! இதன் விளைவாகத் தவறு செய்யாமல் நேர்வழியில் நடப்பதையே தேர்ந்தெடுக்கும் வாய்ப்புகள் அதிகம்.

இங்கு ஓர் ஐயம் எழலாம்- "தவறிழைப்பவர்கள் சொகுசான வாழ்க்கையை மேற்கொள்வதைக் கண்கூடாகப் பார்க்கின்றோமே! அவர்கள் சேர்த்து வைத்த சொத்துகளை அவர்கள்தானே அனுபவிக்கிறார்கள்! மேலும், பல தலைமுறைக்கு அல்லவா சொத்துகளைக் குவித்து வைத்திருக்கிறார்கள்! ஆக, இக்குறட்பாவின் கருத்து தவறாகி விடுகிறதே!"

இக்குறட்பாவின் கருத்து தவறாகாது! தவறான வழியில் பொருள் சேர்ப்பவர்களின் வாழ்க்கையை மேலாகப் பார்ப்பதனால் தோன்றிய ஐயம் இது. உள்ளுக்குள் சென்று பார்த்தால்தான் தெரியும்- அவர்களுடைய வாழ்க்கை ஒரு நரகம் என்று! தவறிழைத்துப் பொருள் சேர்ப்பவர் நிம்மதியாக வாழவே மாட்டார்கள்! எப்போதும் ஒருவித பயத்திலேயே அவர்கள் இருப்பார்கள்! அப்பயத்தை வெளியில் காட்டாமல் முகப்பூச்சு

செய்துகொள்வதைப் போல வெளியில் தன்னுடைய செல்வச் செழிப்பை ஆடம்பரமாகக் காட்டிக்கொள்வர்.

"ஓய்யாரக் கொண்டையாம் தாழம்பூவாம்; உள்ளுக்குள் இருக்குமாம் ஈரும் பேனும்!" என்றொரு பழமொழி உண்டு. தவறான வழியில் செல்பவர்களின் வாழ்க்கையை இப்பழமொழியோடு பொருத்திப் பார்க்கலாம். வெளியே தெரிவதோ ஓய்யாரக் கொண்டையும், தாழம்பூவும்; ஆனால் உள்ளே பார்த்தால்தான் தெரியும்- ஈரும் பேனும் இருப்பது. எனவே, கையூட்டுப் பெற்று வாழ்பவர்கள் வெளிக்காட்டும் ஆடம்பரத்தைக் கண்டு மிரட்சியுறாமல், அவர்களுடைய வாழ்க்கைமுறையை அலசிப் பார்த்தால்தான் தெரியும்- அவர்களின் உண்மை நிலை என்னவென்று!

தவறான வழியில் பொருள் சேர்ப்பவர் எவரேனும் இக்கட்டுரையைப் படித்துக் கொண்டிருந்தால்- அவர்களின் மனசாட்சிக்குத் தெரியும்- இக்குறட்பா எத்துணை உண்மையானது என்று! திருடனுக்குத் தேள் கொட்டினாற் போல அவர்களின் நெஞ்சை இக்குறள் கொட்டுவதை அவர்கள் உணர்வார்கள்! எனவே, தவறான வழியில் செல்ல வேண்டாம்!

### **வள்ளுவர் தரும் வசவுகள்:**

Educative Vigilance மற்றும் Preventive Vigilance ஆகிய படிநிலைகளைக் கடந்த வள்ளுவர், Punitive Vigilance இலும் சில குறட்பாக்களை எழுதியிருக்கிறார்.

Punitive Vigilance என்றால் தவறு செய்தவர்களைத் தண்டிப்பது. வள்ளுவரும் தன்னுடைய வார்த்தைச் சாட்டைகளால் தவறிழைப்போரைத் தண்டிக்கிறார். அப்படி என்ன வசவுகளைக் கூறியிருக்கிறார் வள்ளுவர்?

### **இற்பிறந்தார் கண்ணல்லது இல்லை இயல்பாகச்**

#### **செப்பமும் நாணும் ஒருங்கு (951)**

(நல்ல குடியில் பிறந்தவர்களிடம் நடுநிலைமையும், பழிக்கு அஞ்சும் நாணமும் இயல்பாகவே இருக்கும்.)

### **ஒழுக்கமும் வாய்மையும் நாணும்இம் மூன்றும்**

#### **இழுக்கார் குடிப்பிறந்தார் (952)**

(ஒழுக்கம், உண்மை, நாணம் இந்த மூன்றையும் நல்ல குடியில் பிறந்தோர் கைவிட மாட்டார்கள்.)

**அடுக்கிய கோடி பெறினும் குடிப்பிறந்தார்**

**குன்றுவ செய்தல் இலர் (954)**

(கோடிப் பணம் கொடுத்தாலும் நல்ல குடியில் பிறந்தவர்கள் ஒழுக்கக் கேடானதைச் செய்ய மாட்டார்கள்.)

இக்குறட்பாக்களின் மூலம் என்ன தெரிகிறது?- காசுக்காக ஒழுக்கக் கேட்டினைப் புரிபவர் தம்மை மட்டும் அசிங்கப்படுத்திக் கொள்ளவில்லை; தம் குடும்பத்தையும் சேர்த்தே அசிங்கப்படுத்துகிறார்கள்.

தவறிழைப்போர் எவரேனும் இக்குறட்பாக்களைப் படிப்பாரெனில் மீண்டும் தவறுசெய்ய ஒரு கணம் யோசிப்பர்; ஒருவேளை இக்குறட்பாக்களைத் தெரிந்திருந்தும் அவர் மேற்கொண்டு தவறிழைத்தாரெனில், அத்தகைய நபரிடம் நாணமும், வெட்கமும் இல்லை என்றும், அவர் நல்ல குடும்பத்தில் பிறக்கவில்லை என்று தம் நடவடிக்கைகளின் வழியே ஒப்புதல் வாக்குமூலம் வழங்குகிறார் என்றும், அவர் மனித இனத்திலேயே சேர்த்தியில்லை என்றும், அவருடைய உடம்பில் இரத்தத்திற்குப் பதிலாகச் சாக்கடையே ஓடுகிறதென்றும் நாம் முடிவுசெய்து கொள்ளலாம்.

**முடிவுரை:**

வள்ளுவர் காட்டிய வழியில் பயணிப்போம். தவறான பாதையைத் தவிர்த்து நேர்வழியில் சென்று நிம்மதி அடைவோம்!

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## படித்ததில் பிடித்தது

R. Anantharamasubramanian

AVO/Personnel

பொதுப் பணித்துறை ஊழியராயிருந்து ஓய்வுபெற்றவர் ‘பச்சை தண்ணி’ பத்மநாபன். ஊழல் புரையோடிப்போன ஒரு துறையில், பச்சைத் தண்ணீர் கூட அடுத்தவரிடம் கேட்டு வாங்கி குடிக்கமாட்டாராம் பத்மநாபன். அதனால் அவருக்கு சக ஊழியர்களால் கிண்டலாக சூட்டப்பட்ட பட்டப்பெயர் தான் ‘பச்சை தண்ணி’ பத்மநாபன்.

ஒரு நாள் நோய்வாய்ப்பட்டு படுக்கையில் வீழ்ந்தவர், தனது உயிர் பிரியப்போகிறது என்பதை அறிந்து தனது பிள்ளைகளை அழைத்தார்.

“இறைவா... என் பிள்ளைகளை அனாதையாக விட்டுவிட்டுப் போகிறேன். நீ தான் அவர்களை காக்கவேண்டும்” என்று பிரார்த்தித்தவர் பிள்ளைகளிடம் “நான் எப்படி வாழ்ந்தேன் என்று உங்களுக்கு தெரியும்.

நீங்களும் எந்த சூழலிலும் நீதி தவறாமல் தேவைகளை சுருக்கிக்கொண்டு நேர்மையாய் வாழ்ந்து என் பெயரைக் காப்பாற்றவேண்டும்...” என்று நா தழு தழுக்க சொன்னார்.

இரண்டு மகன்களும் அமைதியுடன் கேட்டுக்கொண்டிருக்க, கடைசி மகள் ப்ரியா மட்டும் கோபத்தில் வெடித்தாள். ப்ரியா கல்லூரி முதலாமாண்டு படித்துவருகிறாள். அவள் விரும்பிய கல்லூரியில் கூட அவளை சேர்க்க வழியின்றி ஏதோ அரசு உதவி பெறும் கல்லூரியில் தான் பத்மநாபனால் சேர்க்க முடிந்தது. அதுவே அவளுக்கு கோபம்.

“அப்பா.... உங்க பேங்க் அக்கவுண்ட்டில் நையா பைசா கூட இல்லாமல் நீங்கள் எங்களைவிட்டு போவது எங்கள் துரதிர்ஷ்டம். உங்களை என்னால் பின்பற்றமுடியாது. உங்கள் அறிவுரைகளையும் கேட்க முடியாது. ஊழல் பேர்வழிகள், ஊழல் பெருச்சாளிகள் என்று நீங்கள் கூறியவர்கள் எல்லாரும் அவர்கள் குழந்தைகளுக்கு பல தலைமுறைகள் சொத்து சேர்த்துவிட்டு சென்றிருக்கிறார்கள். ஆனால் நாம் இருக்கும் இந்த வீடு கூட வாடகை வீடு தான். ஸாரி.... நேர்மையாயிருந்து நாங்கள் பட்டதெல்லாம், உங்களை என்னால் பின்பற்றமுடியாது. நாங்கள் எங்கள் வழியை பார்த்துக்கொள்கிறோம்....” என்றாள்.

அவளை உற்றுநோக்கியபடி பரிதாபமாக பார்த்த அந்த ஜீவனின் உயிர் அடுத்த சில நிமிடங்களில் பிரிந்தது.

காலங்கள் உருண்டன.

கல்லூரி படிப்பை எப்படியோ தட்டுத் தடுமாறி முடித்த ப்ரியா ஒரு புகழ் பெற்ற கட்டுமான நிறுவனப் பணிக்கு அப்ளை செய்து நேர்முகத் தேர்வுக்கு சென்றாள். அந்த பணிக்கு தேவையான தகுதியுடைய நபரை ஏற்கனவே பேனல் உறுப்பினர்கள் தேர்தெடுத்துவிட்டாலும், ஒரு ஃபார்மாலிட்டிக்காக இண்டர்வ்யூவை நடத்திக்கொண்டிருந்தனர். பேனல் மெம்பர்களுக்கு மத்தியில் அந்நிறுவனத்தின் எம்.டி.யும் அமர்ந்திருந்தார்.

ப்ரியாவின் முறை வந்ததும் உள்ளே அழைக்கப்பட்டாள்.

அவளது ரெஸ்யூமை பார்த்த பேனல் மெம்பர் ஒருவர் “உன் அப்பா மிஸ்டர்.பத்மநாபன் பொதுப் பணித்துறையிலிருந்து ஓய்வு பெற்றவரா?” என்றார்.

“ஆமாம்... சார்...”

உடனே எம்.டி. நிமிர்ந்து உட்கார்ந்தார். ப்ரியாவை நோக்கி கேள்வியை வீசினார் ..... “உங்கப்பாவுக்கு ‘பச்சைத் தண்ணி பத்மநாபன்’ங்குற பேர் உண்டா?”

“ஆமாம்... சார்...” என்றாள் சற்று நெளிந்தபடி.

“ஓ... நீங்க அவரோட டாட்டரா? இந்தக் காலத்துல அவரை மாதிரி மனுஷங்களை பார்க்க முடியாதும்மா... இந்த கம்பெனி இன்னைக்கு இந்தளவு வளர்ந்திருக்குதுன்னா, அதுக்கு அவரும் ஒரு காரணம். கடலூர்ல இருக்கும்போது நான் 15 வருஷத்துக்கு முன்ன கவர்மென்ட் காண்ட்ராக்ட் ஒன்னுக்கு டெண்டர் அப்ளை பண்ணியிருந்தேன். என்னைவிட அதிகமா கோட் பண்ணின நிறைய பேர் எவ்வளவோ லஞ்சம் தர்றதா சொன்னாலும் உங்கப்பா அதுக்கெல்லாம் ஆசைப்படாம, அவங்க மிரட்டலுக்கெல்லாம் மசியாம அந்த காண்ட்ராக்ட்டை முறைப்படி எனக்கு ஒதுக்கினார். அன்னைக்கு மட்டும் அவர் அந்த காண்ட்ராக்ட்டை எனக்கு ஒதுக்கலென்னா இன்னைக்கு நான் இல்லை. இந்த கம்பெனியும் இல்லை. ஏன்னா... என் சொத்தையெல்லாம் அடமானம் வெச்சு கம்பெனி ஆரம்பிச்ச நேரம் அது. அந்த ஒரு காண்ட்ராக்ட் மூலமாத் தான் எனக்கு நல்ல பேர் கிடைச்சி, இந்த துறையில ஒரு பெரிய என்ட்ரி கிடைச்சது.

ஆனால் அதுக்கு பிறகு உங்கப்பா வேற ஊருக்கு ட்ரான்ஸ்பர் ஆயி போய்ட்டார்....”

“அவருக்கு என்னோட நன்றிக்கடனை செலுத்த, இதைவிட பெரிய வாய்ப்பு கிடைக்காதும்மா... யூ ஆர் செலக்டட். நாளைக்கே நீ டீட்டியில் ஜாயன் பண்ணிக்கலாம்....” என்றார்.

அந்நிறுவனத்தின் எச்.ஆர். பிரிவில் தலைமை அதிகாரியாக ப்ரியாவுக்கு வேலை கிடைத்தது. அலுவலகம் வந்து செல்ல ஒரு டீவீலர் வாங்கித் தந்தார்கள். பி.எப்., இன்சென்டிவ், ரெண்ட் அலவன்ஸ் என பலப் பல சலுகைகள். கனவிலும் ப்ரியா எதிர்பார்க்காத ஒரு வேலை.

இரண்டு ஆண்டுகள் சென்றன... ப்ரியா பணியிடத்தில் நல்ல பெயர் எடுத்தாள்.

இதற்கிடையே அவர்கள் சிங்கப்பூர் கிளை அலுவலகத்தின் தலைமை பொறுப்பில் இருந்தவர் வேலையை ராஜினாமா செய்துவிட, அங்கு தலைமை பொறுப்புக்கு தகுதியான ஆள் தேவைப்பட்டார். BOARD OF DIRECTORS ஒன்று கூடி விவாதித்து ப்ரியாவையே சிங்கப்பூர் பிரிவுக்கு தலைமைப் பொறுப்பில் நியமிப்பது என முடிவானது.

