



VIGILANCE DEPARTMENT BEML LIMITED

VIG-KIRAN Ver.10

Theme : "Independent India @ 75: Self Reliance with Integrity"

VIGILANCE AWARENESS WEEK - 2021

October 26th, 2021 to November 1st, 2021

Integrity Pledge

I believe that corruption has been one of the major obstacles to economic, political and social progress of our country. I believe that all stakeholders such as Government, citizens and private sector need to work together to eradicate corruption.

I realise that every citizen should be vigilant and commit to highest standards of honesty and integrity at all times and support the fight against corruption.

I, therefore, pledge:

- ◆ To follow probity and rule of law in all walks of life;
- ◆ To neither take nor offer bribe;
- ◆ To perform all tasks in an honest and transparent manner;
- ◆ To act in public interest;
- ◆ To lead by example exhibiting integrity in personal behaviour;
- ◆ To report any incident of corruption to the appropriate agency.





सत्यमेव जयते

राष्ट्रपति
भारत गणतंत्र
PRESIDENT
REPUBLIC OF INDIA

MESSAGE

I am happy to know that the Central Vigilance Commission is observing Vigilance Awareness Week on the theme "Independent India @ 75: Self Reliance with integrity; स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्मनिर्भरता" from 26th October to 1st November 2021.

As a nation, we have had a long and well-established tradition of integrity and ethics. It is our responsibility as citizens to re-affirm these ideals as we strive towards national development and self-reliance. It is the duty of all the citizens to be vigilant and combat corruption in every sphere of life.

I am happy to see that the Central Vigilance Commission is taking the necessary steps to bring the citizens together to strengthen our commitment towards progress and self-reliance while remaining rooted in our ideals.

I extend my greetings to all those associated with the organization of Vigilance Awareness Week at Central Vigilance Commission and wish the campaign every success.

(Ram Nath Kovind)

New Delhi
October 05, 2021



भारत के उपराष्ट्रपति
VICE-PRESIDENT OF INDIA

MESSAGE

I am pleased to learn that the Central Vigilance Commission is observing Vigilance Awareness Week this year from 26th October to 1st November, 2021.

The theme of this year's Vigilance Awareness week is "**Independent India @ 75: Self Reliance with Integrity**; स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्मनिर्भरता" which is in consonance with the journey that our country has had since its independence. A Self-reliant India is a dream for all her citizens and such a dream can only be fulfilled with the participation of all. I have faith that everyone would adopt integrity and ethics in their daily life as we move in our journey towards self-reliance.

I hope to see all citizens and stake holders collectively participate in large numbers in the fight against corruption. We need to come together to reiterate the ideals of integrity, transparency and accountability and strive towards embracing the values that have guided us in our journey so far.

On this occasion, I commend the Central Vigilance Commission for their efforts in combating corruption and convey my best wishes for the success of Vigilance Awareness Week, 2021.


(M. Venkaiah Naidu)

New Delhi
30th September, 2021



सत्यमेव जयते

प्रधान मंत्री
Prime Minister

संदेश

केन्द्रीय सतर्कता आयोग द्वारा 26 अक्टूबर से 01 नवंबर, 2021 तक सतर्कता जागरुकता सप्ताह के आयोजन के बारे में जानकर प्रसन्नता हुई।

भारत की विकास यात्रा में देश के नागरिकों की मेहनत, सजगता और समाज व राष्ट्र के प्रति जिम्मेदारी के भाव की भूमिका अहम है। जन-भागीदारी और सामूहिकता की शक्ति से ऊर्जित देश आज बड़े संकल्प लेता है और उन्हें हासिल भी करता है।

भारत का जन-सामर्थ्य पूरी दुनिया में एक नया विश्वास भर रहा है। इस सन्दर्भ में आयोग द्वारा सतर्कता जागरुकता सप्ताह के विषय के रूप में 'स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्मनिर्भरता' का चयन प्रशंसनीय है।

'सबका साथ, सबका विकास, सबका विश्वास, सबका प्रयास' के मंत्र के साथ देश गत 7 सालों से भ्रष्टाचार के खिलाफ जीरो टॉलरेंस की नीति के साथ तेजी से आगे बढ़ रहा है। समग्र और निरंतर प्रयासों से देश में एक विश्वास कायम हुआ है कि भ्रष्टाचार को रोकना संभव है।

आज समयानुकूल और शुचितापूर्ण व्यवस्थाएं लोगों की जिन्दगी को आसान बना रही हैं। देश के नागरिकों को सशक्त करने के लिए जिस तरह तकनीक और नागरिकों की सत्यनिष्ठा को ताकत बनाया गया है, उसने सामान्यजन का आत्मविश्वास और आत्मसम्मान बढ़ाया है।

आज देश में जो सरकार है, वह देश के नागरिकों पर भरोसा करती है। पारदर्शी और सहज व्यवस्थाओं के कारण देश के जन-जन में यह भरोसा भी कायम हुआ है कि अब भ्रष्टाचारी बच नहीं सकता।

आजादी के अमृतकाल में आत्मनिर्भर भारत के विराट संकल्पों की सिद्धि की तरफ देश बढ़ रहा है। अमृत काल में हम सभी को एक बात हमेशा याद रखनी है- राष्ट्र प्रथम। मुझे विश्वास है कि केन्द्रीय सतर्कता आयोग का यह आयोजन, एक बेहतर भविष्य के लिए जीवन में, विशेषकर सार्वजनिक जीवन में, सत्यनिष्ठा, पारदर्शिता और जवाबदेही को बढ़ावा देने में महत्वपूर्ण सिद्ध होगा।

केन्द्रीय सतर्कता आयोग को इस पहल और भविष्य के प्रयासों के लिए बहुत-बहुत शुभकामनाएं।

(नरेन्द्र मोदी)

नई दिल्ली
कार्तिक 03, शक संवत् 1943
25 अक्टूबर, 2021

राजनाथ सिंह
RAJNATH SINGH



रक्षा मंत्री
भारत
DEFENCE MINISTER
INDIA


MESSAGE

It is heartening to know that Central Vigilance Commission (CVC) is conducting a public campaign for promotion of integrity in public life through Vigilance Awareness Week from 26th Oct to 01nd Nov, 2021.

I am delighted to know that the Commission has chosen स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्मनिर्भरता (Independent India @ 75: Self Reliance with Integrity) as the theme for the campaign, which bolsters the idea of "Aatmanirbhar Bharat" and complements "Azadi ka Amrit Mahotsav" celebrations. Promotion and adoption of systemic improvements and good practices, Integrity Pledge, workshops and similar sensitization programmes for employees and other stakeholders shall certainly spread awareness on the issues related to combatry corruption. Corruption free system is very important for a meaningful democracy.

I convey my best wishes to the CVC for organizing the Vigilance Awareness Week, and sincerely hope that it will strengthen our resolve to incorporate a sense of ethics and integrity in all aspects of our everyday life.

