

# VIGEYE VANI

Monthly Newsletter of  
Central Vigilance Commission  
NOVEMBER 2011



Special Edition on Vigilance Awareness Week  
31<sup>st</sup> October to 5<sup>th</sup> November, 2011

## Message

The objective of Vigilance Awareness Week is to reaffirm our commitment to fight corruption. Steps need to be taken to root out corruption at all levels and from all walks of life.

While reaffirming our commitment to fight corruption during the observance of the Week, we need to enlist the support and participation of all stakeholders and seek their active co-operation in fighting the menace of corruption. It is recognized that corruption is a social evil and in addition to punitive and preventive steps, we need to work together as a team to sensitize and motivate public at large to make an impact in our progress towards zero tolerance for corruption. Systemic improvements need to be brought about to reduce administrative delays, simplify cumbersome rules and procedures, and promote transparency, fairness and equity in governance. The corrupt must be dealt with ruthlessly whereas the honest need to be protected.

The theme chosen by the Commission for this year's Vigilance Awareness Week is '*Participative Vigilance*' through active involvement of all stakeholders as the fight against corruption cannot be won in isolation. Let us all take a pledge to unite in the fight against corruption.

Gandhiji said 'You must be the change you wish to see in the world'. Let each one of us resolve to be a catalyst in bringing about the change.

(R. Sri Kumar)  
Vigilance Commissioner



(J. M. Garg)  
Vigilance Commissioner



(Pradeep Kumar)  
Central Vigilance Commissioner



## From The Editor's Desk

Every citizen in the country is a stakeholder in fighting the social evil of corruption. Fighting corruption is too important an activity to be left only to the Central Vigilance Commission. All members of civil society need to be involved in this activity. The Commission recognising the need to educate and sensitize people about the dangers and consequences of corruption launched systematic campaigns in this regard through the observance of the **Vigilance Awareness Week** as a tool of Vigilance Administration.



केंद्रीय सतर्कता आयोग  
सतर्कता जागरूकता सप्ताह  
31 अक्टूबर से 5 नवम्बर 2011  
विषयवस्तु: सहभागी सतर्कता

The theme of the Vigilance Awareness Week every year is centred on one or any aspect of Vigilance, the emphasis of which would lead to awareness and rectification of corruption prone situations in an organisation. The theme brought out by the Commission for the Vigilance Awareness Week this year (31<sup>st</sup> October to 5<sup>th</sup> November 2011) is "*Participative Vigilance*". A broad understanding of Participative Vigilance would imply awareness on the part of the stakeholders to expose the likely vulnerabilities in an organisation in the course of their duties and by not just leaving it to the Vigilance Units or functionaries to act on the same. As aptly brought out by one of the CVOs who has written in, in this issue, "the hallmark of Participative Vigilance is the responsiveness of each of us to the expectation of stakeholders so that unethical practices are eliminated and there is equity and fair play in our dealings."

By Participative Vigilance is meant the involvement of all stakeholders in system improvement and laying down transparent policies for good governance in all areas of public administration and effectively implementing them. The Vigilance Awareness Week should be used to disseminate awareness against corruption and should involve all stakeholders, Government/Organizations/PSUs, members of civil society etc.

The observance of the Vigilance Awareness Week commences **with the Pledge Taking Ceremony** by the Head of Office on the first day of the Vigilance Awareness Week.

We, the Public Servants of India, do hereby solemnly pledge that we shall continuously strive to bring about integrity and transparency in all spheres of our activities. We also pledge that we shall work unstintingly for eradication of corruption in all spheres of life. We shall remain vigilant and work towards the growth and reputation of our organisation. Through our collective efforts, we shall bring pride to our organisations and provide value based service to our countrymen. We shall do our duty conscientiously and act without fear or favour.



Taking the pledge in the Commission



### Editor

Dr. Jaya Balachandran  
Additional Secretary, CVC

### Members of the Editorial Committee

Shri Prabhat Kumar, Director, CVC  
Shri Surendra Mohan, Director, CVC

## Activities during Vigilance Awareness Week 2011

The Central Vigilance Commission advised Ministries/ Departments/PSUs/Banks/Organizations to consider the following activities during the Vigilance Awareness Week:- to display banners, posters etc. at prime locations in their offices, to organize seminars/workshops inviting prominent faculty, to organize competition debates/lectures on anti corruption topics amongst employees and students in colleges/schools and to distribute prizes, to bring out special journals during the period and, to request non-government organizations, institutions and service associations in the local area to participate in the Vigilance Awareness campaign.

