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beml
NEW FRONTIERS. NEW DREAMS

VIGILANCE DEPARTMENT

BEML LIMITED

VIG-KIRAN Ver.7

Theme: Eradicate Corruption - Build a New India

VIGILANCE AWARENESS WEEK - 2018
October 29th, 2018 to November 3rd, 2018

• Integrity Pledge •

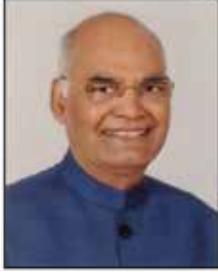
I believe that corruption has been one of the major obstacles to economic, political and social progress of Our Country. I believe that all stakeholders such as government, citizens and the private sector need to work together to eradicate corruption.

I realise that every citizen should be vigilant and commit to uphold 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 behavior.
- 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 organising Vigilance Awareness Week on the theme "Eradicate Corruption-Build a New India" from 29th October to 3rd November, 2018.

Organising different events over the week related to the above theme would help to create awareness about the consequences of corruption and the need to build a society that forcefully fights the evil of corruption. I am confident that government departments, institutions, public and private organisations as well as people at large shall rededicate themselves to the cause of building a New India that is defined by zero-tolerance for corruption and by enhanced levels of transparency, accountability, fair-play and objectivity.

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

(Ram Nath Kovind)

New Delhi
October 24, 2018



सत्यमेव जयते

प्रधान मंत्री
Prime Minister
MESSAGE

I am pleased to learn that the Central Vigilance Commission is organizing this year's Vigilance Awareness Week from October 29th onwards to inspire enlightened participation from the public in the fight against the menace of corruption.

Corruption is the most evil enemy a nation must defeat to ensure sustainable and shared prosperity for its citizens. Corruption weakens our institutions and compromises our strength to realize the true potential of our country.

The clear mandate for our Government is to defeat the forces of corruption and ensure good governance for the welfare of the 130 crore Indian citizens. Through the numerous institutional and legal initiatives, we are endeavouring to build an ecosystem which institutionalizes honesty and integrity. We are in the process of building a New India free from the curses of nepotism and corruption.

I appreciate the commendable efforts and initiatives of CVC in promoting integrity and accountability in public life. In this fight for a corruption free India, dedicated participation from all the stakeholders is to be ensured. Vigilance Awareness Week is a valuable platform to build a mass movement against corruption through informed discussions and awareness outreach programmes.

I wish success for all the programmes planned as part of Vigilance Awareness Week. Let's unite and take pledge for a New India free from the perilous culture of corruption.

(Narendra Modi)

New Delhi
26 October, 2018
Shri Anindo Majumdar
Secretary
Central Vigilance Commission
Satarkta Bhawan, GPO Complex
Block A, INA
New Delhi- 110023



भारत के उपराष्ट्रपति
VICE-PRESIDENT OF INDIA
MESSAGE

I am happy to know that this year the Vigilance Awareness Week is being observed on the theme 'Eradicate Corruption – Build a New India' by the Central Vigilance Commission from October 29 to November 03, 2018.

Corruption is one of the biggest obstacles in the progress of a country. Since its inception, the CVC has played a significant role in the promotion of transparency and efficiency in the public sector. I am sure, the proposed public awareness campaign to be run by the CVC during the Awareness Week by conducting activities such as seminars, lectures, debate, plays, poster and drawing competitions in schools, colleges, trades associations, Chambers of Commerce etc. and the formation of integrity clubs in various other institutions will undoubtedly go a long way in the sensitization of general public and other stakeholders about the menace of corruption in public life.

Let us take a pledge on this occasion to remove the scourge of corruption from our society.


(M. Venkaiah Naidu)

New Delhi
22nd October, 2018

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सत्यमेव जयते

केन्द्रीय सतर्कता आयोग CENTRAL VIGILANCE COMMISSION



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

सं./No..... 018/VGL/033

दिनांक / Dated..... 11.10.2018

MESSAGE

The Commission observes the Vigilance Awareness Week each year to emphasise the significance of probity and integrity in public life. During this period, public campaigns are carried out to promote these ideas. This year the Commission has chosen "Eradicate Corruption - Build a New India" as the theme for the Vigilance Awareness Week.