Date: 14 Oct, 2021
Place: New Delhi


(Rajnath Singh)

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केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION

सतर्कता भवन, जी.पी.ओ. कॉम्प्लेक्स,
ब्लॉक-ए, आई.एन.ए., नई दिल्ली-110023
Satarkta Bhawan, G.P.O. Complex,
Block A, INA, New Delhi-10023
019/VGL/029

सं./No..... 11.10.2021

दिनांक / Dated.....

MESSAGE

Vigilance Awareness Week (26th October to 1st November, 2021)

It is a matter of pleasure that during the current year the Commission has issued the guidelines for observing Vigilance Awareness Week from 26th October, 2021 to 1st November, 2021. The theme for the current year's Vigilance Awareness Week is as under:

“स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्मनिर्भरता”
“Independent India @ 75: Self-Reliance with Integrity”

Self-reliance and integrity are the two ideals which need focus as they are important for achieving all-round progress and development of the country. During the Vigilance Awareness Week there is an opportunity for all to re-affirm ourselves towards our collective duty and responsibility to ensure transparency and integrity in the systems and procedures.

This year a special initiative has been taken to create awareness for the complaint mechanism available under the Public Interest Disclosure and Protection of Informers (PIDPI) resolution. During the current year, all the organizations have also been requested to focus on improvements in internal processes and other house-keeping activities.

The Commission appeals to all the citizens of the country to come forward, during the 75th year of Independence, and support the drive to achieve self-reliance with integrity.

(SURESH N. PATEL)
Central Vigilance Commissioner



I would like to express my sincere congratulations to the Vigilance department for bringing out the 10th edition of “VIG KIRAN” coinciding with the observance of Vigilance Awareness Week 2021 with the theme Independent India @ 75: Self Reliance with Integrity – स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्म निर्भरता.

I extend my greetings to CVO and his team for successfully conducting the week and spreading the values of probity by organising internal and outreach activities amongst employees and other stakeholders.

Best of luck.

Amit Banerjee
CMD, BEML

Message from CVO



It gives me utmost pleasure to share the tenth version of the annual in-house journal VIG-KIRAN. The theme for Vigilance Awareness Week-2021 as chosen by CVC, the apex integrity institution of the country, is **स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्म निर्भरता**. (Independent India @75 : Self Reliance with Integrity).

We are celebrating the 75th year of Indian independence as "Azadi ka Amrit Mahotsav". In journey of 75 years of independence, India had faced many obstacles, still worked hard to reach where it is today. Our country is progressing but corruption is a major obstacle in economic, social and political progress of the country. Government, Private Sector and Citizens need to work together to eradicate corruption. Corruption will be eradicated if we all are determined. If we desire our country to be self reliant, then we should change our mindset and overcome differentiation based on gender, caste, ethnicity and language. Self reliance not only brings development in every region of the country but also prove to be a touchstone in ending India's dependency on other countries. Central Vigilance Commission has played a pivotal role in eradicating corruption at difference areas and helped India to progress to become a truly great country.

We in BEML, always strive to study and follow the existing guidelines/systems in line with the CVC circulars by spreading those to all our stake holders, identify risk areas and plug the loopholes by suggesting systemic improvements. The continued preventive vigilance activities have yielded substantial positive results in our Organisation.

Vigilance Awareness Week at BEML is always celebrated in the true spirit of the occasion with participation from all levels. This year also like previous years, Vigilance departments across BEML had conducted numerous activities like various competitions among spouses and their families. Walkathons and Skit plays were organised to promote the awareness about the public participation towards eradication of corruption. Also outreach activities were conducted among students in schools and colleges with the intention to inculcate the spirit of integrity in their formative years which we believe will go a long way in building a corruption free society. Sensitization programmes like Guest lectures/ training for employees on policies/procedures of the BEML and on preventive vigilance measures were organised across BEML to ensure that the code of ethical practices are transmitted.

This year we reached out to school and colleges and other public places offline / online with strict adherence to extant COVID-19 prevention guidelines. Details of programmes conducted are brought out in this booklet VIG-KIRAN 10 with colourful pictures. Also our online reach to vendors across India even under this stressed situation adds to our achievement which is brought out in the booklet.

To conclude my message, I want to add that Vigilance is an important management function and for the organization to prosper, the organizational environment needs to be ethical with a high level of integrity. This is possible only if we pledge to be part of the drive in being corruption free and transparent and create a healthy organizational environment. This also make India Atma Nirbhar in the truest sense of the word. Let us start our endeavour from this very moment.

D. Venkateswara Reddy, IRS
Chief Vigilance Officer

WHAT IS VIGILANCE?

- Vigilance is keeping careful watch to avoid possible danger or difficulties.
- For example, parents keep a watch over their young children to avoid any untoward incident or accident.
- In the context of an Organization: Vigilance means keeping a watchful eye on the activities of the personnel and taking prompt action to promote ethical practices and ensure Integrity and Honesty in the official transactions,

WHY VIGILANCE?

- Disciplining the wrong doers
- Protecting honest performers
- Increasing transparency and fairness
- Ascertaining accountability
- Reducing wastages/leakages
- Promoting culture of honesty and integrity
- Reforming systems for corruption-free delivery
- In brief, it helps in striving for zero tolerance for corruption and thereby enhancing the image of the organization.

WHERE VIGILANCE ?

Vigilance is essential in every organ of the organization and that is why it is stressed that every manager becomes vigilant.

A focused attention is required in each unit where:

- Officials have high discretions
- There is scope for jumping the queue
- Rules and procedures are complex
- Accountability is low
- Delay in decision making is detrimental to the clients' interest
- Opportunities to negotiate exist
- Individuals are known to be corrupt.

Vigilance set up of the Organization needs to identify such pastures of corruption and target their efforts for setting up clean Governance Systems.

WHAT IS VIGILANCE ANGLE?

- Demanding and/or accepting gratification other than Legal remuneration in respect of an official act or for using his influence with any other official.
- Obtaining valuables without consideration or with inadequate consideration from someone in official dealing or where his subordinates have official dealings or where he can exert influence.
- Receiving himself or for others valuables or pecuniary benefits by corrupt or illegal means or by abusing his position as a public servant,
- Possessing assets disproportionate to income
- Misappropriating, Cheating, forgery etc.
- Carrying out other irregularities which cast doubt on ones integrity

Vigilance organization takes up such matters for investigation and follow up punitive/corrective actions, which have vigilance angle.

HOW VIGILANCE WORKS?

Vigilance functions are carried out by three ways:

- Preventive Vigilance
- Punitive Vigilance
- Surveillance and Detective Vigilance

PREVENTIVE VIGILANCE

- Simplifying rules/procedures
- Curtailing discretions
- Improving transparency
- Bringing in fairness, competitiveness and accountability
- Promoting awareness among clients
- Educating/Sensitizing the officials
- Preparation of Officers of Doubtful integrity.
- Preparation of Agreed List .
- Ensuring posting of officials with clean integrity on sensitive posts

WHY TENDENCY FOR CORRUPTION?

- Cumbersome procedures are the main stay of corruption.

HOW TO COME OUT?