As far as the office of the Central Vigilance Commission was concerned, competitions were organised in the following areas: Speech, Slogan-writing, Poetry, Poster/ Cartoon, and Quiz. Apart from the above, posters and banners were displayed in the office premises, advertisements were brought out in the newspapers, messages from the President, P.M., the Commission and other dignitaries were displayed on the Commission's website. Further, the CVC, VCs and other officers in the Commission participated in programmes which were held by different organisations during the Vigilance Awareness Week.

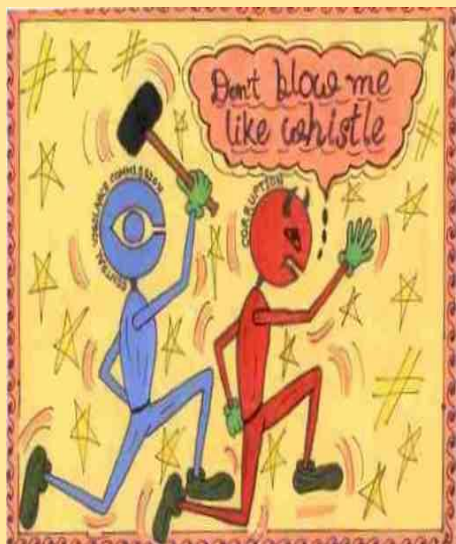
### Competitions held in the Commission



Poster/ Cartoon Competition



Smt. Narinder Kaur, PS receiving the first prize from CVC.



Prize winning poster by Sh. Rajesh, PA



Sh. A S Bhandari, PS receiving first prize in speech competition

# At the concluding session of the Vigilance Awareness Week 2011, in the Commission



**Shri Pradeep Kumar, CVC, and Shri R. Sri Kumar, VC, being welcomed with bouquets**



\*\*\*\*\*

## The Prize Winners



**Quiz competition – First prize : Shri Subrato Das, SO and Sh. Sameer Adlakha, UDC**



**Slogan competition – First prize : Shri Jayant Tandon, PS**



**Poetry competition – First prize: Shri Sameer Adlakha, UDC**



**Poetry competition – Second prize: Shri Yogeshwar Tyagi, MTS**



**Poster/ Cartoon competition – Second prize : Shri Manish Raj, Stenographer**



**Slogan competition – Second prize : Shri Vijay Kumar, UDC**



**Quiz competition – Second prize: Shri P. Balasubramanian, PS and Sh. Jayant Tandon, PS**



**Speech competition – Second prize: Shri Sameer Adlakha, UDC**



**Poetry competition – Third prize: Ms. Ritu, Stenographer**



**Poster/ Cartoon competition – Third prize : Shri Rajesh, PA**



**Slogan competition – Third prize : Shri Umesh Verma, UDC**



**Quiz competition – Third prize: Shri Prashant Kumar , RO and Sh. P S Jacob, Assistant**

\*\*\*\*\*

# Activities in GAIL during Vigilance Awareness Week 2011

**Arun Singhal, CVO, GAIL**



1. An online Tender Monitoring System developed by GAIL was officially launched by Shri Pradeep Kumar, CVC on the occasion of the inauguration of Vigilance Awareness Week 2011, in the presence of Shri B C Tripathi, CMD, GAIL and other senior officers of GAIL.

2. CVC administered the pledge in Hindi followed by the pledge in English by CMD, GAIL. CMD, GAIL in his address, spoke of the various technological interventions and measures adopted by GAIL to ensure transparency and better vigilance in its dealings with its internal and external stakeholders. At the same time, he underlined the fact that, reliance on technology alone cannot weed out corruption. Honesty and the right attitude towards vigilance was a must and should be encouraged to ensure a transparent and impartial setup.

3. CVC, in his address appreciated the efforts undertaken by GAIL to curb corruption and expressed the hope that more and more organizations would take to these measures in order to ensure accountability and transparency. CVC fielded a number of questions from GAIL employees keen to benefit from his presence. Site and Zonal offices of GAIL participated in the proceedings through video conferencing.

4. On the occasion, 'Jagrook', a Vigilance publication was released by CVC.

5. A vote of thanks was proposed by Director (HR), who thanked CVC for taking time out to grace the inaugural ceremony and share his insights with the GAIL family.