மாதம் பத்து லட்ச ரூபாய் சம்பளம். கம்பெனி சார்பாக ஒரு கார், அப்பார்ட்மென்ட் என அத்தனை வசதிகளும் அவளுக்கு கிடைத்தன. கடுமையாக உழைத்து சிங்கப்பூர் நிறுவனத்தின் லாபத்தை பன்மடங்கு அதிகரிக்கச் செய்தாள் ப்ரியா.

அவளை லோக்கல் பிஸ்னஸ் பத்திரிக்கை ஒன்று பேட்டி கண்டது.

“உங்கள் வெற்றிக்கு காரணம் என்ன என்று கருதுகிறீர்கள்?”

கேள்வி கேட்கப்பட்டதுமே ப்ரியா உடைந்து அழலானாள்.

“இது எல்லாம் என் அப்பா எனக்கு போட்ட பிச்சை. அவர் மறைந்த பிறகு தான் நான் உணர்ந்தேன்... பொருளாதார ரீதியாக அவர் ஏழையாக மறைந்தாலும் ஒழுக்கத்திலும், நேர்மையிலும் நாணயத்திலும் அவர் கோடீஸ்வரராக மறைந்தார்....”

“அதுக்கு ஏன் இப்போ இவ்வளவு நாள் கழிச்ச அழுறீங்க?”

“என் அப்பா இறக்கும் தருவாயில் அவரது நேர்மைக்காக அவரை நான் அவமதித்தேன். என் அப்பாவின் ஆன்மா என்னை மன்னிக்கும் என்று நம்புகிறேன். இன்று நானிருக்கும் நிலைக்கு வர நான் எதுவும் செய்யவில்லை. அவர் கஷ்டப்பட்டு அல்லும் பகலும் பலவித தியாகங்களுக்கு இடையே போட்ட பாதையில் நான் சுலபமாக நடந்து வந்துவிட்டேன்.”

### **நீங்கள் எப்படி பத்மநாபனை போலவா?**

உண்மையான நல்லபெயரை சம்பாதிப்பது என்பது மிக மிகக் கடினம். அதன் வெகுமதி உடனே வருவதில்லை, ஆனால் அது எவ்வளவு தாமதமாக வருகிறதோ அந்தளவு நீடித்து நிலைத்து நிற்கும்.

நேர்மை, நாணயம், ஒழுக்கம், சுய-கட்டுப்பாடு, தீயவற்றுக்கு அஞ்சுவது, இவையெல்லாம் தான் ஒரு மனிதனை முழுமையாக்குகின்றன. கோடீஸ்வரனாகவும் ஆக்குகின்றன.

வங்கிக் கணக்கில் இருக்கும் பணம் அல்ல.

உங்கள் குழந்தைகளுக்கு நல்லவற்றை விட்டுச் செல்லுங்கள். இதைத் தான் அக்காலங்களில் சொன்னார்கள்...

**“பிள்ளைகளுக்கு பணம் சேர்ப்பதைவிட புண்ணியத்தை சேர்க்கவேண்டும்”** என்று.

நிறைய உண்மை கலந்த கதை இது! நேர்மையாக இருப்பதால் கண்ணீர் தான் பரிசு என்று மனம் கலங்காதீர்கள்!

உங்கள் நேர்மை தான் உங்கள் குடும்பத்தை நிஜமாகக் காப்பாற்றும்

**நமது நாட்டையும் நேர்மைதான் காப்பாற்ற வேண்டும்.**

ஆகவே மகிழ்ச்சியாக, நேர்மையாக சமுதாயப்பணியாற்றுவோம்.

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## **COMPLAINTS HANDLING MECHANISM IN VIGILANCE DEPARTMENT**

S.Balachandran

Dy.CVO/S&T

Vigilance organization plays a vital role in the area of management in the Railways. Its role is to ensure that management decisions at all levels are taken in accordance with extant rules and procedures in a transparent manner.

Undertake prompt investigation of authenticated complaints, with special emphasis on Presidential & PMO references, CA-iii references, CVC-referred complaints, complaints appearing in the media and serious complaints, involving malafide intent, sent by members of the public.

### **Procedure for lodging complaint with the Vigilance:**

Complaints can be lodged only against officials belonging to the Railway Organization / Undertakings over which the Vigilance Branch has jurisdiction. The Complaints has no jurisdiction over private individuals and State Governments.

The Vigilance does not entertain anonymous/pseudonymous complaints.

**Anonymous complaints:** A complaint which does not bear the name and address of the complainant is an anonymous complaint.

**Pseudonymous complaints:** A complaint which does not bear the signatures of the complainant or which on verification is not owned by the person in whose name it is made is to be considered a pseudonymous complaint.

Complaint must be brief and contain factual details, verifiable facts and related matters. They should not be vague or contain absurd allegations and sweeping statements.

Complaints about corruption, malpractices or misconduct on the part of Railway Servants may be received directly by Vigilance Directorate of the Railway Board or the Vigilance organization on the Zonal Railway.

The Complaints may also be forwarded to Vigilance Department after receipt by following organizations:-

- (a) Any Railway administrative authority.
- (b) Central Vigilance Commission.
- (c) The Central Bureau of Investigation and Police Authorities when they do not intend to make any investigations.
- (d) Ministries and Departments other than the Ministry of Railways and Zonal Railway.
- (e) Through emails with signed attached documents.

In addition to the above, the Chief Vigilance Officer concerned may also devise and adopt such methods, as considered appropriate, for collecting information about any malpractice and misconduct among the employees.



Similarly, CVOs shall also scrutinise the news items relevant to their organisation on a continuous basis to check whether any cases of corruption are revealed in them.

Information about corruption and malpractices on the part of Public Servants may also be received from their subordinates or other Public Servants.

While genuine complainants should be afforded protection against harassment or victimisation, serious notice should be taken if a complaint is, after verification, found to be false and malicious. There should be no hesitation in taking severe Departmental action or launching criminal prosecution against such complainants.

**Registration of complaints:**

Every complaint from whatever source it may be received will be entered chronologically as it is received in the register of complaints maintained in vigilance unit.

Genuineness of the complaint will be verified by sending an acknowledgement due registered letter by post asking for a confirmation from the complainant within certain time limit that the complaint has been made by him. Board has decided that in case of signed complaints, the investigating officers should try to contact the complainant also during the course of investigation.

**Complaint found pseudonymous on verification:**

If a complaint turns out to be a pseudonymous complaint it will be filed with the approval of the Chief Vigilance Officer.

If a complaint sent by Vigilance Directorate to a Vigilance Unit for investigation turns out to be pseudonymous on verification by the Vigilance Unit, investigation into the complaint should not be conducted without advising this fact to Railway Board and obtaining their instructions for further course of action.

Some complainants, after confirming the complaint made by them, make a request for withdrawing the same or stopping the inquiry/ investigation by the Commission/ organization. It is to be noted that once a complainant confirms the complaint and action has been initiated for inquiry/ investigation by the Commission/ organization, it is not permissible to withdraw/ stop such enquiry/ investigation even if the complainant withdraws his complaint. The allegations contained in the complaint have to be taken to its logical conclusion irrespective of complainant's request for withdrawal of the complaint.

**Public Interest Disclosure and Protection of Informer (PIDPI)**

The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) had issued a public notice vide No. 371/12/2002 – AVD.III dt. 21/29.4.04 where by

the Central Vigilance Commission (CVC) has been authorized as the 'Designated Agency' to receive "written" complaints for disclosure on any allegation of corruption or misuse of office and recommend appropriate action.

The jurisdiction of the Commission in this regard would be restricted to any employee of the Central Government or of any corporation established by or under any Central Act, government companies, societies or local authorities owned or controlled by the Central Government.

Personnel employed by the State Governments and activities of the State Governments or its Corporations etc. will not come under the purview of the Commission.

In this regard, the Commission, which will accept such complaints, has the responsibility of keeping the identity of the complainant secret.

Hence, it is informed to the general public that any complaint, which is to be made under this resolution, should comply with the following aspects.

**Complaints received under PIDPI should be given the top most priority and investigations into such complaints should be completed within three weeks and sent to Railway Board for enabling onward transmission to the Commission.**

i) The complaint should be in a closed/secured envelope.

ii) The envelope should be addressed to "The Secretary, Central Vigilance Commission" and should be superscribed "Complaint under The Public Interest Disclosure". If the envelope is not superscribed and closed, it will not be possible for the Commission to protect the complainant under the above resolution and the complaint will be dealt with as per the normal complaint policy of the Commission.

The complainant should give his/her name and address in the beginning or end of complaint or in an attached letter.

The Commission may, if it deems fit, call for further information or particulars from the persons making the disclosure.

iii) The Commission will not entertain anonymous/pseudonymous complaints.

iv) The Commission can also take action against complainants making motivated/ vexatious complaints under this Resolution.

Notwithstanding anything contained in the Official Secrets Act, 1923, any public servant other than those referred to clauses (a) to (d) of article 33 of the Constitution of any other person including any nongovernmental organization, may make a written disclosure to the designated agency.

Either as a result of the discreet inquiry, or on the basis of the complaint itself without any inquiry, if the designated agency is of the opinion that the matter requires to be investigated further, the designated agency shall officially seek comments/or explanation from the Head

of the Department of the concerned Organization or office. While doing so, the designated agency shall not disclose the identity of the informant.

After obtaining the response of the concerned Organization, if the designated agency is of the opinion that the investigations reveal either misuse of office or substantiate allegation of corruption, the designated agency shall recommend appropriate action to the concerned Govt. Department or Organization.

Complaints received for investigation from the Central Vigilance Commission for investigation and report must be investigated on priority and **in all cases the investigation reports should be sent to the Board within 8 weeks as time given for submission of Reports to CVC is 12 weeks.**

The Commission has advised that in case of undue delay in handling of such complaints, the Commission would invoke the provisions of Section 8 and 11 of the CVC Act and conduct inquiry on its own. In such cases the CVO would be required to come to the Commission along with documents and explain the reasons for the delay.

Some complaints are forwarded to the SDGM/CVO by the Commission/ Railway Board for necessary action. The Commission/ Railway Board expects the CVO to scrutinize the complaints sent by the Commission/ Railway Board for necessary action and decide action on such complaints **within a period of one month from the date of receipt of complaint from the Commission.**

Complaints alleging victimization/ harassment of suppliers/contractors, who have complained against the organization, should be treated seriously and the complainants should be protected by ensuring that they do not suffer on this account in future contracts/assignments. Similarly, complaints from employees against their seniors may be treated as source complaints and name of the complainants should be concealed to ensure non-victimization of the complainant.

During the Annual Zonal Meeting held by the CVC with the Chief Vigilance Officers of various organizations, including Railways, the Commission stressed upon the importance of complaints stating that complaints are the key indicator of the malaise in the system and effectiveness of the Vigilance organization depends on how quickly the complaints are attended to and disposed off.

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## **ERADICATION OF CORRUPTION IN INDIAN RAILWAYS THROUGH TRANSPARENCY**

### **(INTRODUCTION OF ONLINE SYSTEM)**

G.Jayaprakash

CVI/WA/M

Indian Railways is an Indian state-owned enterprise, owned and operated by the government of India through the Ministry of Railways. It is one of the world's largest railway networks comprising 1, 28,305 km (79,725 mi) of track and 7,349 stations. Indian Railway is a global giant that operates profitably, effectively and with relatively little government support.

But corruption is typically a hidden event that can go undetected for years, or altogether which can cause irreparable damage to Railways, if not tackled the corruption risk effectively. The Central Vigilance Commission, being the apex vigilance institution of the Country, has decided that organisations must increase the transparency and accountability in their activities through the use of information technology. Keeping this in mind, Indian Railways has undertaken its best to introduce many IT initiatives and measures to curb the menace of corruption. Centre for Railway Information Systems (CRIS), an in-house institution of Indian Railways, was entrusted with the development and implementation of various web applications needed for transparent working of Indian Railways.

#### **1. Workshop Information System(WISE)**

This is a centralised application over Indian Railway Workshops used for recording POH activities done in Rolling stocks viz. Coach, Wagon and Locos. POH cost of Rolling stock can be arrived using this software which is required for further estimates/ forecasting.

- ❖ By using this software, quantum of work done (Quantity) and time spent for work done (Allowed Time) are recorded which are required for calculation of Incentive to the employees working in the Workshops. As this is a centralised software system, all the data feeding should be done as when the work is completed and it cannot be edited which leads to transparency in the system and avoid malpractices in calculation and payment of incentive to employees.
- ❖ Materials consumed for each Rolling stock are also recorded which leads to accountability and proper usage of materials which in turn reduces the chances of malpractice.

## 2. **Indian Railways Electronic Procurement System (IREPS) :**

This is the Online Electronic Procurement System used by Railways for procurement of all materials used for railways. It covers all processes from Notice Inviting Tender (NIT) to Tabulation to Comparative Statements and then finalisation of tenders enable the decision making process online. It covers the Procurement of Goods & Services, AMC, all type of works contract including single packet/two packet etc. IREPS includes Lot publishing module for e-auction system of scrap material.

- ❖ Since it is online system, delay in any activities can be easily monitored and tender finalisation involving elimination of eligible offer can be easily found out which leads to corruption free procurement system.

Some of the following lapses which have vigilance angle can be easily monitored:

- Favoring the firm by return of EMD before completion of warranty.
- Favoring the firm by Return of full SD without deducting the penalty.
- Delaying the bills of contract for bribe.
- Favoring the firm in finalizing the contract.

Some of the benefits which make the system transparent are:

- Real-time online access to system generated Comparative Charts.
- Reason for Rejection of Technical Bids informed to the bidders.
- Online receipt of Counter Offer, Negotiation and issue of Digitally Signed Letter of Acceptance.

## 3. **Accounting Information Management System (AIMS)**

AIMS has interface with almost all the other Applications like PRS/FOIS/UTS for earnings, UDM for Stores bills, IREPS for contracts and e-auction of scraps, RBCS (Rail Budget Compilation System) to link with Budget Module of IPAS for August Review, RE/BE & FM, Crew Management System (CMS) for allowances of running staff. Real time information of Indian Railway level can be provided to the Railway Board..