We believe that corruption corrodes the vitals of the economy. The Central Vigilance Commission, as the apex integrity institution of the country, in pursuit of the Vision of the Government of a New India by the 75th anniversary of our Independence, endeavours to promote integrity, transparency and accountability in public life.

The Commission strives to promote integrity and eradicate corruption with the active support and participation of stakeholders and believes that public participation plays a very vital role in fighting corruption and in nation building. Various outreach activities are organised in schools, colleges, villages, towns and cities to ensure collaboration with people.

The Commission appeals to all to solemnly pledge to unite to eradicate corruption and to build a New India.

(Sharad Kumar)
Vigilance Commissioner

(Dr. T. M. Bhasin)
Vigilance Commissioner

(K.V. Chowdary)
Central Vigilance Commissioner



Dear Friends,

I have experienced that most of the managers think of ethics as a purely personal matter and any misconduct of an employee is construed as an isolated incident, the work of that person only. They do not consider that individuals misconduct is also influenced by organization culture. It is difficult to fully explain the misconduct of an employee purely from character flaws of a lone actor. In fact, the deviant behavior of an employee is resultant of complex interaction between his personal ethics and organization ethics. Therefore, ethics is as much an organizational as a personal issue. So, it is equally important to address organization ethics and integrity and shape them both, for guiding an employee's conduct and, for company's sustained growth.

Organization ethics is the application of choices based on values, rules, regulations and strategies associated with an organization's activities. It is generally seen how an organization interacts with external situations. It is an admitted fact that maintaining organizational integrity pays rich dividends in long run.

The general approach to ethics management has been compliance or rule based which aims to prevent misconduct by complying externally imposed standards e.g legislations, strict codes of conduct etc. This approach overemphasizes the threat of detection and punishment in order to channelize behavior in lawful directions. The role of vigilance under this approach is both preventive by doing system analysis and prescribing systematic improvements and punitive, by recommending action against the violators.

However, this approach has got its limitations. The other approach namely, integrity or value based approach has evolved in recent times, which goes beyond the realms of current mandate of vigilance functioning, and aims to stimulate ethical behavior and responsible conduct by self-governance. In this approach, focus is to develop company's values and standards; training and communicating, coaching and guidance, identify and help in resolving problems and oversee compliance activities. This approach brings a concern for the law with an emphasis on managerial responsibility for ethical behavior. It demands active role and efforts of managers at all levels. The need to obey the law is viewed as a positive aspect of organization life, rather than constraint imposed by outside agency.

Both the approaches are necessary for management of organization ethics. In fact, they are complementary and compensate for each other limitations. While rule based approach helps with preventing unethical behavior; the value based approach helps with supporting employee in dealing with ethical dilemmas.

In order to develop a holistic approach to integrity management framework in our company, value-based approach must also be given due attention. This could be done if we immediately address following:

- a) • **Evolving code of ethics** (values- based) in addition to code of conduct (rules - based).
 - **Gifts and Gratitude policy:** Essential element should be that all gifts be reported to management.
 - **Effective Post Public Employment Policy Conflict of Interest Policy:** making staff sensitive to problems and encourage them to systematically report problems Inclusion of integrity as criterion in personal management (like selection and evaluation of promotion), procurement policies, financial management, information management and privacy and quality management.
- b) • A well - developed ethical training program for various levels of staff should be put in place;
 - Integrating integrity into the organizations daily discourse through magazines, website, targeted mailing;
 - Regular discussions of ethical dilemmas in official internal communication like internal magazine, intranet;
 - Institutionalizing discussion of integrity issues in staff meetings, supervisor - employee meetings;
 - Creating an open culture of communication and specially bringing all integrity related issues on table.
- c) An effective whistle - blowing policy constitutes the most important measure for monitoring of integrity in an organization. It aims to solve problem before it becomes a scandal. Although it is mandated by Company Act to put in place a vigil blowing mechanism in all the registered companies, its success lies in its effective implementation. It is not the core element of ethics management, but an essential safety net.
- d) Enforcing of Integrity through informal sanctioning and by adopting fair and appropriate procedures for investigations and sanctions.