- Modify/Eliminate Block.
- Simplify procedures, codify in manual and remove ambiguity.
- Visit pressure points frequently.

PUNITIVE VIGILANCE (REACTIVE VIGILANCE)

- Carrying out investigation
- Assisting Disciplinary Authority in taking punitive action by initiating and following up disciplinary/criminal proceedings against the corrupt officials.

SURVEILLANCE AND DETECTIVE VIGILANCE

- Conducting surprise inspections
- Scrutinizing Annual Property Returns.
- Cultivating other sources for detecting corruption.

HOW IS VIGILANCE A MANAGEMENT TOOL?

- Vigilance is an integral part of the management.
- Provides important instruments for improving performance of an organization:
 - Promoting clean business, transactions.
 - Professionalism.
 - Productivity.
 - Promptness,
 - Ethical practices.
- Assists in systemic improvements
- Curbing opportunities for corruption.
- Therefore, vigilance helps in improving efficiency and effectiveness of the personnel as well as the Organization.

EXAMPLES OF REVENUE LOSSES

- Lack of monitoring of inventory at regions.
- Bid Rigging.
- Incorrect claims.

Vigilance Awareness Week - 2021







**PUBLIC INTEREST DISCLOSURE AND PROTECTION
OF INFORMER RESOLUTION, 2004 (PIDPI)**

**IS THERE CORRUPTION
AROUND YOU?
LODGE A COMPLAINT
UNDER PIDPI.**

**YOUR IDENTITY SHALL BE KEPT
CONFIDENTIAL**

**A VIGILANCE AWARENESS
WEEK 2021 INITIATIVE**

**SEND COMPLAINTS IN WRITING TO :
The Secretary, Central Vigilance Commission
Satarkta Bhavan, Block - A, GPO Complex, INA
New Delhi - 110 023**

**(MARK THE ENVELOPE AS "PIDPI". COMPLAINTS
SHOULD ONLY BE AGAINST CENTRAL GOVERNMENT EMPLOYEES,
INCLUDING PSUs, PSBs AND UTs ETC.,)**

PIDPI COMPLAINTS

Complaints made under Public Interest Disclosure and Protection of Informers Resolution are termed as PIDPI complaints, where complainant while exposing a case of corruption wants his identity to be kept secret.

GENESIS

In 2004, in response to a Writ Petition (Civil) No. 539/2003 filed after the murder of Shri Satyendra Dubey, the Supreme Court directed that a machinery be put in place for acting on complaints from Whistle Blowers till a law is enacted.

Pursuant to that, the Government of India vide Gazette Notification No. 371/12/2002-AVD-III dated 21.04.2004 r/w Corrigendum dated 29.04.2004 notified the Public Interest Disclosure and Protection of Informers Resolution (PIDPI), 2004 which gave the designated powers to the Commission to act on complaints from Whistle-blowers.

Pursuant to the PIDPI resolution, 2004, the commission vide office order No. 33/5/2004 dated 17.05.2004 issued guidelines and Public Notice on the procedure to be followed for filling whistle blower complaints under the PIDPI Resolution, 2004.

Subsequent to the Resolution of 2004, the DoPT vide Notification No. 371/4/2013-AVD.III dated 14.08.2013 partially amended the PIDPI Resolution. The amendments have the following provisions:

- a) Para 1A- The Chief Vigilance Officer of the Ministries or Departments of Government of India are also authorized as the designated Authority to receive written complaint or disclosure on any allegations of corruption or misuse of office by any employee of that Ministry or Department or of any corporation established by or under any Central Act, Government Companies, societies or local authorities owned or controlled by the Central Government and falling under the jurisdiction of that Ministry or Department.
- b) Para 7A- Either on the application of the complainant, or on the basis of the information gathered, if the designated authority is of the opinion that either the complainant or the witnesses need protection, the designated authority, shall take up the matter with Central Vigilance Commission, for issuing appropriate directions to the Government authorities concerned.

- c) Para 11A- The Central Vigilance Commission (CVC) shall supervise and monitor the complaints received by the designated authority.

PIDPI complaint may be filed against the employee of:

- a) Central Government.
- b) Central Public sector Enterprises.
- c) Public Sector Banks
- d) Corporation established by or under any Central Act.
- e) Government companies, societies or local authorities owned or controlled by the Central Government.

The CVC is the designated agency/designated authority to receive the complaints under PIDPI Resolution. Complaint should be address to:

**The secretary,
Central Vigilance Commission,
Satarkata Bhavan, Block-A,
GPO Complex, INA,
New delhi-110 023**

How to Complaint under PIDPI

- The complaint should be in a closed/secured envelope.
- The envelope must be superscribed as "PIDPI" or "Complaint under The Public Interest Disclosure".
- The Complainant should mention his/her name and address in the beginning or end of the complaint or in an attached letter.
- The name and address should not be mentioned on the envelope.
- Complaints should be sent via post only.
- Complaints received through emails, CVC Complaint Portal or any other medium is not entertained.
- The text of the complaint should be drafted so as not to give any details or clue of identity of the complaint.
- The details or content of the complaint should be specific and verifiable.
- Complainant can also attach supporting documents, if available.

Procedure for Handling Complaints under PIDPI:

- Complaints received under PIDPI Resolution are opened in the confidential Section and separate file for each complaint is created after concealing the name and address of the complainant.
- The complaints which have been addressed to other/several authorities are not treated as complaint under PIDPI Resolution and are forwarded by the Confidential Section to the section concerned of the commission for taking necessary action.
- Anonymous and Pseudonymous Complaints received under PIDPI Resolution are also sent directly to the section concerned of the Commission for taking necessary action under Complaint handling Policy of the Commission.
- In respect of those complaints which are considered fit for processing under PIDPI Resolution, a letter is sent to the complainant to obtain:
 - Confirmation as to whether he/she has made the complaint.
 - A certificate that he/she has not made similar/identical allegation of corruption/misuse of office to any other authorities to qualify as a Whistle Blower complaint.
 - Prescribe time limit for receiving the confirmation and the certificate from the complainant is 30 days from the date of receipt of Commission's letter by the complainant.
 - In case of no response within the prescribed time limit, a reminder is issued, giving additional two weeks time to the complainant for sending confirmation and the certificate to the Commission.
 - If there is still no response from the complainant, the complaint is sent to the Branch concerned of the commission for necessary action under Complaint Handling Policy of the Commission.
- After receiving necessary confirmation along with certificate from the complainant, the complaint is placed before the screening committee for decision.
- The screening committee is headed by the Secretary and the Additional Secretaries of the commission are members. The screening committee examines all complaints and recommends complaints for Investigation and Report (I&R) /Necessary Action (NA) /Filing.
- Screening Committee refers the complaint to the concerned Branch for further action. Complaints recommended for investigation and report are sent to the concerned branch for further action after approval of the commission. The Commission, vide office order No. 4/2/09 dated 27.02.2009, has prescribed a period of one month from the date of receipt of reference of the commission for submitting report to it.
- The commission shall be authorised to call upon the CBI or the police authorities, as considered necessary, to render all assistance to complete the investigation pursuant to the complaint received.
- In case the commission finds the complaint to be motivated or vexatious, it shall be at liberty to take appropriate steps.