*Release of the GAIL Vigilance publication "Jagrook", by CVC.*

# Observance of Vigilance Awareness Week 2011 in National Textile Corporation

**B.D. Gupta, CVO, NTC**

The Vigilance Awareness Week commenced on 31.10.2011 by administering the Pledge received from the Central Vigilance Commission. Messages received from CVC and other dignitaries were also read out. Essay and Debate competitions were organised in the office. On 2.11.2011, a Seminar on the subject 'Participative Vigilance' was organized. The Chief Guest Shri R. Sri Kumar, Vigilance Commissioner, CVC, presided over the function. Shri Nirmal Sinha, CMD, the Handicrafts and Handlooms Exports Corporation of India Ltd. (HHEC), Smt. Neelam Rao, CVO, National Institute of Fashion Technology(NIFT), Shri K. Ramachandran Pillai, CMD, NTC and Shri B.D. Gupta, CVO, NTC, were also present.



**2.** During his key note address, Shri R. Sri Kumar, Vigilance Commissioner, emphasized the importance of collective effort in curbing and checking corruption. He stressed on the necessity of building "Team India" for bringing change in society so as to reduce corruption. For this, improvement in systems, transparency through the electronic media and adopting e-procurement/e-tendering etc. were vital.

**3.** During his address he elaborated in detail the significance of the word "TEAM" as under:

- T** - Technology, Transparency
- E** - Efficiency, Empowerment
- A** - Accountability, Audit trail
- M** - Metrics - Measure (to set goals where we want to go in future)

**4.** Shri R. Sri Kumar also deliberated upon the initiative taken by CVC regarding the concept of 'VIGEYE', through which an SMS on 51964 can download an application for lodging a complaint with the CVC from any corner of the country.



\*\*\*\*\*

**Eternal vigilance is the price of liberty.**

**- Thomas Jefferson**

**When good people in any country cease their vigilance and struggle, then evil men prevail.**

**- Pearl S. Buck**

# 7 Observance of Vigilance Awareness Week 2011 in Central Bank of India

## **Bharat Dave, CVO, Central Bank of India**



During Vigilance Awareness Week - 2011, Shri J M Garg, Vigilance Commissioner, CVC, addressed a gathering of senior executives of Central Bank of India. He elaborated on various points relating to Vigilance administration in Public Sector Banks and stated that being Vigilant should be a matter or habit. People were not fully aware of the purpose of Vigilance and that is why, they treated Vigilance on a different footing. Various doubts relating to 'vigilance angle' were made clear to the participants. Shri Garg emphasized the importance of preventive vigilance, which also included participative vigilance.

2. In the programme, Zonal Offices were connected through video conferencing. Messages from the Central Vigilance Commission were made available to them simultaneously. Shri M V Tanksale, Chairman and Managing Director, Shri R K Dubey, Executive Director and Smt V R Iyer, Executive Director addressed the senior officials of the Bank. Shri Bharat Dave, Chief Vigilance Officer introduced the field functionaries who had been awarded for exemplary alertness towards prevention of fraud. The CVO also launched "Cent Vigil" as a portal to facilitate employees in lodging complaints against corrupt practice, gross irregularities, etc.



\*\*\*\*\*

**Be vigilant; guard your mind against negative thoughts.**

- Buddha (563 BC-483 BC)

# Observance of Vigilance Awareness Week 2011 in Airports Authority of India



During Vigilance Awareness Week, Airports Authority of India organised various programmes like motivational lectures, debates on 'Participative Vigilance' etc. so as to bring awareness among employees, regarding transparency in day to day activity and keeping in mind rules & regulations and the need to serve the end customer. On the closing day function of Vigilance Awareness Week, Shri K.D. Tripathi, Secretary, CVC, was the Chief Guest while Shri V.P. Agrawal, Chairman, AAI, presided over the function. On the occasion Shri Tripathi, Secretary, CVC released the 5<sup>th</sup> issue of their in-house journal 'CRYSTAL CLEAR'.

## And in POWERGRID

Vigilance Awareness Week commenced at the Corporate Centre of POWERGRID by the administration of the Pledge by Director (Personnel) on 31.10.11.



**2.** In the regions also, the Pledge was administered by the Head of the Regions. Various programmes were organized not only for the employees but also for their families. Painting competitions and debates were organized for children at the regions and at the Corporate Centre.

At the Corporate Centre, an inter-school debate competition was organized on the topic- 'The state and not the Citizen should be more vigilant in a democracy', in which 17 schools from the

National Capital Region participated.

**3.** For the employees, essay competition and Quiz on CDA Rules and Disciplinary matters were organized. Lectures by eminent personalities on topics related to corruption were also organized. A seminar on 'People's Participation against Corruption' was organized at Secunderabad at Southern Region-I. Vendors Meet was also organized at the regions in order to bolster interaction with stakeholders.