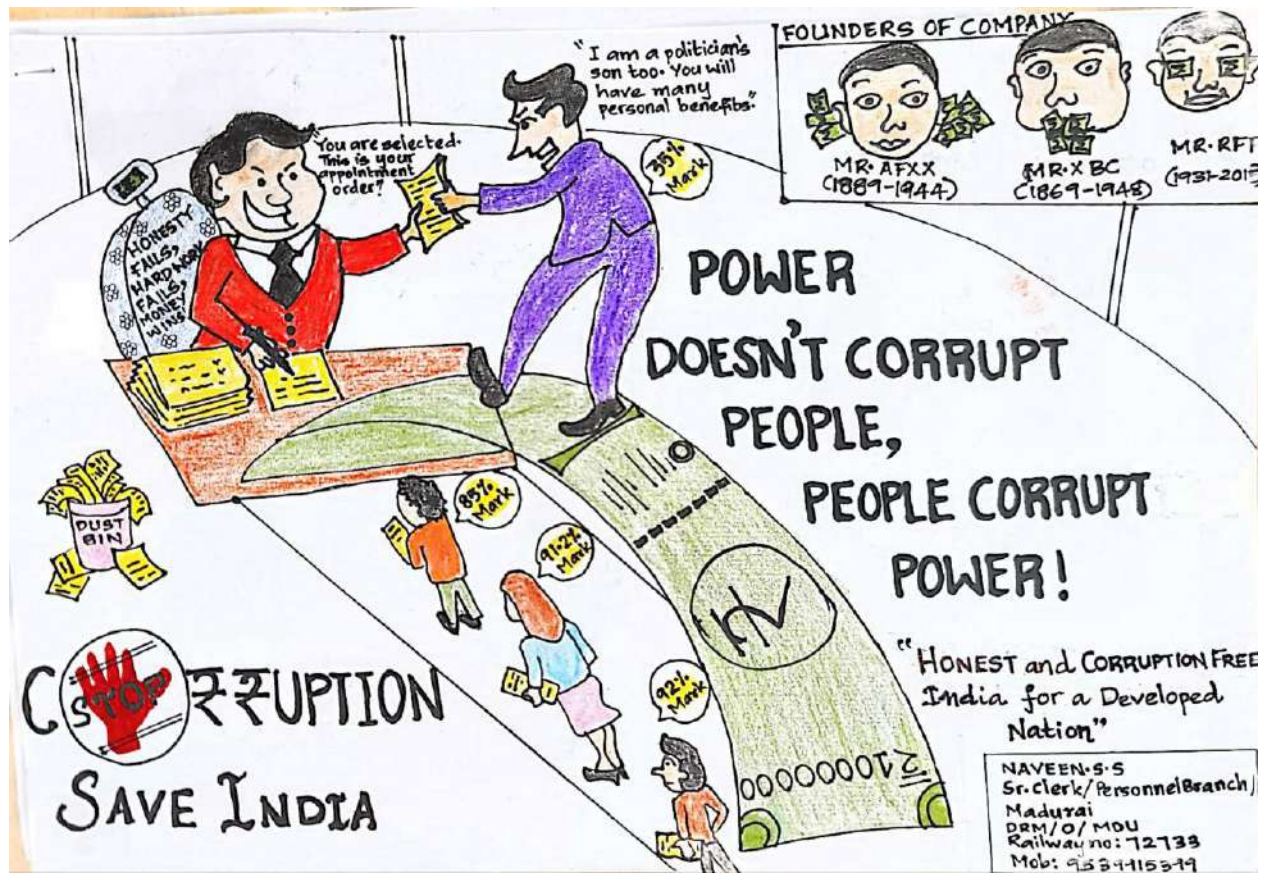
Some of the areas for vigilance check:

- Abnormal delay in bill forwarding and bill passing (CO6 -> CO7).
- Over payment to employees / payment to absent employees.

## 4. Some of the other web applications used in Indian Railways which lead to corruption free system are:

- Coaching Maintenance Management System(CMMS)
- Freight Maintenance Management System(FMMS)
- Indian Railways Civil Engineering Portal(IRCEP)
- Freight Operations Information System (FOIS)
- Coaching Operations Information System (COIS)
- Parcel Management System (PMS)
- Control Office Application (COA)
- Real-Time Train Information System(RTIS)
- Passenger Reservation System(PRS)
- Unreserved Ticketing System(UTS)
- Track Management System(TMS)
- Hospital Management Information System (HMIS)

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## **SAY NO TO CORRUPTION: A GLOBAL IMPERATIVE**

P. Dhandapani,  
CCI/MSB-TBMS/MAS division

### **Introduction**

Corruption is a pervasive problem that affects countries around the world, hindering economic growth, undermining social justice, and eroding trust in institutions. It is a malignant force that saps the vitality of nations and leaves a trail of suffering in its wake. In this article, we will explore the nature and consequences of corruption, examine the reasons behind its persistence, and discuss the crucial role each individual plays in combating this menace.

### **The Nature of Corruption**

Corruption takes many forms, but at its core, it involves the misuse of power or position for personal gain. This can manifest in various ways, including bribery, embezzlement, nepotism, cronyism, and extortion. From petty officials demanding bribes for basic services to high-ranking a politician siphoning off public funds, corruption exists at all levels of society.

Corruption is not limited to any particular sector; it can be found in government, business, healthcare, education, and many other spheres of life. It distorts market dynamics, leads to inefficient allocation of resources, and breeds inequality. Furthermore, it erodes trust in public institutions, diminishes the rule of law, and perpetuates a culture of impunity.

### **The Consequences of Corruption**

The consequences of corruption are far-reaching and devastating. Economically, corruption stifles economic growth and development. When public funds are embezzled or misused, essential infrastructure projects may be delayed or abandoned, and citizens are deprived of much-needed services such as healthcare, education, and clean water. Foreign investors are also deterred by corrupt environments, further impeding economic progress.

Socially, corruption exacerbates inequality by favoring the wealthy and well-connected while disadvantaging the marginalized. It erodes social trust, as citizens become disillusioned with institutions that are meant to serve their interests. This disillusionment can lead to social unrest, protests, and even conflict in extreme cases.

Corruption also has a corrosive impact on the moral fabric of society. When corrupt practices are normalized, ethical standards are compromised, and dishonesty becomes pervasive. This has a profound impact on the values and integrity of a society, undermining the very foundations of a just and equitable community.

## **Understanding the Persistence of Corruption**

Corruption persists for a variety of reasons, many of which are deeply entrenched in societal structures and human behavior. One key factor is the lack of accountability. When corrupt individuals are not held responsible for their actions, they continue to act with impunity. This is often due to weak or corrupt judicial systems and a lack of transparency.

Another factor contributing to corruption is the culture of silence and complicity that can permeate societies. People may turn a blind eye to corruption or even actively participate in it out of fear, self-interest, or a belief that it is the only way to navigate a corrupt system. Breaking this culture of silence is a critical step in combating corruption.

Political factors also play a significant role. Corrupt politicians can use their power to protect their interests and shield themselves from accountability. Reform efforts may face resistance from those who benefit from the status quo, making it challenging to enact meaningful change.

## **The Role of Individuals in Combating Corruption**

While the fight against corruption often involves complex legal and institutional reforms, individuals have a crucial role to play in combating this scourge. Here are some ways in which each of us can contribute:

1. **Lead by Example:** Uphold high ethical standards in your own life and work. Be a role model for honesty and integrity.
2. **Report Corruption:** If you encounter corrupt practices, report them through appropriate channels. Whistleblower protection laws exist in many countries to safeguard those who expose corruption.
3. **Support Anti-Corruption Organizations:** Contribute to or volunteer with organizations dedicated to combating corruption, such as Transparency International or local watchdog groups.
4. **Stay Informed:** Educate yourself about the impact of corruption on society and stay informed about anti-corruption initiatives in your community and country.
5. **Vote Wisely:** Support political candidates who have a track record of transparency and ethical conduct. Your vote can influence the direction of your country.
6. **Advocate for Reforms:** Advocate for stronger anti-corruption measures, transparency, and accountability in your local and national governments.



7. Promote Transparency: Encourage businesses and organizations to adopt transparent practices and hold them accountable when they engage in corrupt behavior.

8. Teach Ethics: Instill the values of honesty and integrity in future generations by teaching ethics and moral values to children and young adults.

### **Conclusion**

Corruption is a global challenge that affects us all, but it is not an insurmountable one. By understanding the nature and consequences of corruption, recognizing the reasons behind its persistence, and taking individual and collective action, we can work towards a world where corruption is the exception rather than the norm. Say no to corruption, for the future of our societies and the well-being of generations to come depend on our commitment to transparency, accountability, and ethical conduct.

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# LET'S PLEDGE FOR END CORRUPTION



*Southern Railway*  
Vigilance Awareness Week 2023

## **ONLINE VIGILANCE SYSTEM- AN APPROACH TO GOOD GOVERNANCE IN VIGILANCE WORKING**

G. Santhosh Kumar  
CVI/IT

### **1. Introduction of Online Vigilance System**

- ❖ Online Vigilance System (OVS) is an in-house developed web-based application of Southern Railways Vigilance Organisation in Oct-2018.
- ❖ It was implemented on pilot basis for MAS Division in Apr-2019 and Full-fledged implementation from Jul-2019
- ❖ It helps avoids movement of staffs, saves time and stationaries.
- ❖ It helps in interaction between Divisional office & Vigilance HQ.

### **2. Modules in Online Vigilance System**

The following modules are currently used in Online Vigilance System

- ❖ Vigilance Clearance /Status (NOC)
- ❖ Online D&AR Monitoring Module

#### **2.1. Vigilance Clearance /Status (NOC)**

Vigilance Clearance module is the first module developed in OVS. The purpose of this module is to track the NOC Application from creation of NOC Application Request at Divisional Office /Workshops till disposal of NOC application from Vigilance HQ. Some the Feature of NOC modules are as follows

- Each application has Unique Alpha-numeric code to track the status of Application.
- Easy, flexible, effortless, interactive and user-friendly.
- Designed to enable faster processing.
- Minimal human involvement.
- Seamless and Real-time monitoring of the NOC application.
- This application is successful being implemented in SECR and CR.
- Since it is Web based application. It does not require any installation of new application at client end.
- It is accessed over Rail net.
- After implementation of NOC module, Average time taken for Disposal of NOC is reduced by 50% (i.e. – 2 or 3 days to < 1 day)
- This module was developed and implemented in Jul 2019, prior to implementation of E-office in Zonal Railways with built in features of capturing of employee details in NOC application using PF No and generation of NOC Request and NOC reply.
- Performance and other statistical details such as number of applications received, number of employees in NOC, time taken for disposal can be tracked easily.

## **2.2. Online D&AR Monitoring Module**

### **2.2.1. Why Online D&AR Monitoring Module was developed?**

After the completion of Investigation Report and decision taken by SDGM&CVO, Draft charge sheet memorandum with covering letter is being sent to Division for further action. At times, this correspondence is misplaced or not received at their end. Also, during review meetings with Personnel branch, there is mismatch of number of Vigilance D& AR cases between Vigilance HQ & Division (DA) records due to various reasons like correspondence of Penalty advice not being received at one end etc.

List of pending Vigilance D&AR cases is sent to all Division/ Units every month for obtaining the latest status of the case. This is iterative and time-consuming process. Also, there is no mechanism to monitor the progress of D&AR at DA end from Vigilance HQ.

In this regard, Southern Railway Vigilance Department developed Online D&AR Monitoring Module in June 2022 to track the progress of Vigilance D&AR cases.

### **2.2.2. Implementation of Online D&AR Monitoring Module**

- This module is similar to Vigilance Clearance (NOC) Module
- Online D&AR Monitoring Module was implemented in MAS Division on trial basis from Dec 2022
- CVIs have provision to upload the Draft Charge Sheet with covering letter and send to Respective Division's confidential section.
- It also has provision to capture progress of D&AR such as Date of Charge Sheet issued to CO, Date of Charge Sheet Acknowledged by CO, Date of Penalty Imposed etc. at the Division (DA) Level
- In Response, Division has provision to upload the Penalty advice /NIP and send to Vigilance HQ.
- Upon Receipt of NIP, CVIs/ Dealer in Vigilance HQ put up the file to respective VOs for approval of Closure of Case. After approval, the case is closed in OVS & IRVINS duly updating all the stages in IRVINS.
- It also has provision to capture remarks of Vigilance section, DRM CON Section, Dept unit.
- The Progress of D&AR in DA end can be tracked in Vigilance HQ through OVS.
- In July 2023, Online D&AR Monitoring Module is implemented in all Divisions of Southern railway.
- Online training was imparted to the staff handling the Vigilance D&AR case.
- Currently, 103 employees are trained and using this module

- This module is interlinked with NOC Module. Hence, it also prompts the D&AR cases pending for against employee (if any) while processing the NOC in future.
- It also has provision to generate Reminder Letter – To print List of Pending D&AR case > 30 days (Division Wise & DA Wise).

### 2.3. Dashboard of Chief Vigilance Officer & Dy.CVO

- A dashboard was also developed to display the count of pending case of Preventive Check, Complaints and D&AR.
- It also has hyperlink to display age-wise pending count, CVIs-wise pending count and details of the case.
- This report is based on the data captures by CVIs, Dealers & User of Confidential section in aforesaid modules.
- It helps in providing one view of all pending cases across all stages (PC and D&AR).

Sl. No	Category	Accts	Engg	Elec	Mech	Stores	Sig&Tel	Trfc	Total
1	<b>Pending Preventive Check</b>	<b>82</b>	<b>60</b>	<b>34</b>	<b>45</b>	<b>34</b>	<b>32</b>	<b>23</b>	<b>310</b>
i	Pending Complaints With CVI	59	7	2	16	16	2	12	114
ii	Pending Complaints - New /Under GV etc (Without CVI)	40	6	1	1	7	0	21	76
2	<b>Pending Complaints Total</b>	<b>99</b>	<b>13</b>	<b>3</b>	<b>17</b>	<b>23</b>	<b>2</b>	<b>33</b>	<b>190</b>
3	<b>Total Cases (PC &amp; Complaints)</b>	<b>181</b>	<b>73</b>	<b>37</b>	<b>62</b>	<b>57</b>	<b>34</b>	<b>56</b>	<b>500</b>
4	<b>Decision taken but DCS not sent</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>12</b>	<b>22</b>
i	Major (SF-5) Under Preparation	0	3	0	4	5	0	4	16
ii	Major (SF-5) Pending With DA	29	10	5	2	4	0	35	85
iii	Major (SF-5) Case Under Enquiry	33	5	2	7	4	1	39	91
iv	Major (SF-5) Pending With DA & Enquiry	62	15	7	9	8	1	74	176
5	<b>Total Major (SF-5)</b>	<b>62</b>	<b>18</b>	<b>7</b>	<b>13</b>	<b>13</b>	<b>1</b>	<b>78</b>	<b>192</b>
i	Minor(SF-11) Under Preparation	8	0	0	0	2	0	0	10
ii	Minor(SF-11) Pending With DA	2	1	8	8	2	2	16	39
6	<b>Total Minor (SF-11)</b>	<b>10</b>	<b>1</b>	<b>8</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>16</b>	<b>49</b>
7	<b>Total Major &amp; Minor (SF-5 &amp; 11)</b>	<b>72</b>	<b>19</b>	<b>15</b>	<b>21</b>	<b>17</b>	<b>3</b>	<b>94</b>	<b>241</b>

Screenshot of Dashboard for Chief Vigilance Officer

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## நன்னெறி இயம்பும் விழிப்புணர்வு

ப. செளந்திரபாண்டியன்  
முதன்மை விழிப்புணர்வு ஆய்வாளர்

**“ஒழுக்கம் விழுப்பம் தரலான் ஒழுக்கம்**

**உயிரினும் ஒம்பப்படும்.”**

என்ற வள்ளுவர் வாக்கிற்கேற்ப ஒழுக்கம் எப்பொழுதும் மேன்மையைத் தருவதாகும். அந்த ஒழுக்கமே உயிரினும் மேலானதாகச் சான்றோர்களால் காக்கப்படும்.