Protection to Whistle Blower

- CVC, after receipt of representation from the Whistle Blower about threat to their life, takes up the matter with the Ministry of Home Affairs, the Nodal Agency, to undertake the responsibility of providing security cover to the genuine Whistle Blower. On the advice of the Ministry Home Affairs, State Governments/UTs have appointed Nodal Officers and details of such officers nominated by State Governments are furnished to the commission from time to time by the ministry of Home Affairs.
- As regards protection against Victimization or harassment within the department, the Commission forwards such complaints of Whistle Blower to the CVO of the concerned organization for appropriate action.
- In the event of the identity of the informant being disclosed in spite of the Commission's directions to the contrary, it is authorized to initiate appropriate action as per extant regulations against the person or agency making such disclosure.

Report on Vigilance Awareness Week- 2021

The Vigilance Awareness Week-2021 with the theme 'Independent India @ 75: Self Reliance with Integrity' was observed across the organisation from 26th Oct 2021 to 1st Nov 2021.

CMD, BEML, Shri Amit Banerjee inaugurated the week-long event at Corporate office on 26th Nov 2021. The inaugural programme was followed by administration of Integrity Pledges at BEML Soudha as well as in all the production units at Bengaluru, KGF, Mysuru, and Palakkad and across all Divisions/ROs/DOs. The messages from President, Vice President, Prime Minister and Central Vigilance Commissioner were read out to the august gathering.

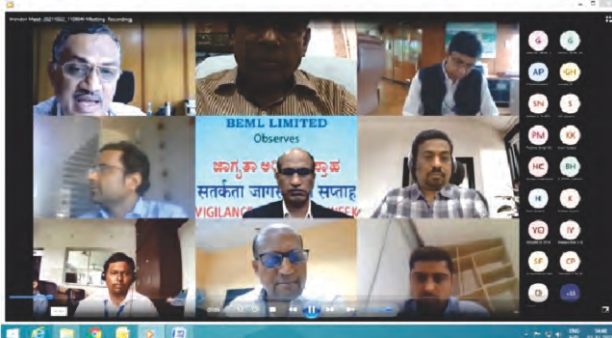
In order to create awareness and to sensitize the work force of BEML on the need and importance of 'Vigilance' in the organization in particular, and public in general, banners in different languages were displayed at prime locations, at all Divisions/HQ of BEML and in public places too.

Sampige plant was planted as Vigilance tree by CMD. Bakul plant was planted by CVO keeping the motto clean, green and vigil in view. Different divisions of BEML had planted the Vigilance Tree at their Complexes.

Integrity pledge for Citizens was also administered to the students & Staff at Schools & Colleges and Gram Sabhas.

Vendors Meet & Competitions

Vendors Meet was organized through Video Conference with Corporate /Divisional executives and vendors. There was active participation from vendors (around 60 vendors participated). CMD, CVO and all functional Directors and other senior officers of BEML have addressed the queries/grievance raised by vendors online.



Various competitions such as Essay writing, Slogan writing, were conducted in English, Hindi and local language for officers, employees & their spouse across BEML and also for Trainees & MREs. Cartoon / Poster Drawing competitions were conducted for staff, their spouse and Children across BEML and also for Contract staff and Apprentice trainees.

Essay writing, Elocution, Debate, Group discussion

& Extempore competitions were conducted at different schools and colleges at Bangalore, Mysore, KGF & Palakkad Complex.

Rangoli, Cooking, Walking race for Ladies, Running race for Gents, Slow bike race were also arranged in some complexes.



Out Reach Activities for Public (Walkathon / Gram Sabha/ Skit Show)

Banners and PIDPI Posters were displayed at KSRTC Bus stand and at Mysore Zoo. Integrity Pledge for Public was organized by Mysore Complex. Bangalore Complex and Mysore Complex had arranged walkathon to spread the messages to public on anti-corruption. Important messages regarding ill-effects of corruption were displayed on placards and banners during the Walkathon. The need to revolutionize the thinking in every individual for bringing transparency and to build ethical values in every act and to make India corruption free, was conveyed to the public.

Skit show by BEML Fine Arts Club, Bangalore Complex was performed at Worker's Canteen and Admin Building. Skit show by BEML Mysore

was performed at Engine division, Truck division, BEML Township, Mysore KR Market entrance and at Koorgalli Village. Skit show at KGF was performed by Kannada Mithraru, KGF Complex at BEML Kalakshetra, H&P Canteen, EM Club, In front of CT Assembly, RCU-II and Devaganahalli Grama Panchayath.

Awareness Gram Sabhas were Conducted at Koorgalli Village (Mysore) and Devaganahalli village (KGF). During the Gram Sabhas brief introduction on Vigilance Awareness week was given, Pledge administration, Speech by Head of the Village, Skit/Folk song presentation by BEML were organized.



Guest Lectures

Corporate Vigilance had organized the guest lecture by Honorable Lokayukta, State of Karnataka, Shri P Vishwanatha Shetty which was attended by officers throughout BEML through video conferencing. Also the guest lectures of Shri Thomson Jose, SP & Head of Branch /CBI, Shri Srinivas Alavilli, Head of Civic Participation in Janagraha Center for citizenship & democracy-Bangalore, Shri B.K. Suresh, District Pleader-Mysore, Dr. Manjunath Swamy, Additional District Commissioner- Mysore was attended by executives offline as well as through video conferencing throughout different complexes.

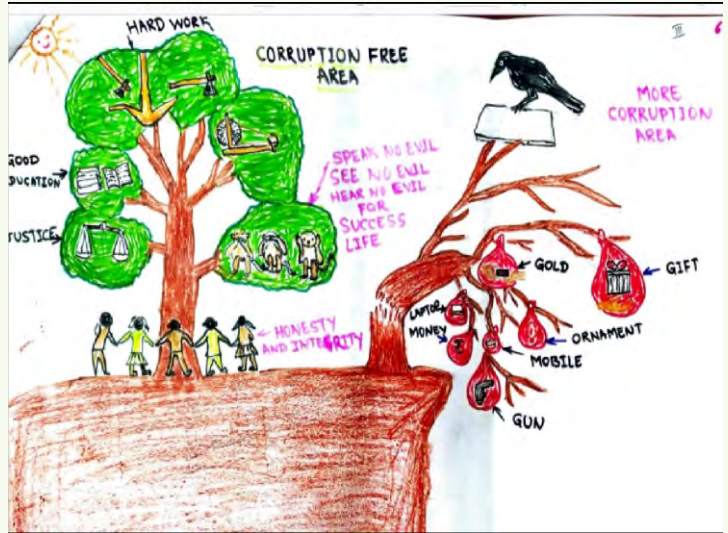


Valedictory

The Observance of Vigilance Awareness Week-2021 concluded with valedictory functions at all the Complexes of BEML as well as at the corporate office. CVO and CMD addressed the gathering at HQ. Prize Distribution to winners in various competitions was organised. Prize money was transferred to individual winner's (Staff) Accounts as a part of Digital India initiative (HQ/ROs/DOs).