In fact, Active Leadership Support is the most significant factor for success of any ethics management plan. The support must be explicit and forceful to ensure there are sufficient means for integrity management and paying adequate attention to integrity in communication.

When allegations of misconduct do surface, the company must deal with them openly. The objective should be to develop both a Moral Manager and a Moral Person. The efforts of management should be to stimulate integrity among their staff by correcting unethical behavior, creating an open culture where staff can be open about their mistakes and discuss their dilemmas.

The management must encourage the staff to exhibit exemplary behavior and develop Integrity Actors and such behavior must be appreciated openly by the management. This is more relevant for officers/employees at key positions including employee's elected representatives, whose conduct has immense potential to be emulated and followed.

It is my considered view that effective resolution of ethical dilemmas in daily official work is the building block for development of sound and robust ethical management framework and organizational integrity. A holistic approach will ensure that they do not only prevent integrity violations but also support employees in dealing with ethical dilemmas.

Let this year's Vigilance Awareness Week be triggered by adopting this holistic approach to organizational ethics management. We, as a company, should strive to maintain organization integrity where "We will do what We say We will do". We should pledge to create a healthy environment within our company to help flourish the right kind of ethics and integrity and support integrity actors not only for sustained growth of the company but also to eradicate corruption and build a New India - theme of 2018 Vigilance Awareness Week.

Vidya Bhushan Kumar, IFS
Chief Vigilance Officer





I am pleased to note that BEML Vigilance department is publishing its 7th edition of "VIG KIRAN 7", a Special Journal based on the theme of Vigilance Awareness Week 2018 "Eradicate Corruption - Build a new India".

I congratulate and place on record my appreciation to the Chief Vigilance Officer & his team for the concerted efforts in their endeavour to inculcate a spirit of Vigilance Awareness amongst the employees/executives of BEML.

I wish that Vigilance Department should continue to mentor, coach and guide the employees/executives to follow the right path and promote to foster a culture to encourage and facilitate risk taking and decision making without fear or favour.

Deepak Kumar Hota
Chairman & Managing Director





As per the directives of CVC vide Circular No. 11/09/18 dated 24.09.2018, the Vigilance Awareness Week-2018 with the theme **“Eradicate Corruption- Build a New India”** was observed in **BEML Limited** from 29th October 2018 to 3rd November 2018. The theme of the Vigilance Awareness Week 2018, in particular was highlighted.

Display of Banners, Standees & Posters:

In order to create awareness and to sensitize the work force of BEML Limited 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 the Corporate Office, Production Units at Bengaluru, KGF, Mysuru, Palakkad Complex, Regional & District Offices and at VIL-Tarikere (A subsidiary Unit of BEML Ltd).



Inaugural Function and Pledge Administration:



The inauguration of the Vigilance Awareness Week – 2018 on 29th October 2018, was marked by lighting of the lamp, followed by administration of Integrity Pledges at the Corporate Office and in all the Production units at Bengaluru, KGF, Mysuru, Palakkad and VIL.

At Corporate Office, the Integrity Pledge for Organisations and Integrity Pledge for Citizens were administered to all Senior Executives, Executives and Employees. The messages from VVIPs of our Country (*Honourable President, Vice-President, Prime Minister, Defence Minister, Minister of State-Independent Charge*) and Central Vigilance Commission were read out to the august gathering at the Corporate Office.

The Integrity Pledge for Organisations and the Integrity Pledge for Citizens were also administered to all the BEML staff during the VAW inauguration functions held at Production units at Bengaluru, KGF, Mysuru, Palakkad, VIL and at Marketing offices.

Saplings were planted as **‘Vigilance Tree’** at all complexes including HQ. This year it was Neem Tree sapling as against ‘Bakul Tree’ last year 2017. Also, an **“Integrity Tree”** was planted at Shishya School, Bengaluru, during the Integrity Club Activity in the August presence of CVO.

Integrity pledge for Citizens was also administered to the Students & Staff at Schools & Colleges where BEML had organised events as a part of Observance of Vigilance Awareness Week – 2018. The Pledge was administered to about **200** students and staff.