ஒரு கிராமத்தில் ஒரு குளம் இருந்தது. குளத்தில் தண்ணீரில் நச்சுத்தன்மை உடைய நீர்செடி பரவியிருப்பதாக தெரியவந்தது.

அதனால், ஊராட்சி மன்றத்தினர். “இந்தக்குளத்தில் இறங்கினால் ஆபத்து” என்று ஒரு அறிவிப்புப் பலகையை தொங்கவிட்டிருந்தனர்.

பலவருடங்களுக்குப்பிறகு, அந்த அறிவிப்புப்பலகையை ஊராட்சிமன்ற அதிகாரி எடுத்துவிட்டார்.

அந்தக் கிராமத்து விவசாயி ஒருவர், ஊராட்சிமன்ற அதிகாரியிடம், “குளத்தில் தொங்கவிட்டிருந்த அறிவிப்புப்பலகையை ஏன் எடுத்துவிட்டீர்கள், ஆபத்து நீங்கிவிட்டதா?” என்றுகேட்டார்.

“அந்தக் குளத்தில் யாரும் இறங்கவில்லை, ஒரு ஆபத்தும் உண்டாகவில்லை. மேலும் வருடாவருடம் அப்பலகையை சீர்செய்யும் செலவு அதிகமாக உள்ளது. அதனால், அந்தப் பலகையை அகற்றிவிட்டோம்” என்று பதில் அளித்தார் ஊராட்சிமன்ற அதிகாரி.

ஆபத்து ஏற்படவில்லை என்பதற்காக அறிவிப்புப்பலகையை அகற்றிவிடுவது சரியாகுமா?

எந்த ஒரு செயலிலும் நன்னெறியை கடைபிடிக்கவேண்டும். தீஞ்செயல் ஏற்படவில்லை என்பதற்காக, நாம் செய்யவேண்டிய நல்லொழுக்கசெயல்களை மீறுவது நியாயமாகுமா ???

## **SAY NO TO CORRUPTION; COMMIT TO THE NATION**

R.Renugambikai,  
OS/CVO/O/MS

### **Introduction:**

Corruption is a Cancer that gnaws at the very fabric of a nation, eroding trust, hindering development, and undermining the well-being of its citizens. To truly commit to the progress and prosperity of our nation, we must collectively say no to corruption in all its forms. This article explores the detrimental effects of corruption, the importance of combating it, and how each citizen can contribute to a corruption-free society.

### **The Cost of Corruption:**

Corruption exacts a heavy toll on society, affecting every aspect of our lives. Here are some of its most significant consequences:

Corruption siphons off public funds that could be invested in education, healthcare, infrastructure and social programs. This not only hinders economic growth but also perpetuates poverty.

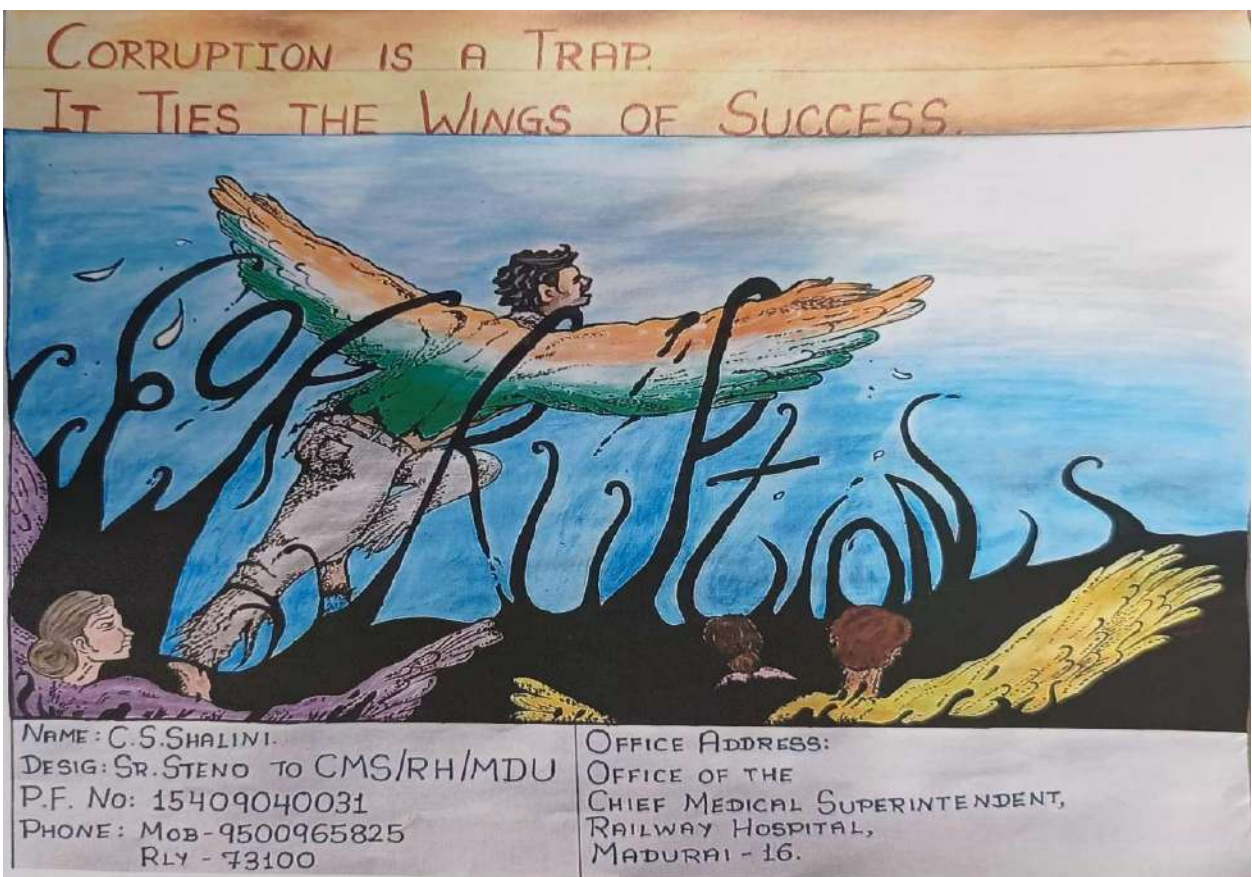
- ❖ Corruption often benefits a select few at the expense of the majority, exacerbating income inequality. It limits opportunities for those who lack connections or resources.
- ❖ Corruption erodes trust in public institutions and diminishes citizens' faith in the rule of law. When people lose confidence in their government, it can lead to social unrest and instability.
- ❖ A corruption-free environment encourages foreign and domestic investment, which, in turn, drives economic growth, creates jobs and improves living standards.
- ❖ Encourage accountability measures such as independent audits and investigations into corrupt practices.
- ❖ Join or support civil society organizations that work towards transparency, good governance, and anti-corruption efforts.

### **Conclusion:**

Saying no to corruption is not just a moral imperative; it's an essential commitment to the well-being and progress of our nation. By understanding the devastating impact of corruption, recognizing its importance, and taking concrete actions in our individual capacities, we can contribute to a society that is transparent, just, and prosperous for all. Together, we can build a brighter future for our nation, free from the grip of corruption.

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## **SAY NO TO CORRUPTION – COMMIT TO NATION**

Joseph Cyriac  
RS/TUP

Corruption is one of the key issues for public policies. It is one of the major impediments to the development of emerging countries and to further improve the quality of life in developing countries. The eradication of corruption is one of the key challenges that our nation faces.

Corruption in our Indian Railway System has been a major issue for many years.

- **Bribe for Jobs:**  
Some Railway employees have been known to accept bribes in exchange for providing jobs or promotions to certain individuals.
- **Ticket Scalping:**  
To sell tickets at inflated prices to people who often desperate to travel on a particular train.
- **Procurement Corruption:**  
Some accept bribes in exchange for awarding contracts to certain companies for the supply of goods and services to the railway station.
- **Maintenance Corruption:**  
People to accept bribes in exchange for providing substandard maintenance services to trains, resulting in poor performance and safety issues.

Our Indian Railway is an ocean became salty by several within and outside elements makes it bitter.

Long story on every foot step in Railways took long time, people want to work but they made lazy by system.

To eradicate this monster of corruption the power Vigilance Organisation had taken steps:

- The direction of preventive vigilance includes organizing courses and seminars to educate staff and officers about correct rules and procedures.
- Conducting campaigns through print and electronic media bringing out the role of public at large in curbing corruption.
- Central Vigilance Commission (CVC) set up “VIG EYE” facility to make use of 24 hour vigilance helpline of the Railways.



- Other measures taken by Vigilance Organization to reduce corruption include intensifying checks at reservation offices, booking counters, parcel and goods booking offices and other such offices which deal with the public.

**“Learn by doing”**

Any good strategy must be continually monitored and evaluated to make sure it can be easily adapted as situations on the ground change.

The one and only best way you can fight corruption in people is by fighting the corruption that **WITHIN YOU FIRST**.

If any fight the insider corruption, that person will be strong enough to fight against the outsider corruption.

**Erosion of Corruption  
Is ambition of a nation**

**Sow the revolution  
or go for contribution;**

**If not, opt corroboration.**



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## **SAY NO TO CORRUPTION; COMMIT TO THE NATION**

S. Sherlin Angelina

Supervisor (Enquiry/Reservation)/TPJ (Voluntarily Retired)

Corruption is a corrosive force that eats away the foundations of a nation, eroding trust, hindering progress and perpetuating inequality. It's a vice that plagues societies worldwide depleting their vitality and potential. In the face of this menace, individuals and nations must unite in a resolute commitment to eradicate corruption and work towards a brighter and more equitable future.

Corruption manifests in various forms from embezzlement of public funds to bribery and nepotism. It corrodes the integrity of the institutions and undermines the rules of law, ultimately weakening the social fabric. The consequences of corruption are far reaching affecting not only the economy but also access to essential services like healthcare, education and justice. The burden of corruption afflicts the most powerless in the society, perpetuating a cycle of poverty and inequality.

The first step in combating is to raise awareness. People must be made aware of the different ways corruption manifests. Education is a powerful tool in the fight against corruption. By instilling values of integrity and ethics at an early age, we can nurture a generation that is less likely to engage in corrupt practices. Educational institutions should include anti-corruption programmes in their curriculum to raise awareness and foster a culture of integrity.

Transparency is a dependable tool in the battle against corruption. Digital transactions can increase transparency and accountability. Civil society organizations, Media and Court of Law also have a crucial role to play. They act as watchdogs, holding those in power accountable and exposing corruption. Whistleblower protection laws can encourage individuals to come forward with evidence of corruption without fear. Support for these institutions is vital to ensure they can operate independently and effectively.

Committing to the nation is an effective way to counter corruption. It means putting the interests of the country and its people above personal gains. Public officials, in particular, play a critical role in this commitment. They must have highest ethical standards with zero tolerance to corruption. Public service should be viewed as a noble calling to serve for nation's development and not an opportunity to increase one's personal assets. It is essential for individuals also to take a stand by refusing to engage in corrupt practices, no matter how tempting or convenient they may seem, reporting corruption when encountered and supporting those who work tirelessly to expose and combat it.

In conclusion, saying 'NO' to corruption and committing to the nation is not just a moral imperative: it's an essential step towards a more just and equitable future. The fight against corruption

is a collective action that requires individuals, government, civil society and private sector working together. By upholding integrity, transparency and accountability, we can build nations where the rule of law prevails, opportunities are equitable and the promise of a better tomorrow becomes a reality. It's a commitment we owe to not only ourselves but also to our future generations.