VAW - 2021 AWARD WINNING POSTERS



VAW - 2021 AWARD WINNING SLOGANS

“ ಪ್ರಾಮಾಣಿಕತೆಯ ನಡೆ ಅಭ್ಯಾಸವು ಕಡೆ,
ಭ್ರಷ್ಟಾಚಾರದ ನಡೆ ಅವನಿಗೆ ವಿದೆ ”

ಶಿಕ್ಷಣದ ಮೂಲಕವೂ ಸ್ವಾತಂತ್ರ್ಯದ ಹೆಜ್ಜೆಯಾಗಿದೆ

ಅದು, ನಮಗಿಂತಲೂ ಸ್ವಾವಲಂಬಿಯಾಗಿ ಕೊಡುವಾಗುತ್ತದೆ

ತಾಯಿ ಭಾರತದ 'ಶಿಕ್ಷಣ' ನಮನ;

ಸ್ವಾವಲಂಬಿಯತೆ ಬದುಕಿಗೆ ನಮಗಿಂತಲೂ 200% !

ಅಶ್ವತ್ಥಾಮನಂತೆ ಯೋಧನು ಭಾರತದ ಜಯ ಕಡಲೆ;

ಮನೆ-ಮನಗಳಲ್ಲಿ ಶಿಕ್ಷಣದ ಅತ್ಯಂತವಿಶ್ವಾಸದ ಹೊಂದಾಣಿಕೆ!

भारत में की है अपनी पहचान।
आत्मनिर्भरता से ही कहेगा भारत महान

“ अगर भ्रष्टाचार मिटाना जड़ से
तो नीतियाँ बनाना सत्यनिष्ठा से ”

Zero Tolerance for Corruption
Be a Hero for Nation

A country's assets to be self reliant
are its people with integrity and ethics

IMMIGRATION OF HONESTY AND INTEGRITY AT WORK PLACE

MEANS

EMIGRATION OF CORRUPTION AND CORRUPT PRACTICES TO UNKNOWN PLACE

Weigh Bridge Operation

Vigilance department had received a complaint regarding manipulation of weight during Weighment of Scrap in the Weigh bridge. It was brought out that a scrap vendor is involved in tampering of Cable (i.e., an additional cable with PCB is connected between the load cell and the display / recording unit) there by manipulating the weight using mobile/remote device, during collection of scrap between period 25.05.2021 to 01.06.2021.

Physical verification of Weigh bridge did not reveal any instances of tampering or insertion of cable but the difference in quantity collected by the firm v/s Quantity estimated/auctioned through MSTC by BEML, led to serious concern and doubt on possible manipulation of weight.

The possibility of manipulation of Weigh Bridge by inserting PC Board was also confirmed by the existing service provider on whom AMC is placed for servicing and maintaining Weigh bridge. To avoid such incidents in future which may cause serious financial losses to organization, vigilance recommended the following as a preventive action:

RECOMMENDATIONS

- ✦ Stores to ensure proper estimation of quantity of each lot before auctioning and there shall be a review of quantity after physical despatch.
- ✦ Once the lot is finalised and inspected /cleared by Salvage Disposal Board (SDB) committee, lot size shall not vary due to receipt of additional quantity.
- ✦ In case of substantial difference in estimated qty/Metric Tonnes/amount and actually weighed qty/MT/amount (as in this case) SDB committee should record the probable reason of variation.
- ✦ Since, meddling the weighment is possible only with involvement of weigh bridge operator, area is earmarked as sensitive and the Weigh Bridge operator to be rotated once in three years.
- ✦ An exclusive CCTV camera to be focussed towards Weigh Bridge to monitor weighment process as well as movement of personnel and Weigh bridge area to be identified as sensitive area and no persons (including BEML personnel) to be allowed to enter into the weigh bridge other than authorised persons.
- ✦ It is recommended to integrate all the CCTV Cameras within the factory premises and provision for surveillance by Security and Vigilance Department.
- ✦ Cable connecting load cell and the display unit to be covered with sleeve and the end connectors to be locked and sealed to prevent access from common man/weigh bridge operator and the display unit should be fully enclosed in a safe cabinet with an access window for operations by the weigh bridge operator.
- ✦ Personnel collecting the scrap shall not be allowed to carry any smart phones/electronic gadgets inside BEML during collection of scrap unless otherwise approved by the competent authority, with valid reasons.
- ✦ Movement of customer/customer representative should be restricted to scrap yard only. If possible better to restrict persons other than drivers and their helpers in weighment zone.
- ✦ Weigh bridge being sensitive equipment, repair/replacement of any components pertaining to Weigh Bridge to be done only by authorised person and the stores in-charge has to maintain a record the details of such repair/maintenance carried out. Due to emergency, if the Weigh bridge is repaired by internal team, the same to be immediately verified by the authorised personnel.
- ✦ Not to permit the movement of vehicle within BEML premises after Final Weighment i.e after loading of Scrap Material, except for movement towards Security Gate for Checking & clearance.
- ✦ Weighment and entry of data in the SAP to be done by BEML Personnel and not by contract personnel for better accountability.

Case Study - 2

Case Study on fraud/forged documents made by vendor to include the firm in Approved Contractor List and subsequently get the Huge value MARC Subcontract at Customer Site for M&C Equipments

1. In order to win the subcontracting tender for Maintenance and Repair Contract (MARC) worth approx. Rs. 360 Lakhs per annum with a total duration of contract for 2 Years and a provision for further extension of 1 Year, Vendor submitted the forged/ fabricated/fake documents right from Vendor registration process till submission of tender documents to meet eligibility criteria as specified in the tender.
2. BEML vendor assessment committee carried out the vendor assessment and recommended the vendor for Approved Contract List registration. Vendor assessment committee recorded the following in the report:
 - (i) Visited the firm and verified the documents with originals, found satisfactory.
 - (ii) PAN Card of the firm is registered in the name of proprietor as the firm is Proprietorship Company.
 - (iii) Financial figures of the year 15-16 are approximate and un-audited.
 - (iv) The contractor is handling logistic/labour contract at Ore handling plant of a reputed PSU. The firm has welding machines, drilling machines, metal cutting & grinding machines etc. The contractor had workforce of 40 (approx.) with 17 persons being skilled persons. Details provided by the contractor are verified and certified.
 - (v) Since the contractor is "A" Class contractor and registered with M/s "*" Company, the firm has been recommended for vendor registration for category "A".
 - (vi) The firm is recommended for registration under following category:
Category-A (For all type of works - i.e Rehab, filed repair, contract manpower provider)
3. Based on the committee recommendation and duly filled format for inclusion into ACL (Approved Contractor List), Corporate Quality registered the firm under Category "A" with the approval of competent authority and allotted the Vendor Code and communicated to all concerned.
4. Vigilance unearthed the following during the Investigation:
 - As per Section-11, Under Chapter-II of the Indian Contract Act, 1872, read in line with Section-3 of the Indian Majority Act, 1875, persons who have attained/ completed the age of majority, i.e., 18 years, are only competent/ eligible for entering into contracts. Where as in the said case, on verification of documents, it is noticed that the said proprietor has not attained the age of 18, hence not competent/eligible for entering into contracts.
 - Supporting documents provided as a proof for having infrastructure, machines etc., were fake and false. False statements were submitted primarily to get the eligibility for vendor registration.
 - False and fabricated previous work orders submitted to get technical qualification.
 - Firm's unaudited balance sheet for the previous years were submitted (Signed by the proprietor only) & Income Tax Returns were not submitted.
 - False and fabricated previous Man Power supply work order to get technical qualification.
 - Vendor does not have any technical expertise / qualification / experience etc., to take up technical jobs.
 - The VAT Registration Certificate was

issued for the Trading activity in 'Others' Category, i.e., Hardware items, Sanitary Fitting, Hand Pump parts, Electrical Goods and Civil Contract Works.