**4.** An in-house journal of the Vigilance Department, "Candour" was released during the valedictory session by the Chief Guest, Shri Anil Kumar Sinha, Additional Secretary, Central Vigilance Commission. He also gave away prizes to the prize winners on the occasion.





## Observance of Vigilance Awareness Week 2011 in the office of the Controller General of Accounts, Ministry of Finance



During Vigilance Awareness Week various activities were organised in the office of the CGA. On 01.11.11 Dr. Jaya Balachandran, Additional Secretary CVC delivered a lecture on “Functions and Jurisdiction of the CVC” in the CGA office. She delved into the importance of ‘Participative Vigilance’ as being able to increase an organization’s effectiveness and productivity. The lecture followed a lively interactive session during which clarifications were provided by her on various issues relating to Vigilance.

### In Bharat Earth Movers Limited

During Vigilance Awareness Week – 2011, the Vigilance Department of BEML formally released a special journal called “VIG-KIRAN”. In accordance with the theme of the present year’s Vigilance Awareness Week , i.e “Participative Vigilance” . the journal includes a CD containing a compendium of essential guidelines and directives of CVC , Department of Public Enterprises, Ministry of Defense, Ministry of Corporate Affairs, SEBI and BEML Ltd. for the empowerment of stakeholders.

In his message on the occasion Shri V R S Natarajan, CMD held that corporate governance was about promoting corporate fairness, transparency and accountability, which simply translated meant good business.

### And in Central Warehousing Corporation

Central Warehousing Corporation (CWC) observed Vigilance Awareness Week at its Corporate Office and field units from 31<sup>st</sup> October – 5<sup>th</sup> November, 2011 with “Participative Vigilance” as the theme. The week commenced with a pledge on 31<sup>st</sup> October to bring about integrity and transparency in all activities. A declamation contest on “Vigilance is a participative effort” was organized on 1<sup>st</sup> November at Corporate Office. A training programme on “Orientation of Administrative Vigilance” was also organized during the period from 2<sup>nd</sup> November to 4<sup>th</sup> November, 2011 at the Corporate Office wherein officers from CWC across the country participated. A special function was organized on the occasion at Corporate Office, on 4<sup>th</sup> November, 2011 wherein Shri Dinesh Rai, Chairman, Warehousing Development and Regulatory Authority (WDRA) was the Chief Guest. Shri Rai in his keynote address stressed on the use of technology to bring greater transparency in the working system and participation of all stakeholders in the vigilance process. Shri B.B. Pattanaik, Managing Director, CWC speaking on the occasion, urged employees to be vigilant in their working and demonstrate transparent work practices so as to maintain CWC’s position as a frontrunner in warehousing services. Shri Vineet Pandey, Chief Vigilance Officer of the Corporation highlighted the various preventive and proactive vigilance initiatives taken by the Corporation. The Chief Guest released the 11th issue of in-house journal “Vigilance – An Overview” brought out by the Corporate Vigilance Division on the occasion. He also distributed prizes to the winners of the declamation contest.



## Observance of Vigilance Awareness Week 2011 in Indian Oil

Vigilance Awareness Week was observed at all Indian Oil offices, installations and locations under the guidance of the Central Vigilance Commission to sensitize and spread awareness regarding upholding of the corporate value of TRUST and to ensure commitment to Corporate Ethics. Shri Butola, CMD emphasized that, it was imperative to display commitment to the highest levels of integrity, and probity to sustain the goodwill, trust & confidence of stakeholders. This can be achieved only when core Corporate values were imbibed and demonstrated by each employee, with transparency & accountability visible in all facets of operations.



**2.** Earlier, welcoming the gathering, GM (Vigilance) Shri R K Bhan said the Role of the Vigilance Department in any organization was to maintain transparency and integrity in its working. This would lead to increase in efficiency as well as productivity. through various preventive measures and an effective monitoring mechanism. Speaking on the significance of celebrating the Vigilance Awareness Week, Shri Bhan said that the focus was on spreading awareness amongst employees about the need and power of Participative Vigilance.

**3.** To mark the occasion and to spread awareness about Vigilance related issues, a newsletter 'VIGIL' was released by the Chairman.