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**STICK-ON L O A**  
**to**  
**END CORRUPTION**



***For Complaints Dial ..139***

***Southern Railway***

**Vigilance Awareness Week 2023**

## भ्रष्टाचारकोनकहें; राष्ट्रकेलिएप्रतिबद्धरहें

A Srinivasan,  
Rajbhasha Adhikari, HQ/MAS

### **भूमिका:-**

चंद वर्ष पहले यदि हम बता देते कि भारत के रेलवे स्टेशनबस अड्डा आदि स्वच्छ रहेगा तो हर कोई हंसा , होगा। लेकिन आज अभूतपूर्व स्वच्छता है। इसीप्रकार अब हमारा सरकार भ्रष्टाचार को उनमूलन करना चाहती है। लोगों के मन में संदेह है कि क्या यह वास्तव में संभव है? पर सरकार के कदमों को ध्यान में रखते हुए दृढ़ विश्वास है कि वह दिन दूर नहीं है।

### **क्यों भ्रष्टाचार?**

भ्रष्ट यानी बुरा या बिगड़ा हुआ तथा आचार का मतलब है आचरण। अर्थात् भ्रष्टाचार का शाब्दिक अर्थ है वह आचरण जो किसी भी प्रकार से अनैतिक और अनुचित हो। ईर्ष्याबुद्धिहीनता या अज्ञान ही ,लचला , मूल कारण है। दुख की बात यह है कि हर धनवान अनैतिक तौर पर धन कमाने के बाद यही कहता है कि शान्ति चली गयी:धन तो आ गया पर मनी। और वह जीवन पर पछताता है। हमें तो सुखमय जीवन चाहिए न कि दिखावे का जीवन। इसे हर कोई सैद्धांतिक तौर पर सीखने के साथसाथ पूर्ण विश्वास करना चाहिए - और दुर्गुणों से दूर रहना चाहिए।

### **भ्रष्टाचार को कैसे दूर करें :-**

हम कतई बहुत चाहनेवालों को धोखा नहीं देतेभले ह ,ी बहुत सारे मौका मिले।क्यों? क्योंकि वे हमारे अपने हैं। यही विचार हमें अपने समाज के बारे के बारे में होना चाहिए। जब हम विश्व ,देश के बारे में , सबको अपना मानेंगे तो किसे धोखा देंगे? इसलिए तो भारत का विचार था -**वसुधैव कुटुंबकम्**। इस वर्ष का हमारा विचार भी -**भ्रष्टाचारकोनकहें; राष्ट्रकेलिएप्रतिबद्धरहें**

जब हम घर के लिए प्रतिबद्ध हैतब इन सबके साथ बुरा आचरण बेटी के लिए प्रतिबद्ध/बेटा ,पत्नी/पति , करने का विचार तक नहीं आता। इसी प्रकार संपूर्ण विश्व को हम अपना मानना चाहिए। वास्तविकता भी वही है। क्योंकि आप जो काम करते हैं उसी का फल आपको मिलेगा। यह भ्रष्टाचार को दूर करने का आसान तरीका है।

दूसरी तरीका र जो गलती करता है उसे सख्त सजा मिलनी चाहिए ताकि सजा। सख्त सजा। जानबूझक - जिन्हें देखकर दूसरों को वह विचार तक मन में न आए।

### **कौन दोषी :-**

हमेशा यह प्रश्न रहता है कि घूस देनेवाला या लेनेवाला अवसर लेनेवाला ,धोखा देनेवाला या धोखा खानेवाला , या अवसर का लाभ उठानेवाला दोषी है? एक दूसरे पर दोष थोपते हैं। लेनेवाले देनेवाले के ऊपर और अपने को चालाकबुद्धू पर आरोप लगाते हैं जबकि भूल जाते हैं कि यह केवल ,बुद्धिमान माननेवाले मूर्ख , शुरूआत है और नतीजा सौ गुना बुरा होगा। तितली के सिद्धांत को न भूलना है।

### **कर्तव्य परायणता:-**

जिस जगह हम पैदा हुए हैं वहाँ हमें क्या नहीं मिला है? हम न तो ऑक्सीजन को उत्पन्न कर सकते हैं न ही खत्म। **खाना** को पचाने तक की क्षमता हमारे हाथ में नहीं है। सबसब प्रकृति का वरदान है। हमारी -के- बैंक में फार्म भरने के लिए चंद मिनिट के लिए कलम ,कलम नीचे गिर जाती है तो उसे लेकर देनेवाले को

देनेवाले को हम धन्यवाद ज्ञापित कर लेते हैं। पर जिस भूमि में हम जन्मे हैं उसे तो यों ही केवल अपना है समझ लेते हैं। अपना मानने पर भी तो हमारा कर्तव्य है कि उसकी रक्षा करनी है।

जीवन बहुत ही सरल है – जो करोगो वही पाओगे। क्यों न हम भलाई करें और वापस उसी को पाए।

दूसरे देश का उदाहरण हम इसलिए देते हैं कि वहाँ देशभक्ति है, भ्रष्टाचार नहीं है। हमें भी तो अपनी मातृभूमि को उसी प्रकार मिसाल का देश बनाना है। समर्पण का अभाव है। विचार का अभाव है। बचपन से ही हमें देश प्रेम को सिखाना है। विद्यालय में ही देश प्रेम को बच्चों में ला देना है।

### **भ्रष्टाचार के विभिन्न रूप**

समाज में भ्रष्टाचार अनेक रूपों में फैला हुआ है। इनमें से प्रमुख हैं:-

**रिश्वत** : इसमें किसी को रिश्वत देने वाले व्यक्ति के पक्ष में कुछ अवैध या बेईमान काम करने के लिए प्रभावित करने के तरीके के रूप में पैसे, उपहार या अन्य लाभ देना शामिल है।

**भाई-भतीजावाद** : यह तब होता है जब सत्ता या हैसियत की स्थिति में कोई व्यक्ति अपने रिश्तेदारों के प्रति पक्षपात दिखाता है, उन्हें विशेष उपचार या अवसर प्रदान करता है जो दूसरों को नहीं मिल सकता है।

**दुरुपयोग** : यह तब होता है जब कोई व्यक्ति दूसरों का पैसा या संसाधन लेता है और बिना अनुमति या उचित औचित्य के अपने निजी लाभ के लिए उनका उपयोग करता है।

**अनुचित प्रोत्साहन** : भ्रष्टाचार के इस रूप में, अधिकार या प्रभाव की स्थिति में कोई व्यक्ति किसी को अनुचित समर्थन या प्रोत्साहन प्रदान करता है, अक्सर व्यक्तिगत लाभ के लिए या किसी और को अनुचित लाभ पहुंचाने के लिए अपनी शक्ति का दुरुपयोग करता है।

इस प्रकार भ्रष्टाचार के कई रूप देख सकते हैं। पर इसकी अग्री परीक्षा बहुत ही सरल है। जो हमारे मन को बुरा लगता है वह नहीं करना चाहिए। इतना तो ध्यान देना है कि जो हम चाहते हैं कि दूसरे हम को **यह न करें, वह न करें** वही हम दूसरों को न करना चाहिए।

### **राष्ट्र के लिए प्रतिबद्ध रहें:-**

**देशभक्ति** की परिभाषा क्या है ? *देशभक्ति की परिभाषा* है अपने निजी स्वार्थ से ऊपर उठकर तन मन और धन से अपने देश के प्रति समर्पित होना। हमारी फौज तो सीमा पर अपना कर्तव्य निभा रही है। हमें रोज, प्रतिपल उनके बारे में सोचना है। कहा जाता है कि किसी देश का भविष्य उस देश के युवाओं के हाथ में होता है। युवा वर्ग को भी देश के प्रति प्रतिबद्ध रहने के लिए सिखाना है।

देशभक्ति एक अनभूति है जिसका अनुभव किसी साधारण से कार्य करके भी किया जा सकता है। अतः संभव है कि मात्र सीमा पर खड़े होकर ही देशभक्ति नहीं बल्कि हर वह कार्य करके जिससे उस देश के नागरिकों का आर्थिक, मानसिक और सामाजिक उत्थान हो देशभक्ति की जा सकती है। वर्तमान में भ्रष्टाचार एक विकराल समस्या है यदि देश के नागरिक यही करना छोड़ दें तब कोई कार्य करे तो हर कार्य देशभक्ति बन जायेगा और हर व्यक्ति अपने स्तर का सहयोग देश को दे पायेगा।

ये दुनिया बहुत बड़ी है, सैकड़ों देश हैं। हमारे देश में अलग-अलग क्षेत्रों में लोगों का आचरण अलग-अलग हैं। इसलिए भी दूसरे देशों के साथ तुलना करना सही नहीं होगा। पर विभिन्नता में एकता हमारे लिए सहज है। हर भारतीय के लिए सत्य वद। धर्म चर मान्य है। इतना ही चाहिए कि पुनः उन सद्गुणों को प्रज्वलित करें। पुनः इस धरती माँ, भारत माँ को स्वर्णमयी देश बनावें। हमारे अपने जीवन काल को स्वर्णिम काल बनावें।

हाँ हम शपथ लें कि **भ्रष्टाचार को न कहें; राष्ट्र के लिए प्रतिबद्ध रहें।**

## Honesty is holy

R.Usha  
PS-I to DRM/SA

In honesty's embrace, we find our way,  
A beacon of truth to guide our day.  
With words unvarnished, actions pure and clear,  
It banishes doubt, erases every fear.

It's a mirror reflecting the soul's true light,  
A beacon of integrity shining bright.  
In honesty's garden, trust takes root and grows,  
Where sincerity and honor freely flows.

For in this virtue, we find our strength,  
A pillar of character, of boundless length.  
Though temptations may dance with lies and deceit,  
Honesty's path remains ever sweet.

So let us embrace this noble creed,  
For in honesty, we find all we need.  
In a world where truth may often bend and sway,  
Let honesty be our guiding star each day.



# **ENDING CORRUPTION IN INDIAN RAILWAYS: EXPLORING STRATEGIES FOR REFORM**

R.Usha

PS-I to DRM/SA

## **Introduction:**

Corruption within the Indian Railways, a vital component of the nation's infrastructure and economy, has been a persistent challenge that hampers its efficiency, transparency, and progress. Overcoming this issue requires a multifaceted approach, involving systemic changes, technological advancements, strong enforcement mechanisms, and a collective commitment to reform. This essay delves into the various strategies that can be employed to end corruption within the Indian Railways and foster a culture of accountability and transparency.

## **1. Strengthening Accountability and Transparency:**

- **Digitization and Automation:** Implementing advanced technological solutions such as digital record-keeping, automated booking systems, and online transactions can significantly reduce the scope for corrupt practices.
- **Open Data Initiatives:** Providing access to railway-related data to the public, researchers, and watchdog organizations promotes transparency and exposes irregularities, forcing corrective action.
- **Regular Audits and Reviews:** Instituting periodic audits and reviews of financial transactions, procurement processes, and project implementations can unearth discrepancies and deter corrupt activities.

## **2. Empowering Whistleblowers:**

- **Robust Whistleblower Protection:** Enacting legislation that guarantees protection to individuals reporting corruption and malpractice is crucial. This will encourage railway employees and citizens to come forward without fearing retaliation.
- **Anonymous Reporting Mechanisms:** Providing channels for anonymous reporting of corruption instances ensures that those who are afraid to reveal their identities can still provide essential information.

## **3. Strengthening Legal Framework and Enforcement:**

- **Stringent Punishments:** Increasing penalties for corruption-related offenses, along with quick and impartial trials, can create a deterrent effect.

- **Fast-Track Courts:** Establishing fast-track courts specifically dedicated to handling corruption cases within the railways can expedite the legal process and provide swifter justice.

#### **4. Streamlining Recruitment and Promotion:**

- **Merit-Based Appointments:** Implementing transparent and merit-based recruitment processes ensures that qualified individuals are appointed to key positions, reducing the scope for nepotism and bribery.
- **Performance-Based Promotions:** Linking promotions to an employee's performance rather than connections or bribes encourages professionalism and dedication.

#### **5. Improving Customer Services:**

- **Digital Interaction:** Developing user-friendly mobile apps and online platforms for services like ticket booking, complaint filing, and feedback can minimize face-to-face interactions that could lead to corrupt practices.
- **Effective Grievance Redressal:** Establishing efficient mechanisms to address passenger complaints, such as dedicated helplines and prompt resolution, helps in improving passenger satisfaction and reducing opportunities for corruption.

#### **6. Public Awareness and Education:**

- **Campaigns Against Corruption:** Launching public awareness campaigns that highlight the negative impact of corruption on railway services, safety, and the national economy can rally public support for anti-corruption efforts.
- **Ethical Training:** Incorporating ethics and integrity training within the curriculum of railway training institutes can instill a sense of responsibility among new recruits.

#### **7. Leadership and Cultural Change:**

- **Top-Down Approach:** Strong leadership committed to eradicating corruption is vital. When high-ranking officials lead by example, it sends a clear message throughout the organization.
- **Rewarding Integrity:** Recognizing and rewarding individuals who display integrity and honesty fosters a culture that values ethical behavior.

#### **Conclusion:**

To end corruption within the Indian Railways, a comprehensive and systematic approach is needed. By implementing strategies that prioritize transparency, accountability, and efficiency, the railway system can be transformed into a corruption-free entity. It requires



the collective efforts of the government, railway authorities, employees, passengers, and civil society to create an environment where corruption is unacceptable and integrity is upheld. With persistent dedication and a commitment to reform, the Indian Railways can regain its reputation as a reliable, efficient, and transparent mode of transportation that serves the nation's needs.


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As per LOA  
the MUSIC team  
has 10 members.

Contractor gave a  
'GIFT'. So this  
2 is enough

*For Complaints Dial ..139*

# END CORRUPTION



*Southern Railway*  
Vigilance Awareness Week 2023

The illustration depicts a scene where two boys are being bribed. One boy, wearing a purple shirt and blue pants, is gesturing towards the other boy, who is wearing a blue shirt and orange pants. They are standing on a small platform. In the background, a man in a brown jacket and a woman in a pink jacket are playing musical instruments (guitar and flute) and singing. Musical notes are floating around them. The text 'As per LOA the MUSIC team has 10 members.' is written above the boys, and 'Contractor gave a 'GIFT'. So this 2 is enough' is written below them. The background is a light blue gradient.

## **"CORRUPTION" - A SOCIAL EVIL**

Veena P.V  
Sr. TE/SL/CAN/PGT

Corruption is social evil "power tends to corrupt and absolute power corrupts absolutely". In its simplest sense corruption may be defined as an act of bribery or misuse of public position or power for the fulfillment of selfish motives or to gain personal gratifications. It has also be defined as misuse of authority as a result of consideration of personal gain which need not be monetary.

In recent centuries India has earned a place among the THREE most corrupt countries in the world. In India is a consequence of the nexus between bureaucracy, politics and criminals.

A report on bribery in India published by Trace international in January 2023  
Government Officials 91% of Bribes

### **India in world Index**

	<i><b>Rank in world</b></i>
Corruption	85th
Top Bribing country	19th

### ***MEASURES TOWARDS CONTROL/ERADICATION OF CORRUPTION IN INDIA***

There are some specific measures to control increasing corruption.

1. The right to information act (RTI) gives one all the required information about the government
2. Another potent check on corruption is central vigilance commission (CVC). It was set up by the Government to advise and guide central Govt agencies in the areas of vigilance. If there are any cases of corruption or any complaints there of then that can be reported to the CVC. CVC also shoulders the responsibility of creating more awareness among people regarding the consequences of giving and taking of bribes and corruption.
3. Establishment of special courts for speedy justice can be a huge positive aspect much time should not elapse between the registration of a case and the delivery of judgment.
4. Strong and stringent laws need to be enacted which gives no room for the guilty to escape.
5. In many cases the employees opt for corrupt means out of compulsion and not by choice. Some people are of the opinion that the wages paid are in sufficient to feed their families. If they are paid better they would not be forced to accept bribe.

### **MAJOR FACTORS RESPONSIBLE FOR CORRUPTION:**

1. The most important factor is the nature of the human being. People in general, have a great thirst for luxuries and comforts and as a result of which they get themselves involved in all unscrupulous activities that result in monetary or material benefits.
2. Moral and spiritual values are not given utmost importance in educational system which is highly responsible for the deterioration of the society.
3. The punishments imposed on the criminals are inadequate.

The following steps should be considered to eradicate corruption.