- The contact number provided against "contact person" in the Vendor Registration Application and in the letter head of experience certificate / Work Order/ Contract to the firm are same.
- Firm was not paying minimum wages to the temporary workers deployed by them.
- Further, District Manager has sent the clarification to Service HQ against the clarification sought by Service HQ w.r.t the turnover of the vendor for the particular year, which was false.
- Specific approval has not been taken from competent authority for the constitution of the assessment committee. (Copy of the note sheet not available in the vendor registration file)
- Committee has over-looked this vital criterion and had considered & wilfully accepted the 'Un-audited' Balance sheets for Vendor Registration process and recommended the Firm's Registration at BEML, without applying their knowledge & mind.
- Also, committee made recommendations to consider registration of the firm for following category:
"Approved contractor list (ACL) for Category A", i.e for all types of work (Rehab, Field repair, contract manpower provider) upto Rs 300 Lakh.
- The firm produced the experience documents which cover only civil works and labour supply, whereas the firm was registered under Approved Contractor List for AMC, MARC job which is purely a technical maintenance job.

5. The detailed investigation revealed that, on

account of weak internal control, non-complying to company policy & procedures and also gross negligence on the part of concerned officers at DO/RO, Service HQ & by Corporate Quality, the firm was registered under Approved Contractor List (ACL) even though fake / forged documents have been produced by the firm for vendor registration.

6. Based on the Vigilance investigation findings and recommendations, the vendor has been suspended and the firm has been Blacklisted.

RECOMMENDATIONS

- a) Vendor Assessment at any particular Region should be carried out by a Committee constituted of members from other Regions instead of constituting the committee consisting of local officials at the Region, in order to avoid any such adverse instances in future and with the due approval of competent authority not less than the level of CGM/ED of Marketing Division. This needs to be reviewed annually.
- b) In addition to insisting for submission of 'Audited' Balance sheets, the IT>Returns of the previous 03-years also should be insisted for as a documentary proof towards their Annual Turnover and corresponding column to be introduced during vendor registration process.
- c) Service HQ at Marketing Division should have a robust mechanism to cross check/verify the veracity / genuineness of documents and the recommendations made by the duly constituted committee at BEMLRO/DO team.
- d) Corporate Quality / VDC at Corporate should have a robust mechanism to cross check the veracity of the documents/ recommendations forwarded by Regions/ Divisions during the Vendor Registration Process, in order to have proper checks and balances in place and such checks need to be recorded in corresponding vendor register/file.



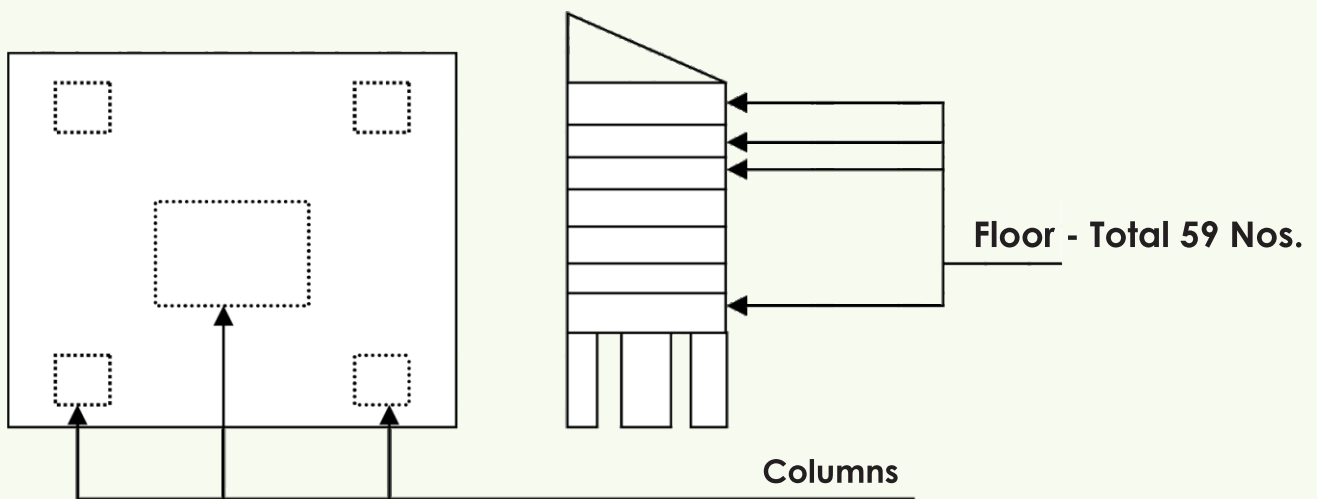
Leveraging Technology – IT usage and E-governance

1. Visitor Management and Digital Register Management System (VMS & DRM): All the paper work being handled at security gates across all complexes will be digitalized by implementation of VMS and DRM for visitor entry at security gates at all complexes. VMS & DRM will be accessible through Web Portal and Mobile App. Paper works like courier entries, vehicle entries, keys management, visitor invites, etc. are automated.
2. Smart Interactive Classroom Projector in HR Training Halls: All HR training halls across BEML are installed with smart digital interactive classroom projector, which enhances training experience across HQ, KGF, MC & BC. This has advanced features like Smart Capture to Record, Review and Replay Lectures with Ease; Smart Writing Wall Enable participative learning through Collaborative Whiteboard; Audio, Visual presentation.
3. Implementation of shelf life and batch management for all medicines in medical centre: If shelf life of medicines is expired, system will automatically move the stock of such medicines in block stock on same day. Hence such medicines cannot be drawn /issued to patients in system.
4. Setting up Cyber Security Operations Centre (CSOC): As part of Cyber Security Guidelines, CSOC is set-up to fully comply with MoD guidelines for monitoring of all security incidents and remediating the same. This will protect our network & devices from any data leakage and online monitoring & analysis of all kinds of system logs, security logs and users activity logs from routers, switches servers, endpoints & firewalls.
5. New Email System: Implemented Linux based New Email system with advanced technology for both business and airgap separately. System includes latest features like audio/video/text chatting, better email handling with highest level of security and improves user experience.
6. PF Software: BEML Provident Trust was operating through manual mode. With the implementation of Online web portal, all BEML PF Members will be able to see the PF Balance, PF statement and also avail services like, online application for applying Loan, Loan sanction status and disbursement of Loan. All the operations of BEML Provident Fund Trust are digitized. All the activities can be verified for compliances quickly as the data is available in digitized form