### In NBCC



Shri Vishnu P. Das, CMD, NBCC, Shri Arvind Kumar, CVO, Shri Ajay K. Garg, Director (Finance) and Shri A K Mittal, Executive Director, jointly released NBCC Vigilance Posters after formally inaugurating the week long event in the Corporate office. Earlier in the day, Shri Vishnu P Das and Shri Arvind Kumar, administered the Vigilance pledge to the employees at the Corporate office.

### In DFCCIL

As part of Vigilance Awareness Week, the Dedicated Freight Corridor Corporation of India Ltd. (DFCCIL) recently organized a conference on 'Participative Vigilance'. The conference was attended by all senior officers of the Corporation, including field units from all over the country. Speaking on the occasion, Shri R K Gupta, Managing Director, stated that DFCCIL was committed to maintaining the highest standards of professionalism, honesty and integrity in its sphere of work.



### And in BPCL

During Vigilance Awareness Week, Bharat Petroleum Corporation Limited organized countrywide workshops, slogan/quiz competitions, vendor meets and other programs to enroll the participation of its various stakeholders. The objective of the programs was to develop participative interventions to create a culture of trust and ownership of the systems being developed. The Vigilance Awareness Week was launched by Shri R K Singh, CMD, supported by CVO, and the Directors of BPCL.

## Observance of Vigilance Awareness Week 2011 in ONGC



A pledge confirming allegiance to integrity and transparency in the workplace was administered by Shri U N Bose, Director T & FS. In his address, Shri Bose indicated that there was a need to move from an era of punitive and preventive vigilance to that of participative vigilance... where there was a greater role for an individual's involvement in weeding out corruption and establishing a more accountable and transparent organization.

2. He drew reference to the e-procurement system which had brought in transparency in the tendering process which, hitherto, was quite vulnerable to deceptive and dishonest action.
3. *Vigilance Overview*, a journal from the Vigilance Committee of ONGC was launched as a part of the inaugural function of Vigilance Awareness Week by Shri U N Bose.
4. Shri Sanjeeva Kumar, CVO held that the Vigilance Awareness Week was the right platform to inculcate an attitude of being proactive in the fight against corruption.
5. The activities planned during the Week for fostering and enhancing vigilance awareness in the organization included Short Story Competition, Cartoon Competition, On-the-Spot Slogan Competition for the spouses and wards of ONGC employees.
6. On the occasion a talk was delivered by Shri J Vinod Kumar, OSD, CVC, who stated that though every gate could be an opportunity for corruption, yet in recent years, technology had helped to reduce corruption to a great extent. He highlighted some of the enactments which had been passed and also those which were under consideration. He stressed the need to continue efforts in building a corruption free environment.



## And in IRCON

The observance of Vigilance Awareness Week-2011 at IRCON International Ltd. commenced with organizing pledge ceremonies on 31<sup>st</sup> October'2011 at Corporate Office and at various project units. Shri. Mohan Tiwari, Managing Director administered the pledge to officers and staff and exhorted them to have integrity and transparency in all spheres of working. This was followed by a participative Workshop on "Contractual Issues Leading to Vigilance Cases". Director/Works, Director/projects, Director/Finance and CVO were present on this occasion along with other senior officers. Addressing the officers present, Shri. Tiwari said that everyone should be well aware of rules and procedures while working and follow it judiciously to achieve organizational goals, maintaining the highest ethical standards. A Vigilance Bulletin and a CD of Vigilance Compendium was also released on the occasion by Shri. Mohan Tiwari.

2. A Vigilance Team headed by the CVO visited the Rae Bareli Project (Rail Coach Factory at Lalganj) during the Vigilance Week to participate in the activities. A Vigilance Workshop on "Precautions in Implementation of Contracts" was organized at the project on 2<sup>nd</sup> November'2011, followed by an Open Forum. CME/RCF/NR Shri Jain, GM/IRCON/RCF and other senior officers from Railway and IRCON participated in the brain-storming session. The consensus was that being well conversant with contract conditions and being aware of rules and procedures was vital. Transparency in working could create an environment which would take the organization to greater growth. Addressing the officers on the occasion Ms. Saswati Bandopadhyay, CVO said that since IRCON was a firm which executed a variety of projects, the main focus should be on customer satisfaction.

3. A tree plantation camp was also organized on the occasion at IRCON's Rail Coach Factory Project at Rae Bareli.

\*\*\*\*\*

## Vigilance Awareness Week 2011 in SAIL

During Vigilance Awareness Week, SAIL organized various interactive sessions at its different plants/units across the country. On 31<sup>st</sup> October employees of SAIL were administered the pledge by Shri C S Verma, Chairman to remain vigilant and to work unstintingly towards the eradication of corruption. The Pledge was also administered at the various Plant/Units of SAIL.