Greedy people and unscrupulous investors should stop bribing the political elites. Don't be either at the receiving or at the bribing end. Political elites should stop putting their private gains before the welfare of citizens and economic development of their regions. Govt. should include a chapter in text books related to corruption and its dire consequences.

We all need to stop talking about corruption but we right now start our self take the initiative and are brave our self. Corruption is going to end only when people like us stand up and speak out.

It is possible....today's generation is willing to change this system. And soon corruption is gone out from India. Every person should have his own responsibility to avoid corruption.

***“A STRONG YOUTH MOVEMENT IN THE COUNTRY ONLY CAN REMOVE CORRUPTION AND EACH STUDENT SHOULD TAKE A VOW TO BEGIN THIS EXERCISE COURAGEOUSLY WITH IN THE FAMILY.” – Dr. APJ ABDULKALAM***

***Courtesy  
(Books and periodicals)***

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## **HONESTY AND ANTI-CORRUPTION**

K.D. Balamurugan  
Private Secretary Gr. II, PCME/O/HQ

In a world where ethical values are often tested, Public offices should stand as sanctuaries of honesty and integrity. The fight against corruption is an internal struggle that begins with a commitment to honesty a virtue and it is not only defines our character but also shapes the very essence of our national culture.

An honest workforce is less susceptible to the allure of unethical practices, such as embezzlement, kickbacks, or fraudulent activities. In essence, honesty forms a protective barrier against the corrosive forces of immoral temptations.

Leaders play a pivotal role in this struggle. Honest leadership ignites a fire within the organization, encouraging employees to speak out against corruption and work collaboratively towards a corruption-free office environment.

In the olden days, people of India had belief in goodness and righteousness, which influenced a lot in people's day to day life. It led to the people going in a correct way and they will not do anything against the tenets of God. These tenets gave importance to self-respect, pride and honour. People ran behind self-respect, proud and honour. They least bother about money and those days therefore no corruption. Wealth was equally distributed. It was an egalitarian society.

After sometime, the people everywhere were ran behind to Honour and Glory, for getting honour they used God's name. Today the people who flock to temples are God-fearing people trying to atone for their sins. People are also bribing God to reduce their wrong-doings. It is the beginning of corruption.

In recent days, money plays a vital role in all walks of life, and success is measured by the wealth accumulated. People, when choice comes between Honour or Money, nowadays they prefer Money only. When we think why this type of situation has been arises, it is because of "Western liberal Capitalism in the philosophy of life which is causing this extra importance towards Money". This will leads to "Human exploitation of Citizens of Third World Country".

The question is what is to be done now? Most people think that we should have new laws against financial crimes. Because people are fed up with corruption. History has showed us that legislation does not eradicate crime; it only makes criminals become smarter. Laws

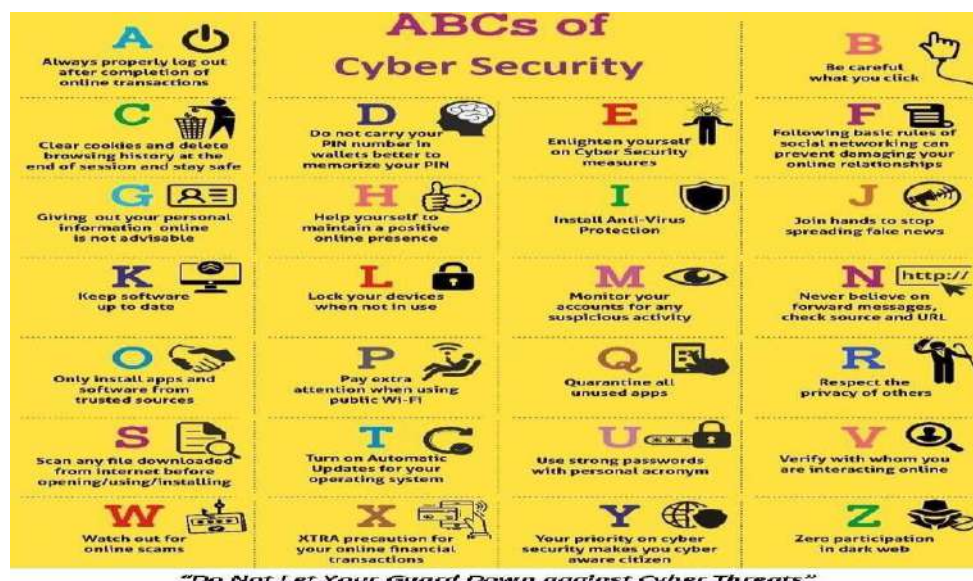
against murder have existed from ancient times, but it has not eradicated murder. So we need to change our thinking, as a society and as an individual. We must remind our-self that money is not everything and cannot buy happiness. Greed for money is a sin against humanity and against our honour. Our self-respect cannot be exchanged for any price. Similarly we must respect those who have honour over the rich people. Only this change in society can end corruption.

On the other hand, opportunity is also one of the reasons for corruption. What is opportunity? It will create a situation for corruption occurs like “Quid-pro-Quo” method. If two persons wanted to get benefit with each other mutually, then here some agreement will be taken place, it leads to corruption. To protect this type of corruption, Government/Public sectors have already been implemented many systems with the help of Information Technology avoiding human involvement. So, we have to progressively engage these Information Technology based systems which do not have human interference.

Nowadays, our Railways implemented many IT based system for employees like HRMS, RESS, RBS, Employee’s Grievance Portal, etc., which reduced lots of corruption. If IT systems are rolled out in a good manner, in the near future we can have corruption free country.

Finally, I could say that all corruption cannot be eradicated by way of implementing only IT based monitoring systems and by giving Vigilance Awareness to the people or Government / Public sector employees. It can be eradicated only by an individual one who can internally feel that this is a corruption, and decides by himself that honour is more important to money.

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## **CASE STUDY – TRAFFIC DEPARTMENT**

### **1. SHORT REMITTANCE OF STATION EARNINGS**

#### **Case:**

During the Preventive checks, conducted on the aspect of Remittance of Railway earnings over Southern Railway, one station was identified with the irregularities of short remittance of Railway earnings and maintaining the short for a long period by adjusting the cash from the next day's earnings by a Commercial clerk working in Booking Office.

#### **Investigation:**

While checking Monthly Coaching cash book, DTCB,CR Note and Challan for the period from January 2022 to July 2022, it had come to the notice that misappropriation of Railway cash on short remittance were done by the booking clerk of the station.

There were 15 Nos. of short remittance done by the booking clerk at the X station for the period from January 2022 to July 2022. The month wise details of short remittance are given below.

<b>Sl.No.</b>	<b>Month</b>	<b>Total Short Amount</b>
1	February 2022	Rs.8030/-
2.	April 2022	Rs.19000/-
3.	May 2022	Rs.99000/-
4.	June 2022	Rs.43986/-

The total short amount was Rs.1, 70,016/-.

Total delay in Short made good as follows.

<b>Sl.No.</b>	<b>Month</b>	<b>Total delay in SMG</b>
1	February 2022	14 Days
2.	April 2022	01 Day
3.	May 2022	21 Days
4.	June 2022	29 Days

**Observation:**

As per Indian Railway Commercial Manual Volume II, Chapter XXIV para 2438 [Remittance of cash], "Station masters will remit the entire collections to the railway cash office or to a Civil Treasury/State Bank as may be notified by the Divisional Office. No part of the cash should be retained without prior orders of the Chief Commercial Superintendant and all shortages should be made good before remitting the collections".

The cash retained by the booking clerk without prior orders of the competent authority.

**Action Taken:**

IDT was recommended to the booking clerk at the station and major penalty was recommended.

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## **2. CHECK ON PARCELS BOOKED AS “SENDERS WEIGHT ACCEPTED (SWA)”**

### **Case:**

During Preventive checks conducted, Vigilance Department/Southern Railway had noticed that large numbers of parcels booked were booked as SWA from a particular station in other railway. The parcels booked from the same station to smaller stations in Southern Railway were checked and were found to be booked on electronic weight basis.

### **Investigation:**

Divisions were advised to provide details on the number of PWBs that arrived with the “Senders Weight Accepted” (SWA) marking from the particular station from July 2022 to December 2022. PWBs received from the said station with Senders Weight Accepted (SWA) remarks were analyzed for comparative study, and it was found that 8950 PWBs were received with “SWA” mark in a six month period, i.e., from July 2022 to December 2022. Total number of parcels in these PWBs was more than 15,000.

<b>Division</b>	<b>No of PWBs received with SWA marking</b>	
MAS	MAS/MS	1183
TPJ	TPJ/VM/VRI/NGT/KIK	142
MDU	MDU/DG	72
SA	CBE/ED/SA	1983
PGT	CAN/MAQ/MAJN/CLT/TIR/TLY/SRR	1254
TVC	TVC/KCVL/QLN/KYJ/ALLP/KTYM/ERS/ERN/AWY/TCR	4316
	Total:	8950

Moreover, it was noticed that most of these PWBs with SWA remarks were booked to major stations of the Southern Railway like MAS (1148), CBE (1723), ERS (4055), and SRR (692).

### **Action Taken:**

Southern Railway Vigilance had sent a DO letter to SDGM & CVO of the other Railway on 13.02.2023 in this regard. Subsequently, Vigilance of the concerned Railway had advised Southern Railway that necessary action had been taken to curtail the above and explore possibility of bringing perishable ice consignments also under purview of PMS weighment vide DO letter dated 10.07.2023. Consequent to the action taken on the parcels booked the number of SWA parcels originating from the concerned railway has drastically reduced.



### **CASE STUDY- PERSONNEL**

Document	Case Study
Department	Personnel
Subject/Title	Misappropriation of Leave Details at field level Supervisors

#### **1) Background of the Study:**

- Every month Attendance particulars are closed by supervisors at field level and sent to Divisional office for Bill processing.
- In monthly statements, Attendance particulars such as LAP, LHAP, NH details are compiled by the station supervisors or unit supervisors and sent for Bill processing at divisional level.
- While sending the details, Supervisors send their own particulars also which is un-vetted or without any counter signature.
- The sanctity of the document for their leave availed particulars could not be verified at any level and mere processing was done in all cases.

#### **2) Irregularities Noticed:-**

- During Vigilance check in one of case, the supervisor at field level was closing the attendance particulars for self and his subordinates has failed to update the leaves availed by him to the divisional authorities.
- The leave availed particulars in Leave chart was not matching with the actually availed leaves by the employee.
- On further investigation it was found that the supervisor was availing leave and making entries in the attendance register. The same was incorporated in the station copy of the monthly statement. However the leave particulars were marked as NIL in the monthly statement sent to divisional authorities for updation in the leave chart and for bill processing.

**3) Action Taken:-**

- A case was registered against the employee and during course of investigation, employee has accepted his mistake.
- Major penalty was recommended by this department and same has been implemented.
- Recovery of amount to the tune of Rs.7,20,000/- was also recommended.

**4) System Improvement Implemented:-**

- After the revealing of the above malpractice, now the supervisor's attendance statement is counter signed by the section in-charge before forwarding to the divisional office.
- This will as counter check and supervisors at field level cannot manipulate their leave records during monthly statements.

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### **CASE STUDY- PERSONNEL**

Document	Case Study
Department	Personnel
Subject/Title	Involved in Private Trade

#### **1) Background of the Study:**

- (a) A complaint was received stating that one of the employees from one station is doing Private business at TUP.

#### **2) Irregularities Noticed:-**

- It is noticed that the said employee signs the Muster only once or twice in a month.
- He was bribing his co-workers and SSE for claiming full salary without signing Muster
- He was doing Yarn business in Tripur and his wife was managing the shop.
- He was missing from his work spot and signed the attendance register fraudulently.

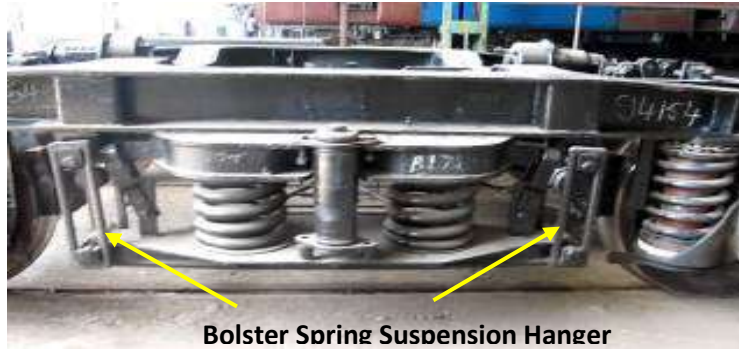
#### **3) Action Taken:-**

- It is approved by SDGM to issue major penalty charge

#### **4) System Improvement Implemented:- NIL**

## **CASE STUDY - MECHANICAL**

### **A Quality Check on Coach Safety Item - Bolster Spring Suspension Hanger (BSS Hanger)**



A preventive check was conducted at GOC Workshop of S.Rly on the aspect of the Quality check of safety item in coaches (Thrust area) viz. Hanger for bogie bolster spring suspension (BSS hanger).

- ❖ Sample collected by the vigilance and sent to CMT/GOC for testing.
- ❖ The test report revealed, non compliance of the hardness requirements. Further Joint Inspection carried out in presence of RDSO /Kolkata (Pre-inspecting agency) and the supplier firm and the same also revealed the non compliance of hardness requirements for the supplied materials.
- ❖ Further investigation revealed that the subject item was also supplied by the same firm to CW/PER, LW/PER, QLN stores Depot.
- ❖ Samples collected by Vigilance from CW/PER and LW/PER were sent to CMT/LW for testing and found not complying the hardness / case depth / grain size requirements.
- ❖ Necessary payments for the supplied quantities were already made to the firm.
- ❖ Item was accepted at QLN Depot though MSD/GOC informed the depot rejection of the item.
- ❖ There was delay in issuing formal rejection advice and the recovery notice @ LSD/PER.

#### **Action taken:**

- ❖ Based on the vigilance check rejected quantity of 4637 Nos. of BSS hangers were returned to the firm.
- ❖ Recoveries of Rs.62,37,526/- made from the firm by the accounts.
- ❖ Major penalty recommended for two RDSO Inspectors and two CDMS.

## **CASE STUDY - ELECTRICAL**

**Subject Title:** Irregularities in Execution of Manpower Contracts.

### **A. BACKGROUND**

- A random check has been conducted on the Aspect of Scrutiny of manpower contracts and their deployment.
- The manpower contract pertains to Dismantling, cleaning, and minor attention to the Traction motor. The contract has been issued for TWO years from 2020 to 2022 and further, the contract has been awarded to the same contractor through a proper tendering process from 2022 to 2024.
- In the Subject work LOA details of the works to be executed by the contractor has been listed in Schedule 1 to Schedule 6.
- In Schedule 4, details of works to be carried out on a conditional basis have been detailed. The value of these works in Schedule 4 is Rs. 2, 46,895/-.
- In this schedule 4 some works including welding works has been mentioned which has to be carried out by the contractor as part of the subject contract.