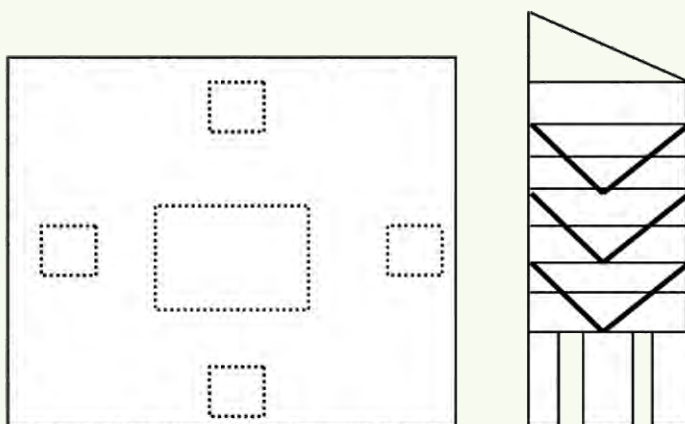
Was it Ethical?

They say that a picture is worth a thousand words. However, a good story is worth much more. Here, I shall introduce a real incident encountered by an eminent Engineer during the practice of his profession and his response to the same. In the end, we shall juxtapose his response against certain questions of ethics. The burden of arriving at a conclusion to the degree up to which the Engineer has adhered to the ethical standards shall lie on the reader.

It was June 1978, William J LeMessurier, got a phone call from an Engineering student that a 59 storied building to which he had acted in the capacity of structural Engineer had a structural flaw, and that it would fall within a few years due to cross winds. He pacified the student and explained to him in detail that how all possible situations were studied and that all possible contingencies were accounted for in the structural design. The building is called the city corp. center and is located in the densely populated city of New York. The initial plan of the building was as under:



However, there was a peculiar problem. One of the four columns of the building was to be located on an area where an old place of worship was situated. The people were not ready to relocate the place of worship. Hence, relocation of the column was immediately proposed. LeMessurier, being the structural engineer of the project, proposed a new type of structural system inspired by the shape of Pine trees as under.



He rotated the columns by 45 degrees so that the floors could now cantilever out creating space for the place of worship and added V shaped chevron bracing to the structural beams, creating clear and definite load path for transferring the weight of the building towards the massive central column.

Now LeMessurier got busy with the other aspects of the building project. He had actually factored the load on the structure due to cross winds also. However, on a later date, after the fateful phone call, which happened a few years after the completion of the building, from the Engineering student, whose name was Leon Hartly; LeMessurier, being the prudent man as he was, analyzed the structure of the building once again. This time he used the actual construction drawing rather than the design drawing.

The structure of the building had a fatal flaw. The members of the chevron bracing extended three floors. It cannot be manufactured as a single piece and was manufactured in three parts. LeMessurier was under the assumption that the members were joined by full welding but in the final construction drawing it was shown that the members were connected by bolted joints. This was approved by a third party consultant based on the existing building codes. On verification, LeMessurier, understood that the building will fall within the next 16 years.

To save the people, in and around the building, their lives and lively hood, LeMessurier had to blow the whistle on himself. However, it would create panic and pandemonium, which had never led to constructive solution. He approached the owner of the building, the chief architect, the head of the union of labors and the municipality with the issue and the solution. They neither evacuated the building, nor informed the residents. The solution was to convert all the bolted joints to full welded joints. It was completed under the pretext that they are doing modifications to the structure to increase the life of the building to 200 years. The cost of the modification was shared equally by LeMessurier and his insurance agent.

The questions of ethics are as under:

1. Did LeMessurier act ethically when he owned the responsibility of the problem rather than pass it on to the third party consultant?
2. Did LeMessurier act ethically when he hid the issue with the building from the people who had a right to know? He had practically endangered their life!

However, the following facts stood in favor of LeMessurier and his act was considered as a benchmark in the business of ethics in engineering.

1. He identified the issue and approached with stake holders with constructive solution.
2. He took full responsibility for the issue and the consequent solution.
3. He paid for the repair works.



System improvements recommended by Vigilance.

Sl. No.	Case (Source)	Systemic Improvements (Recommendations)
1	Non Utilization of X-ray machine at Medical Centre at Bangalore Complex	<ul style="list-style-type: none"> ➤ For procurement of new medical equipments of Capital nature, pre-bid meeting to be conducted, if expertise does not exists for freezing specifications. ➤ To avoid further references to outside diagnostic centres necessary action to be taken for maximum utilization of X-ray machine ➤ Also Scanning machine not being utilized in Bangalore Complex Medical centre due to specialization problem, same may be moved to KGF complex for utilization of capital item.
2	Issuance of Biometric Attendance cards for TCL/WCLs across all the divisions	<ul style="list-style-type: none"> ➤ Arranging Bio Metric attendance cards to all TCLs/WCLs with Biometric Attendance recording machine at all divisions to avoid fraudulent activities in attendance recording as the attendance record is vital for payment to contractor/TCLs/WCLs
3	Non-Remittance of Provident Fund Amount by the contractor, KGF to the contract Workers	<ul style="list-style-type: none"> ➤ In case the Vendor is unable to pay the defaulted PF amount to the workers within a stipulated time frame, then bank Guarantees encashed by BEML may be paid into the PF Fund of the workers directly by BEML on behalf of the Vendor, as authorized in the Terms & Conditions. ➤ In case the total encashed amount falls short of the default amount, other ways and means of retrieving the defaulted amount from the Vendor may be resorted to by BEML. ➤ HR should formulate an SOP incorporating all kinds of checks and Balances, so that Vendors will not be able to violate the statutory requirements. ➤ Such cases where TCLs deceased during the contract & if their EDLI is rejected, if any, to be identified, quantified and ensure that contractor is made responsible to arrange for such claims.
4	Complaint regarding online vendor registration	<ul style="list-style-type: none"> ➤ There is no technical ease of in-line vendor registration. The concerned may be advised for immediate remedial action for easy on-line vendor registration process which will make it vendor friendly. Subsequently, the same to be put-up on BEML website as flash message & directing interested vendors to a help information link & online vendor registration process. <p>Management is further advised to issue instructions to continuously check all the online interface facilities with vendor/public/employee and ensure these provisions are working so that they do not face problem in communicating with BEML for various kinds of services, particularly in covid scenario where physical interaction is limited.</p>
5	Source information regarding Damaging PCB worth Rs. 2 Lakh pertaining to CNC Plasma Machine, Shift allocation etc.	<ul style="list-style-type: none"> ➤ It should be ensured that shift allotment to employees/contract workmen to be done without any favouritism. ➤ Shift change request on personal grounds to be approved by competent authority & with appropriate delegation in case the Dept Head is not available. ➤ Shift change request to be brought to online platform of e-connect like other facilities as Pay slip, Gate pass, Leave letter & EL encashment.