2. Various competitions were organized at different locations. These included Essay writing, Debates, Quiz, Poster making, slogan writing etc. in vigilance related topics for the employees as well as students.

3. At the Corporate Office, an essay competition on the topic "How should the Public at large participate to create a vigilant India", debate competition on the "Ethical working leads to better professional success" and a Quiz competition on general awareness, Purchase Procedure and SAIL CDA Rules were organized during the Week. Employees participated in the above competitions with great enthusiasm.

4. Awareness programmes on Purchase & Contract Procedures and other vigilance related subjects were organized at different locations.

5. In line with the theme of the Vigilance Awareness Week i.e. Participative Vigilance, interactive sessions with support providers like vendors and contractors were organized at DSP, RSP, BSP, BSL and ASP. Similarly, interactive sessions were held with the customers at all regions of CMO, SSP and CFP (MEL).

6. Special talks by eminent Personalities were also organized. In CMO Southern Region, Chennai, Shri P Shankar, Ex-CVC and IEM SAIL gave a talk on participative Vigilance.

7. Talks were also given by CBI officials at various locations. BSP organized a talk on "Moral values for School Children" in association with CBI.



*Chairman administering the pledge*



*Pledge Taking*



*Quiz Competition*

## And in Container Corporation of India

On the occasion of Vigilance Awareness Week – 2011 an interactive session with senior officers on "Participative Vigilance" was held at Concor Corporate office on 31.10.11. Also a Vigilance Brochure was released by, Shri A K Gupta, MD. According to the MD the publication of such a brochure would sensitize officials on various issues so as to stem the evils of corruption by creating awareness of rules and procedures to be observed. However, basic qualities of honesty and integrity should be present within one's conscience.

# Participative Vigilance

**Sunil Damodar, CVO, State Bank of India**

**1.** Public sector Undertakings, specially Banks, play a significant role in the economic and social development of the country. There is need for a strong Vigilance organization in Public Sector Banks, as they are the custodians of public money and are always vulnerable to fraud by insiders as well as outsiders. Vigilance activity has to be integrated into the overall risk management strategy of the organization which in turn has to be integrated with the mainstream operation of an organization. Vigilance has to be treated at par with any other important segment in an organization like finance, personnel, technical and marketing. However for Vigilance Administration to be effective there must be an attitudinal transition from the present dependence on a complaint driven vigilance system to one of Participative Vigilance which is the theme of **Vigilance Awareness Week, 2011**.

**2.** The hallmark of participative vigilance is the responsiveness of each of us to the expectation of stakeholders so that unethical practices are eliminated and there is equity and fair play in our dealings. Participative vigilance however is not a stand alone activity. It is part of the overall strategy of an organization that strives for excellence in structure, systems and processes. The sense of inertia and risk avoidance has to be eradicated. Participative Vigilance should be perceived as a critical feature to maintaining probity, integrity and efficiency of the organization.

**3.** It is not the purpose of Vigilance to wait for lapses to be committed and then try to conduct a post mortem exercise.

**4.** Unfortunately, Vigilance Administration is perceived as a negative activity. It would be in the organization's interest to identify fraud prone areas, etc and bring in the required attitude towards Vigilance. In this endeavor, Vigilance Administration should aim towards creating an ethos of Participative vigilance among all employees so that there is voluntary compliance of rules and procedures. The ultimate aim should be to gradually integrate Vigilance into Business processes.

**5.** Listed below are a few examples of Participative Vigilance, where staff members displayed appreciable alertness and prevented perpetration of fraud.

- a) A staff member, averted fraud of Rs 3.00 crores by suspecting the security features on a forged cheque (ie thickness of the cheque, absence of water mark) presented through clearing.
- b) A staff member, while scrutinizing the weekly abstract of a Branch, noticed a sudden spurt in deposit growth and enquired about it. It transpired that a forged State Govt. cheque for Rs. 10.24 crores had been credited into current account. The entire amount was reversed.
- c) A staff member, suspecting an inter office instrument for Rs.85 lakh without hologram, contacted the issuing Branch over phone and gathered that the instrument had been issued for Rs. 850/- only. His watchfulness prevented a fraud of Rs.85 lakhs.