### **B. IRREGULARITIES NOTICED**

- Since the Welding works carried out by the contractor were not of proper quality, the work executing in charge SSE has deputed Railway staff to execute welding related works without availing proper approval from the competent authority in the contract period 2020 to 2022.
- Since welding related works in this contract were carried out by railway staff and overall remaining works mentioned in the Conditional basis work in Schedule 4 are of very small quantity, cumulative work done by the contractor in the contract period 2020 to 2022 in Schedule 4 is only 0.5 %.
- Hence in the subsequent contract Tender 2022-2024, this contractor has quoted Rs. 246.89/- for the works mentioned in schedule 4 against the railway estimate Tender value of Rs. 2,46,895.50/- since the contractor was aware that the works in schedule 4 are not required to be executed.
- Due to this the same contractor has become L1 in the next contract period 2022-2024, and the contract has been awarded. The difference in the value of the overall amount quoted by L1 and L2 was only Rs. 312/- only.
- If the Schedule 4 has been excluded from the contract, the total value of L1 will be Rs. 39, 99,099.48 and subsequent L2 will be Rs 37, 52,763.22 which has a difference in value of Rs 2,46,336.26 which could have been saved.

- The SSE in charge of the work should have highlighted the position of conditional-based works to the competent authority before the next Tendering process which he failed to do so.
- SSE Drawing who has prepared the Estimation for both the contracts should have cross-verified the % of work executed in all Schedules so that this loss could have been avoided.

**Comparison of Bids quoted by L1 AND L2 in the subject contract:**

Sl. No	Railway Estimate cost (in Rs.)	L1 Quote (in Rs.)	L2 Quote (in Rs.)
Schedule 1	14,23,572	14,23,572	14,23,572
Schedule 2	3,19,200	3,19,200	3,19,200
Schedule 3	3,69,072	3,69,072	3,69,072
<b>Schedule 4</b>	<b>2,46,895.5</b>	<b>246.89</b>	<b>2,46,895.5</b>
Schedule 5	6,19,020	6,19,020	6,19,020
Schedule 6	6,96,540	6,96,540	6,96,540
Total Incl 18% GST	43,35,673.41	40,44,646.61	43,35,673.41
Rebate by contractor	NA	1.12%	7.75%
Final Total Amount	NA	39,99,346.37	39,99,658.72
Subtracting the Conditional basis work in Schedule 4	NA	39,99,099.48	37,52,763.22

**C. ACTION TAKEN**

- Minor penalty actions have been initiated against the SSE in charge and SSE/Drawing.

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## CASE STUDY – ELECTRICAL

### A. Irregularities in Supply of Cables

A check has been conducted in Electrical depot of this zonal railway division on the aspect of Any Irregularity in Inspection of materials by the RITES / Consignee. 4 Core 25 Sq.mm aluminum cables of length 149 meters Cable supplied by M/s HITESH industries has been taken for scrutiny.

- Conductor resistance of the cable has been measured in milliohms using a standard calibrated MICRO OHM METER.
- The values have been converted in to Ohms using the temperature Correction factor  
**Conductor Resistance = Resistance in Ohms \* Temperature Correction Factor**  
**\*(1000/Length of sample)**

### B. Irregularities Noticed:

- The Measure Conductor resistance as per the IS 8130 for 25Sq.mm Cable at 20 C should be 1.20 ohms/km but the measured values found to be 1.83 ohms/km.
- This denoted that cable size supplied by the firm was less than the actual requirement.
- Further the No of strands in 4 Core 25 sq.mm cable at the start and end of the cable drum were found to be 7 as shown in the figure below.

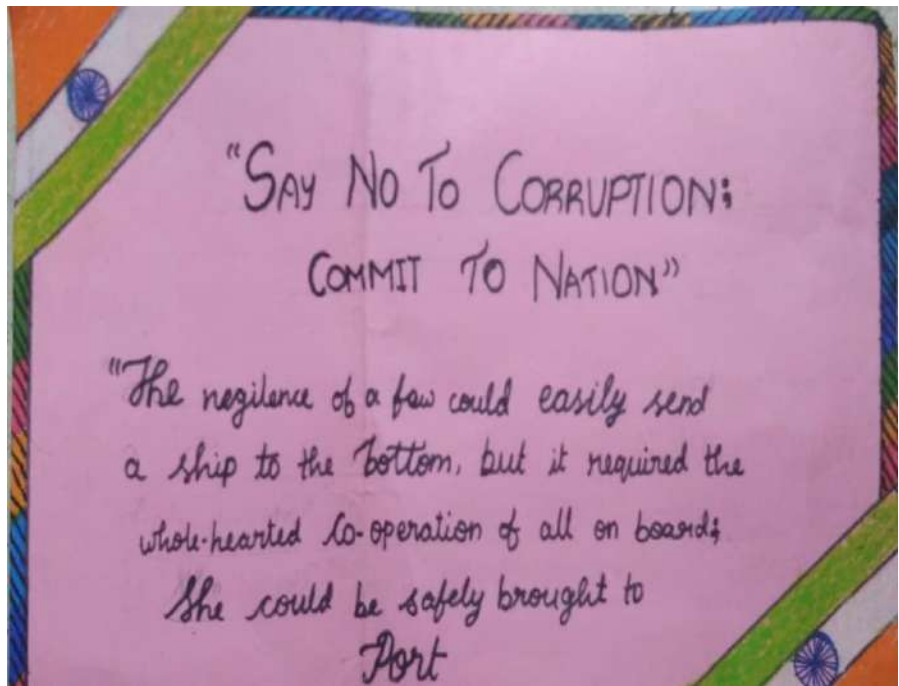


- But the Number of strands found at the middle of the cable is only 6 as shown in the figure below.



- The supplied cables were having 7 strands at the both ends of the cable drum but have only 6 strands in the random middle portion subjected for check. Therefore the overall conductor area cable of the reduced there by the resistance increased. This can be identified only when the material subjected for conductor resistance measurement using Micro OHM meter.

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Baby.L. Shrikrithilaya  
D/o. S. Lakshmi Narayanan, CVI/Traffic



## **CASE STUDY - S & T**

### **Case Study -1: Unutilized High Value Item Became Obsolete and Declared as Scrap**

#### **Background:**

- During the preventive check, on the aspect of material transaction in SSE's Stores, it was found that Class-I item was taken into "released item" and declared as scrap without utilizing this item.

#### **Investigation:**

- One Class-I item was received from other unit for urgent replacement of defective one.
- But it has not replaced for the period of more than 11 months.
- Meanwhile the support from the OEM to this item has stopped and this Class-I item became obsolete.
- Then this obsolete Class-I item has taken into released account and declared as scrap without utilizing it.

#### **Action Taken:**

- Advised Major penalty to the In-charge supervisor.
- Since the item is no longer usable, it is advised to dispose this un-used obsolete item through suitable "Survey Committee".

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## **Case Study -2: Irregularities in Claiming Imprest Cash**

### **Background:**

- During the preventive check, on the aspect of checking the recoupment of Imprest cash, it was found that stock items are purchased through imprest cash and also the recouped bills are not having any GST Number.

### **Investigation:**

- In the year 2021, the stock item was purchased in every month and quantum of procurement is also more.
- Procedure of getting Non Stock certification from the Stores department was also not followed.
- Moreover the submitted bills are not in standard format and do not have any GST Number.
- It was also noticed that other than cash bills, the recoupment were done based on Estimates, Memos and Quotations.
- Several bills were found over written, alteration in the amount, etc. Multiple pens with different inks used in preparing the bills and corrected intentionally.
- Bills of Electrical and Mechanical tools were shown procured in Provision stores.
- A procedural lapse is noticed in procurement of stock item purchased in imprest cash over a period of time. No measures taken to procure the stock item under indents.

### **Irregularity Noticed:**

- Recouped Imprest cash with fake bills
- Stock items procured under imprest cash.
- Bills were intentionally corrected and inflated with high value.
- Items irrelevant to seller were written in the bill and claimed

### **Action Taken:**

- Under Investigation

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## **CASE STUDY- ENGINEERING**

### **Background**

- An investigation was conducted on the basis of a complaint forwarded by RBV – received from CVC – under PIDPI (Public Interest Disclosure and Protection of Informers).
- The allegations in the complaint mentioned about OSs in the Office of DRM/W section of a division were seeking and obtaining bribes for processing contractor's payments in Works Contracts.

### **Allegations**

- Obtaining bribes by OS of a particular jurisdiction for processing bills for works contracts.
- Exploiting the services of Trackmen to obtain bribe by OS
- The OS executing works as benami by using the credentials of contractors but executing the works himself.
- The OS acquiring properties at his native place as well as at HQ station through the proceeds of corruption.
- Unfair working of OS/Budget for re-appropriation of allocated amounts to favour contractors and obtaining hefty bribe for such action.

### **Irregularities by OS/ Bills**

- The OS/ Bills has transacted to the tune of atleast ₹ 3,25,000/- paid to several contractors' accounts and received atleast ₹ 1,21,500/- from the contractors during a period from July 2017 to Feb 2021
- Further between Jan 2018 – Apr 2020 the same OS had transacted to the tune of atleast ₹ 4,75,000/- from his account to another particular person and received atleast ₹ 2,70,000/- from him.
- Further, between March 2017 – June 2020, the same OS had transacted with several railway employees to the tune of atleast ₹ 3,26,000/- paid to several employees and received back atleast ₹ 1,99,000/- into his account.
- Further, in the period from May 2019 to June 2020 the same OS has transactions to the tune of about ₹7,95,000/- debit and ₹ 8,50,205/- credit in his salary account including salaries.
- He had transacted ₹ 2,00,000/- for investment in a money multiplying scheme through a trackman who was also alleged in this complaint.
- On a 13.07.2020, this OS had caused to transfer an amount of ₹ 1,00,000/- by a contractor to the account of a trackman. Of this amount ₹ 53,000/- was transferred to the account of the OS, ₹ 12,000/- to the account of another railway employee and the balance ₹ 35,000/- to another railway contractor. All these transactions of deposit into the account of trackman to distribution were as directed by the OS.

- Also, the OS had purchased a residential plot in his native village costing about ₹ 12 lakhs only.
- However, he has not intimated the administration regarding the transaction in immovable property until vigilance sought his clarification.

#### **Irregularities by previous OS/ Budget**

- The investigation revealed that another Ch OS had obtained about ₹ 6.5 lakhs from a contractor through the accounts of his wife and their college going sons.
- His wife is a home maker and doesn't have any occupation to earn any remuneration.
- He has further received an amount of ₹ 12500/- from a contractor routing the payment through the account of another trackman. All the above transactions were cunningly carried out only into the accounts of his son. No dubious transactions were found in his salary account.
- Lots of transactions exist in the accounts of his wife and sons. But, they don't have any remunerative jobs or reasonable known legitimate sources of income to justify those transactions.
- His wife is a home maker and doesn't have any occupation to earn any remuneration. His sons are studying in college.

#### **Outcome of Investigation**

- It was alleged in the complaint that re-appropriation of funds was selectively done by the OS/Budget and he obtained hefty bribe.
- Investigation revealed that the re-appropriation has been processed following due general procedure.
- The OS/ Budget had no role to play in the re-appropriation as alleged in the complaint.
- Also, scrutiny of the bank transaction statements of the OS/ Budget – (submitted by the OS/ Budget) revealed no suspicious transactions.

#### **Conclusions**

- ❖ Several violations of conduct rules are manifest in the actions of 5 of the employees excluding the OS/ Budget.
- ❖ Corrupt motive actuating bribe is present in the actions of the OS/ Bills and predecessor Ch OS/ Budget.
- ❖ Major penalty recommended for all 5 employees except the OS/ Budget – one OS/Bills, one previous Ch OS/ Budget and three trackmen. The recommendations were accepted by CVC.
- ❖ Major penalty proceedings are underway against the employees.
- ❖ Chargesheets have been issued by the DAs.
- ❖ Cases of three of the employees are under enquiry stage. Two trackmen have accepted the charges.

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## **CASE STUDY- ENGINEERING**

### **IRREGULARITIES IN LAND MANAGEMENT**

#### **Background:**

- Irregularities in the custody and management of Land as well as suspected encroachment, misuse, unauthorized use and trespass in the Railway Colony area.
- Procedural lapses in conducting inspections and updating the mandatory registers in connection with Custody and management of Land.
- Failure to prevent misuse of Railway land by owners of private residences adjacent to the Railway Boundary, for thorough fare and using as their frontage.
- Unauthorized pathway provided on Railway land using CC paving for the use of these owners of private residences for their misuse.
- Encroachment on Railway land by the owners of the above private residences by providing a temporary shed for parking car, providing a fenced garden and stacking their released construction materials in Railway land.

#### **Deficiencies / Violations:**

- Private residences exist behind the railway quarters at Railway Colony. The main entrances of these residences face the Railway Land.
- A CC pathway is provided for the use of these residences which extend upto the Railway compound which has a wide unauthorized opening. The CC pathway lies on the Railway land side of the Compound wall, i.e. on the Railway land.
- The CC pathway is not for any Railway purpose. It is used by the private residence owners for their thoroughfare through and on Railway land.
- There are no clear boundary demarcations behind Railway colony, except for the stretch of boundary wall in one side only.
- It could not be clearly established or demonstrated during the vigilance check on 03.09.2021, by SSE/Works that the private residences are outside railway boundary – because neither any boundary stones nor conspicuous boundary marks as mandated by the IREC or IRWM were available on ground. Also, SSE/Works was not in possession of the updated land plan for the inspection, to verify the land boundaries
- Unauthorized brick masonry shed measuring about 25 sq m with AC Sheet Roof was available well inside the Railway land. A private car bearing Registration No.: TN 23 R 2953, purportedly belonging to one of the residents of the location was found parked in the shed.
- A decorative LED lamp has been provided by the SSE/E near the unauthorized shed.