Sl. No.	Case (Source)	Systemic Improvements (Recommendations)
6	CTE Type inspection at Mysore on for supply of Transmission Kit Assembly (Electronic) for BH60M Dumpers at Mysore Complex	<ul style="list-style-type: none"> ➤ Pre-approved committee to conduct negotiations ➤ Important NIT terms not accepted by the bidder to be deliberated & decided by Procurement Committee; failing to bring out the facts in the Note to PC would be deemed as misrepresentation of the facts.
7	System Study regarding Attendance recording system (BAMS) in BEML	<ul style="list-style-type: none"> ➤ It is recommended to follow uniform system/methodology for maintaining attendance system to have accountability. An SOP in this matter is desirable & to be implemented. ➤ BEML in-house SAP-IT team should integrate the biometric machines with SAP to avoid manual intervention ➤ To ensure regularization of the Out-station Programme/ Attendance/Leave in a transparent manner and to be rendered paperless by letter & spirit at all divisions.
8	CTE Type inspection for Foundry activities (Moulding, Melting, Gas cutting and process & dispatch) Vignyan Industries, Limited (VIL), Tarikere	<ul style="list-style-type: none"> ➤ Committee to be formed from KGF complex & Mysore complex to take necessary action for the movement of inventory to KGF and Mysore complexes and also update in SAP to ensure transparency and fairness in transactions. ➤ Necessary action may be taken for Disposal of Scrap by following proper procedure
9	CTE Type inspection on Canteen Contract by Palakkad Complex	<ul style="list-style-type: none"> ➤ Approvals at each stage of tendering as well as approval of forming the Committees to be obtained by the concerned department as per DoP & Purchase manual clauses without fail. ➤ Contract should bring out details of pest control services to be done by the contractor with specific time schedule and to be certified by HR before making payment. ➤ Wherever penalties are levied on account of not meeting the set conditions in the tender, it should be quantifiable, evaluation criteria/target to be clearly defined in the tender and person responsible for evaluation of each criterion shall be clearly defined in the tender.
10	System study on sourcing of Wheeled energy from IPP's (Independent Power Producers)	<ul style="list-style-type: none"> ➤ In order to accrue substantial cost savings to the tune of Rs.1 Crore per year to BEML account: <ul style="list-style-type: none"> a) Wheeled Energy at a competitive rate can be sourced by Bangalore Complex and KGF Complex from any of the IPP's in market following proper purchase procedures. b) BESCOM Contract Demand can be revised from the existing 8000 kVA to 7000 kVA at KGF Complex and from 3500 kVA to 2500 kVA at Bangalore Complex.
11	CTE Type inspection for Materials Handling Works contract at Bangalore Complex	<ul style="list-style-type: none"> ➤ Any Circulars / Rules/ Guidelines which are released by Statutory bodies/administrative ministry ie MoD, CVC , Ministry of Labours, etc, shall be incorporated in running Labour /Works contract by amending the contracts after obtaining competent approvals. ➤ The concerned departments should adhere to all terms & conditions of the PO / Contract and regularly verify / maintain the documents for imposing applicable penalty as per Contract before making payment and whenever asked by vigilance for verification.



UNMISSABLE CVC ORDERS/INSTRUCTIONS

- CVC Circular dated 08.12.2021 - Timely finalization of Departmental Inquiry Proceedings improving vigilance administration.
- CVC Circular dated 03.12.2021 - Timely finalization of Departmental Inquiry Proceedings improving vigilance administration
- Department of Posts Letter dated 26.11.2021 - Non-disclosure of the identity of the sender under PIDPI
- CVC Circular dated 25.11.2021 - Time limit and procedure for seeking reconsideration of Central Vigilance Commissions First Stage Advice-reg. (Ref. Para 1.6.4 of CVC Manual, 2021)
- Vigilance Manual (updated 2021) - Central Vigilance Commission (as on CVC website-25.10.2021)
- CVC Circular dated 06.10.2021 - Timely finalization of Departmental Inquiry Proceedings improving vigilance administration
- CVC Circular dated 15.09.2021 - Reporting of cases of deviations from the Central Vigilance Commissions advice reg.
- CVC O.M. dated 14.09.2021 - Preparation of panel for consideration for nomination as Independent External Monitors (IEMs) in the Organizations for implementation of the concept of Integrity Pact
- CVC Corri. dated 14.09.2021 - Adoption of Integrity Pact-Revised Standard Operating Procedure (reg. Para 5.13 of Circular dated 03.06.2021)
- CVC O.M. dated 03.09.2021 - Revised pro forma for furnishing details of the officer by the Cadre Controlling Authorities while seeking vigilance clearance (from CVC) reg.
- CVC Public Notice dated 30.07.2021 - Processing of PIDPI Complaints by the Screening Committee of the Commission reg.
- CVC Circular dated 18.06.2021 - Procedure for handling references received from Lokpal of India (reg. tenure of IO, etc.)
- CVC Circular dated 03.06.2021 - Adoption of Integrity Pact-Revised Standard Operating Procedure reg.

- CVC Circular dated 03.06.2021 - Procedure for offering/accepting post retirement contractual employment/assignment or consultancy, etc. reg.
- CVC Circular dated 06.05.2021 - Revised Standard Operating Procedure to deal with Intensive Examination carried out by Chief Technical Examiners Organization
- CVC Circular dated 06.04.2021 - Transparency in Works/Purchase/Consultancy contracts awarded on nomination basis
- CVC Circular dated 05.04.2021 - Transfer of officers/officials working in Vigilance Unit of the organisation reg.
- CVC Circular dated 14.12.2020 - Timely finalization of Departmental Inquiry Proceedings-improving vigilance administration
- CVC O.M. dated 19.11.2020 - Addl. charge arrangements of CVOs of certain PSUs and appointment of Part-Time CVOs-reg.
- CVC Circular dated 24.09.2020 - Action on anonymous/pseudonymous complaints
- DPE O.M. dated 11.05.2020 - Complaints against CMDs,/Chief Executives/Functional Dirs./Non-Official Dirs., etc. of CPSEs/Public Sec. Banks (PSBs)/FIs & Insurance Cos. (Amendment to OM dated 11.12.17) [DPE O.M. dated 11.12.2017-Complaints against CMDs/Chief Executives/Functional Directors/Non official Directors (NoDs) etc. of CPSEs, PSBs, FIs and PSICs]
- CVC Circular dated 07.03.2016 - Action on Anonymous/Pseudonymous Complaints-reg.
- Do's and Don'ts for the Disciplinary Cases Being Referred to the UPSC (As on UPSC website-30.09.2015)
- DoPT O.M. dated 07.11.1982 - CCS(CCA) Rules, 1976-Opportunity to the suspended Govt. servant to appeal against suspension

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