\*\*\*\*\*



*An interactive programme with Shri Pradeep Kumar, Central Vigilance Commissioner with the Top Management of Public Sector Enterprises was organised by SCOPE in October, 2011. The PSEs wanted the guidance of CVC in resolving issues of concern namely delay in effective and timely succession planning and fast decision making.*

# Anti-Corruption Measures – A Participative Approach

## Vineet Pandey, CVO, Central Warehousing Corporation

1. The write up begins with the disclaimer that I am neither an authority nor the best qualified to write on the subject. However, based on the limited experience of being associated with vigilance related activities, an attempt is being made to derive certain conclusions and also a prescription for anti-corruption measures in our day-to-day functions. Recently, I had been approached by the Training Division of the Corporation to talk to a group of young Management Trainees on 'Ethics and Vigilance'. The two words given in the topic had wide ranging connotations which required to be translated into an easily understandable message. To my understanding, any anti-corruption measure has to start with the 'Self' wherein, the concept of Ethics comes into being which is commonly understood as moral principles of governing one's own conduct. This requires a consistent and conscious effort to tread the path of moral right which further translates into "Building a brand about oneself" as stated by Dr. A.P.J. Abdul Kalam or what Mahatama Ghandhi said "You must be the change you wish to see in the world". This, according to me is the first step towards any meaningful effort towards anti-corruption. Gradually from 'self' we move to our family, to the organization, to the larger society and so on. In so far as our organizational role is concerned, we need to strive for a synchronization between self and the ethical practices in the organization, for excellence.

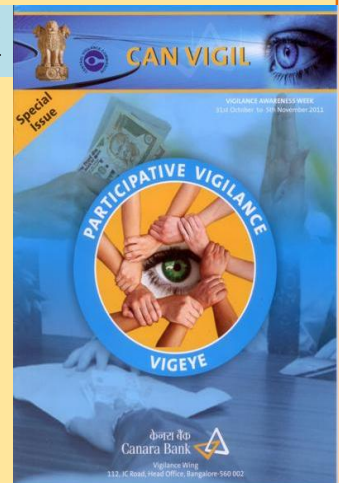
2. It is well understood that incentive to corruption emerges from having more discretion and less accountability. In so far as discretion is concerned, with more and more competition emerging among service providers and through leveraging of technology thereby, bringing in transparency, the first part of the problem is gradually being addressed.

3. There is another subtle development i.e. increasing accountability of job performers and decision makers. The enactment of Right to Information Act in 2005 has refined the way government servants perform their functions. The fact that government documents are now in the public domain or need to be disclosed along with desired information (barring a few reasonable exceptions) is definitely making a dent in institutionalized corruption leaving no government organization unaffected. Besides, the increasing awareness of the consumers / customer's right thereby, resulting in citizens' charters on public service delivery is going to demand more and more accountability from all irrespective of the level at which we are associated with public service delivery. This calls for a 'participative vigilance approach' from everyone in the organization i.e., to be watchful and cautious while discharging one's public duties. Vigilance function therefore, is neither confined to the vigilance set-up nor does it remain restricted to Vigilance functionaries. It enjoins upon all of us to follow transparent rules and ensure fair judgment based on common prudence. This calls for participation from all stakeholders. This is my simplistic understanding of the theme of "Participating Vigilance" prescribed by the CVC in the **Vigilance Awareness Week** this year.

\*\*\*\*\*

## Special issue of 'CAN VIGIL' in CANARA BANK

During Vigilance Awareness Week a special issue of Canara Bank's in-house magazine, 'Can Vigil' was brought out. In his message Shri S Raman the Chairman and Managing Director observed that the occasion coincided with the Birth Anniversary of Sardar Vallabhbhai Patel, the then Home Minister of the country who played a key role in the unification of states. His virtues of strength – honesty, integrity and devotion to duty – were worth emulating by all public servants. According to the CMD, Vigilance Awareness at all times not only safeguarded the interests of an organization but also helped its employees to set goals for achieving exemplary results. The need of the hour was to create a culture of honesty, integrity and commitment to the growth of the Institution by preparing oneself 'internally' to meet all challenges.



# Fraud and the green flag Syndrome

M. N. Krishnamurthy, CVO, Bharat Electronics



## Red flags

We have heard of red flags which are symptoms or indicators of fraud, white collar crime or something detrimental to an entity's interest. For example: shortages in stock, close nexus with third parties, missing documents or missing cheques, shortage in collection, etc. are all signals indicating that something is wrong.

## Green flags

However, there are other signals which could also imply the existence of fraud but which do not activate alarm. On the contrary they may lead to a sense of assurance and comfort in a scenario which may be potentially infused with fraud. These signals could be called 'green flags'. The only thing which identifies them is that they are unusual signs or over-smart reactions or inconsistencies, but apparently harmless or perhaps even helpful.