- A fenced garden is adjacent to the unauthorized shed. Some released building materials were found stacked near the fenced garden inside railway land.
- After the check, it is ascertained through clarifications from the SSE/Works that the unauthorized shed and the fenced garden has been since removed by 07.09.2021, i.e. within 04 days of the vigilance check.
- It is also ascertained from the SSE/E, that the decorative lamp has been dismantled from the location on 03.09.2021 itself, i.e. on the same day of the inspection, after the vigilance inspection.
- SSE/W did not possess the Land Boundary verification register or the encroachment register.
- SSE/W has since been transferred and in his place another SSE/W has been posted.
- SSE/W was called on 13.12.2022 to offer clarifications.
- SSE/W has submitted a report on 20.01.2023 communicating the following developments.
- The opening in the boundary wall which was misused by outsiders for thoroughfare has been closed on 10.01.2023 by present SSE/W.
- A proposal under revenue head is submitted to Divisional office for construction of boundary wall at station for a length of around 800.00 m to prevent encroachments. The estimate is under process at Divisional office. Once the agency is fixed after tendering procedure, the work will be taken up and completed swiftly
- SSE/W has met Thasildhar and submitted a letter to depute Surveyor for demarcating the railway boundary at mentioned location. The Thasildhar has assured to depute a surveyor for the above work and it will be done within 30/01/2023 as per Head surveyor. After ascertaining the railway boundary jointly with state surveyor, the status of encroachment will be submitted for information of the vigilance department.
- A search has been conducted in the SSE/W and Land Boundary verification register and encroachment register for the period 2001 to 2003 were available. Copies of the same have been submitted.
- Previous SSE/W has not maintained the Land Boundary verification register or the encroachment register when he was SSE/W. He has also not handed over Land Boundary verification register or the encroachment register to Present SSE/W while handing over charges at JTJ.
- Routine inspections for land boundary verification as mentioned in the IREC and IRWM has not been conducted by Previous SSE/W.
- Even after the preventive vigilance check conducted on 03.09.2021, Previous SSE/W has failed to establish the railway land boundaries, demarcate the railway boundary conspicuously and take appropriate steps as per IRWM to ensure no misuse, trespass, encroachment or unauthorized use of the Railway Land at Railway Colony.

- SSE/E has put railway asset/ resource to undue illegitimate benefit of outsiders by providing the decorative lamp near the private residences and unauthorized shed. The decorative lamps were proposed to be provided in the Children's Park .
- Enquiries with PC/RPF reveal that no request for any joint inspection of the colony area has been made by the SSE/W during the start of his tenure from 2018 until 2021.

### **Loss to Railway**

- Misuse of railway land, trespass and encroachment have been found to be committed at Railway colony area by private residence owners residing adjacent to the railway land.
- Elaborate instructions, guidelines and procedures are available for proper custody and management of railway land and ensuring no encroachment or trespass on railway land is committed.
- Instructions from the IREC and IRWM are reproduced in para 3 of report.
- JPO on the subject – Encroachments, have been issued through CE CIRCULAR No.:1/2002 of SR.
- In spite of such elaborate instructions and guidelines, SSE/W has not ensured effective demarcation of Railway land boundaries in locations having habitation adjacent to railway land at Railway Colony area.
- SSE/W failed to take necessary steps to provide boundary wall at those locations to prevent encroachment, trespass and misuse of railway land and also to prevent development of any easement rights by outsiders at Railway Colony area.
- SSE/W failed to maintain land boundary verification registers and encroachment register to monitor custody of land as per IRWM. Also, periodic routine inspections for land boundary verification and for prevention and removal of encroachments were also not conducted.
- SSE/W failed to conduct joint field check of encroachments during handing over charges on transfer and hand over updated registers.
- SSE/E has provided a decorative LED lamp for the undue benefit of the private residence owners at Railway's cost. Provision of such facility has further facilitated misuse of railway land by these outsiders. However, after the vigilance check the decorative lamp has been duly replaced with a LED street light.

### **Action Taken**

- The SSE/Works was taken up under Major Penalty.
- SSE/Electrical was taken up under Minor Penalty.

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## **CASE STUDY- ENGINEERING**

### **SUBLET IN RAILWAY QUARTERS**

#### **Background:**

- A Surprise check was conducted in the Railway Quarters on 28.09.2021.
- It was observed that the Railway Quarter has been allotted to Track Maintainer working in the Office of SSE/P.Way. The records were verified from the occupation/vacation register maintained by SSE/Works.
- During the check, it was observed that a private, unauthorized person was residing in the Railway quarter.
- The occupant could not produce any identity for the relationship between her and Track Maintainer, the allottee of the quarters. Outsider was found to be an unauthorized occupant living in sublet in the quarters.
- Hence it was observed that Track Maintainer has sublet the quarters allotted to her.

#### **Violations:**

- As per Rule 15(A) (1) of Railway Service Conduct Rules, 1966 the railway servant should not sublet, lease or otherwise allow occupation by any other person of government accommodation which has been allotted to him.
- The procedures to be followed against sublet are prescribed vide Para-11.3 a,b,c,d of Master circular issued by RB during August-2018.
- The Quarters was allotted to Track Maintainer on 16.02.2019 and she has signed in the occupation register on the same day as a confirmation of occupation
- During the Vigilance check on 28.12.2021, outsider was available in the quarter. She has told Vigilance that she is the sister of Track Maintainer and she has been living with her husband in this quarter for the past one year. It was observed that she was not the dependent or relative of the employee. She could not produce any records for the same.
- Track Maintainer, the allottee was not available during the check in the quarters which was conducted around 7.00 hrs in the morning. The occupant outsider could not inform the whereabouts of Track Maintainer. Further she could not provide the mobile number of Track maintainer.
- Further Track Maintainer was called through mobile phone by Vigilance and her mobile was not reachable. The in-charge SSE/P.Way was called through mobile and he has stated that TM was absent to duty. He has also confirmed that she was a regular absentee.
- The outsider has produced the copy of Aadhaar card which was not bearing the address of Railway Quarter.



- It was observed from the statement of the outsider that she and her father have been residing in the Railway quarters since the date of allotment on 16.02.2019 to the Trak Maintainer.
- It was told by the neighbors that the Track Maintainer has never stayed in the Railway quarters which were allotted to her. Hence it was confirmed that the Track Maintainer has sublet the quarter allotted to her against rule 15(A) (1) of Railway Service Conduct Rules, 1966.

### **Irregularities**

- Based on the investigation with perusal of records and statements from SSE/W and SSE/P.Way it has been concluded that-
- During the Vigilance check outsider was found residing in the quarters. She could not produce any records for the confirmation of relationship with the Track Maintainer, the allottee. The aadhaar card produced by her was bearing a private address.
- It has been confirmed that the Railway employee working as Track maintainer in the SSE/P.Way office has sublet the Railway quarter.
- The Track Maintainer has declared her address as another in the Pass Register for the years 2021&2022. The allotted Railway quarter address was not mentioned in the pass register.
- Further it was observed from the pass register that she was single and there was no dependant available for the year 2021&2022.
- It was observed from the statement of SSE/P.Way that the track maintainer was a habitual absentee for duty. She was in this practice since the year 2012. Hence actions of major and minor penalties have been imposed against the Track maintainer.
- The SSE/W and SSE/P.Way have made several attempts to vacate the quarters which was not occupied by the track maintainer. However the employee has not responded and allowed the unauthorized occupants to continue in the Railway Quarters.
- The joint checks dated 15.06.2022 & 20.09.2022 conducted by SSE/W with SSE/Power and IPF had revealed that the unauthorized occupant was residing in the Railway quarters on both the occasions.
- Hence it has been a clear case of sublet with necessary records to prove against the Track Maintainer.
- Further to this after clarifications obtained by Vigilance from SSE/W on 16.02.2023 ADEN has issued a cancellation of allotment order for Railway Quarters.
- Subsequently eviction order was issued by SSE/P.Way. The electrical and water supply was disconnected on 22.02.2023 by SSE/W and SSE/EL.
- The occupants have vacated and TM has handed over the keys of the Quarters on 06.03.2023.

- From the above it is clearly evident that after the Vigilance call letter and clarifications only the officials have acted to vacate the sublet in Railway Quarters.

Further they have allowed the unauthorized occupant since 2019 and even after the Vigilance check on 28.09.2021.

1. Hence Trackmaintainer has violated the rules of master circular Para 11 which states that the quarters allotted to employee is only for his/her bonafide use.
2. The Track Maintainer has violated Rule 15(A) Subletting and vacation of Government Accommodation in Railway conduct rules 1966'.
3. The Track Maintainer has sublet the quarters and contravened Para 3.1 (i) & (iii) of Railway conduct rules 1966'.
4. Further damage rent for the period from 16.02.2019 to 06.03.2023 is applicable to be deducted from the allottee Track Maintainer as prescribed in the 'System improvement' issued by PCPO/MAS vide letter No.P(W)555/Railway Qtrs/Policy dated 12.01.2022.

Further in this case the following officials are responsible for the misuse of Railway quarters.

1. SSE/W has inspected the Railway quarters on 15.06.2022 & 20.09.2022. The inspections were carried out only after 6 months/9 months after the Vigilance check on 28.09.2021. Till such time no action was initiated from his side to vacate the unauthorized occupant. He has violated Para no.11.3 of Master circular-49 by RB issued during August-2019.
2. The Para clearly states that "Estate officers/Allotting authorities should inspect the quarters every six months to ensure that all Railway quarters are occupied only by allotted railway servants only and are not sublet to outsiders in contravention of the extant instructions".

SSE/W has carried out inspections but failed to vacate the unauthorized occupant, even after clearly knowing the fact.

Hence he has contravened Para 3.1 (i) (ii) & (iii) of Railway conduct rules 1966'.

3. SSE/Power has jointly inspected the Railway quarters with SSE/W. The unauthorized occupant was found on both the occasions. However SSE/Power has failed to initiate necessary actions to disconnect the power supply.

Hence he has contravened the Para 3.1 (i) (ii) & (iii) of Railway conduct rules of 1966.

### **Action Taken**

- The Track maintainer was taken up under Major Penalty.
- SSE/W was taken up under Minor penalty.
- SSE/E was taken up under Minor Penalty.

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## **CASE STUDY- ENGINEERING**

### **IRREGULARITIES IN CONSTRUCTION OF SUBWAY WITH PRECAST RCC BOX**

#### **Background**

- Subway was proposed by Division for eliminating manned Level Crossing.
- Appointment of Graduate Engineer at site by the contractor was not engaged as per the condition of Agreement and GCC.
- Mandatory Registers were not maintained at site.
- Agreement was issued for the construction of subway for eliminating the Manned Level Crossing.

#### **Deficiencies / Violations**

- It was observed that the standard RMC register was not maintained at site. However the SSE has maintained the batching slips obtained from the RMC plant with moisture correction.
- Mandatory registers were maintained by the SSE at site without any entry in the registers.
- It has been observed that a Diploma holder in Civil Engineering was appointed by the contractor as a site Engineer to execute the work. Moreover the GCC conditions clearly specifies that a Graduate Engineer should be appointed if the Agreement value exceeds 2.00 crore. As the values of this Agreement is Rs. 7,75,89,000/-, a Graduate Engineer should have been appointed by the Contractor with the approval of Engineering in-charge.
- Further to this there was no approval was obtained from the higher officials for the appointment of Diploma Engineer at site.

#### **Loss to Railway**

- As per the directives of Vigilance Engineering, a system improvement W.416/I/17-18/Sys.Imprn. Dated 10.10.2020 issued by CGE/MAS in the subject of Deployment of Graduate Engineer. SSE/Workshad failed for appointing the site Engineer by the Contractor. Further it was observed that the work was commenced on 01.07.2021 and Vigilance check was conducted on 18.11.2021. Moreover the contractor appointed the Graduate site Engineer on 04.06.2022 only. Even after the Vigilance check the appointment was delayed for a period of 7 months.
- As per the directives of Vigilance Engineering, a system improvement W.416/P/O/VIG.&Sys.Imp.dated 24.03.2004 issued by CGE/MAS in the subject of Registers to be maintained in all work spots. SSE/Works had failed to maintain RMC Register. He had obtained batching slip which was issued for the

movement of truck and quantity of concrete only. He should be aware of the time of concrete batched and time of concrete poured. (i.e with in time limit the concrete to be poured). Necessary slump tests were not carried out by the contractor and were not insisted by SSE/W/ during the execution of concrete. Hence it was observed that poor quality of supervision exercised by SSE/Works.

**Action Taken**

- The SSE/Works was taken up under minor Penalty.
- The contractor has been initiated to recover liquidated damages for the period of 11 months.

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## **SYSTEM IMPROVEMENT- S & T**

### **Unrealistic Completion Period**

#### **Background:**

- Vigilance investigation revealed that the enormous extension of the work over Southern Railway mainly due to involvement of various field constraints on Railway side, contractor side and keeping the completion period in unrealistic manner without considering the volume of the field work involved.

#### **System Improvement Suggested:**

- Completion period of work shall be assessed in realistic manner duly considering the volume of field work, availability of materials, field constraints and overall cost of the work.
- Every tender shall be provided with a timeline based plan of work duly indicating the number of days, from the date of issuing of LOA, for completion of each stage of work and monitoring during execution of the work.

#### **System Improvement Suggested:**

- Suggested system improvement of completion period shall be assessed in realistic manner was implemented by PCSTE/SR.

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## **SYSTEM IMPROVEMENT - ELECTRICAL**

**Subject Title:** Irregularities in Implementation of Minimum Wages Act in the manpower contracts.

### **A. BACKGROUND**

- A preventive check was conducted in a Running Room at TPJ Division, on the aspect of Monitoring compliance to instructions on Minimum Wages Act in the Execution of manpower contracts, which is falls under Thrust Area 1.(o) for the year 2022 issued by Board Vigilance.

### **B. IRREGULARITIES NOTICED**

- Contractor hadn't paid the EPF contribution of contract employees deployed at Running Room.
- But contractor had submitted forged 'EPF payment conformation receipt' for the period of March-2021 to November-2021 for the purpose of claiming the payment from Division.
- There was clear violation of EPF & MP Act and this was not properly checked by the Railway officials while processing the bill for payment and accepted the forged document submitted by the contractor.

### **C. IMPROVEMENTS SUGGESTED AND IMPLEMENTED**

- Advised to HQ to issue necessary guide lines down the line to all officials to ensure strict compliance of Railway Board instructions vide RB letter No.2016/E(LL)/AT/EPF/1 dated 12.08.2016 which states "before passing of bills, the concerned authorities need to ensure that PF deductions have been credited to the EPF by all the contractors/sub-contractors by verifying the **TRRN- Temporary Return Reference Number** through EPFO public portal <https://unifiedportal-epfo.epfindia.gov.in/publicPortal/>.
- Necessary advice may be issued down the line to all officials to ensure strict compliance of all the Labour laws vis-à-vis Minimum Wages Act, EPF & MP Act including updating of labour data in the "Shramik Kalyan Portal".

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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 personel views/opinions of the respective authors.