1. **All is well situation: eg: excess cash with never any shortage:** In a unique case there were cashiers who always showed excess cash in cash accounts, never any shortages.
2. **Incompetent and Lazy Accountant suddenly turns out to be smart & responsible** and initiates a reconciliation of an amount receivable from a consignee for the past three years. This amazingly bears fruit and some money is actually received for an item sold in the previous year by that consignee, but not reported by him in that year. This accountant did not even know how to do a proper bank reconciliation, but the directors rewarded him. This is standing example of Green Flag Syndrome.
3. **Benevolent Action:** An accountant / employee pays from his own pocket to make up for a double payment 'inadvertently' approved and paid by him and appears before the top management as being concerned about the company.
4. **Collaboration of** the sales outlet and manufacturing company should be closely monitored because of the Green Flag Syndrome. If closely analysed, fraud could be detected.
5. **Unexpected income in certain situations:** There were certain unidentified cheques received at the head office by an educational institution, which organized specialized training workshops all over India, particularly in rural areas. Most of the cheques were received by courier or post without any detail or at best with a covering letter from reputed companies stating that the cheque was sent for participation by its employees in training workshops conducted by the institution. This is also an indication of Fraud.
6. **Covertly appears to be strict disciplinarian Quality Control (QC) manager:** Extremely harsh behavior of QC manager in rejecting products manufactured by a subcontractor, to the tune of almost twice the production, is an indication of fraud & Green Flag Syndrome.
7. **Employee does not take advances for his tours & also does not claim TA/DA:** A close watch on such persons is to be maintained, since this a Green Flag Fraud. When he goes on outstation tours for company purposes, he spends from his own funds and presents travel bills almost two years later. Explanation - excessive touring and return to home town for very short periods which did not leave him time to prepare expense details. These piled up.

\*\*\*\*\*

**Honesty is the cornerstone of all success, without which confidence and ability to perform shall cease to exist.**

**- Mary Kay Ash**

## Role of Vigilance Workshops in PSUs

**A N Prasad, CVO, NPCC**

1. A vigilant workforce is essential for the growth and progress of an organization. Strict compliance of rules and regulations itself, is a benchmark of excellence. In ensuring strict enforcement of rules and directives, the Vigilance Division plays an important role. It brings efficiency to the organization by curbing irregularities, wastage and corruption which in turn enhances the image of the organization.
2. While punitive Vigilance penalizes erring officials, preventive Vigilance educates officials and protects them from committing mistakes. A careful examination of Vigilance cases, reveals that most of the mistakes are committed by employees due to lack of knowledge of rules and guidelines on various issues. In the absence of an updated Manual containing rules/guidelines, the employees, particularly those working in the field, are taking decisions on the basis of personal judgment and assessment of the situation. It is, thus, the responsibility of the Vigilance Division to take action for capacity building at the cutting edge level. The rules and guidelines issued from time to time are required to be made available to junior officers
3. It was with this objective, that a decision was taken in April 2011 to organize preventive Vigilance workshops for all the 14 Zonal Offices of the Company. Till now we have organized four such workshops covering 6 Zones which were attended by 92 Executives. The workshops were of one day duration with sessions relating to Public Procurement, Circulars of CVC & CTE, Case Studies etc. An updated Manual containing the abstract of all important circulars was given to all the participants. Written feedback was taken from the participants on the usefulness of the workshop as well as suggestions for improvement.
4. It was found that most participants were attending such workshops for the first time. They were of the view that such workshops should be organized at periodic intervals of six months at least.
5. There were more than 100 Vigilance cases pending in NPCC till very recently. Currently, we have only four – five cases pending. Our goal is to have pendency at zero level by disseminating information through such preventive workshops.

\*\*\*\*\*



❖ *“Whatever you do will be insignificant, but it is very important that you do it.”*

❖ *“A 'No' uttered from the deepest conviction is better than a 'Yes' merely uttered to please, or worse, to avoid trouble.”*

--Mahatma Gandhi

\*\*\*\*\*

**CENTRAL VIGILANCE COMMISSION**  
**Satarkta Bhawan, Block-A, GPO Complex**  
**INA, New Delhi-110023**

**Visit us at : [www.cvc.nic.in](http://www.cvc.nic.in), [www.cvc.gov.in](http://www.cvc.gov.in)**  
**Read the online copy of Vigeye Vani on the CVC**  
**Website.**