Handout and Pamphlets Distribution:

Handouts on Vigilance activities were distributed throughout BEML to all the staff and pamphlets with a message *“Be a Part of Fight against Corruption, Take Integrity Pledge Online”* were distributed by BEML, both inside the organisation and to Public.

Activities Organised within BEML Limited:

Various activities such as Essay writing, Slogan writing, Poster/ Cartoon Drawing, Article writing, etc., were conducted for the staff, spouse and kids at various BEML Complexes and Regional & District offices. In all around 300 entries were received and prizes were distributed for the first three best entries [*In case of Essay (6 languages), Slogan (3 languages) & Article (2 Languages), Three prizes under each language were distributed*].





Out Reach Activities:

Various activities such as Quiz, Crossword, Debate, Elocution, Essay writing, and Slogan writing competition were conducted for the students of Schools and Colleges (Annexure-A).

Vendors Meet :



BEML organised Vendors meet at Corporate Office, BEML, Bangalore on 26.10.2018, wherein, vendors from all over India were invited to share business prospects of BEML and also to address their Grievances. Video conferencing was arranged to connect with the local vendors who were invited to BEML Divisions at Mysore, KGF, Palakkad and Bangalore. Around 80 Vendors have participated in the meet.



CVO & CMD addressed the august gathering. Several queries were addressed by the Management and also the suggestion given by the vendors were well taken. CVO has emphasised on open tender and encouraged the vendors to register for items presently under Single tender the list of which was distributed during the meeting. The **'Make in India'** initiative was specifically spelt out.

Walkathon - Vigithon :



At Bengaluru, the staff of BEML, BEL, HAL, ITI, Corporation Bank and Syndicate Bank jointly participated in a 2 km Walkathon – **"Vigithon"** on 28.10.2018. The theme of VAW- **"Eradicate Corruption – Build an New India"** was the emphasis during the Vigithon. During Walkathon, important messages regarding ill effects of corruption were displayed in the form of Placards and Banners. Multilingual Slogans were voiced. About 300 staff from all the above organisation put together participated in the **Vigithon**.

At Mysore Complex, a walkathon was organised on 31.10.2018. Total distance of 5.7 km was covered during walkathon, mainly in the Hootagally industrial area, Mysore. During Walkathon, important messages regarding Anti-corruption were displayed in the form of Placards, Banner, through Public address system and information regarding ill-effects of corruption & need to revolutionize the thinking in every individual to bring out transparency & to build ethical values in every act and to make India corruption free, was communicated to Public.

At Palakkad Complex, a Walkathon Event was organized on 02.11.2018 along the highway road adjoining the Complex to sensitize the general public about the observance of Vigilance Awareness week. 15. At KGF Complex, on 29.10.2018, a Walkathon competition was conducted for the TCLs and the Trainees. A total of 24 personnel participated in this Competition.

Guest Lectures:





Corporate Vigilance organised guest lectures.

On Inaugural day, 29.10.2018, Shri Srikanth Vishwanathan, CEO of an NGO, “Janagraha” delivered a guest lecture on Civic leadership which was attended by senior Executives from BEML HQ. During the Valedictory Function of VAW 2018 on 05.11.2018, Shri R Sri Kumar, Former VC, CEO of ICST (Indian Centre for Social Transformation, Bangalore) delivered a guest lecture.

On 30.10.2018, a Guest lecture was organised at KGF. Shri Lokesh Kumar, IPS, Superintendent of Police, KGF, and Dr. Rohini Katoch Sepat, IPS, Kolar delivered lectures on the Theme of the year. The Topics covered were practical in nature, concerning to corruption in day to day transactions of common public. The highlight of the entire programme was the question and answer session towards the end of the guest lecture programme.

On 31.10.2018, a Guest lecture was organised at Bangalore Complex by Shri Srikanth Vishwanathan, CEO of an NGO, “Janagraha”. A Neem sapling was planted during the occasion to mark the event.

At Palakkad Complex, during valedictory function a guest lecture was delivered by Ms. Sandra S. V. V. College of Science & Technology.

Skit Programme:



At BEML Corporate Office and Bangalore Complex, street play was organized in co-ordination with the members of the BEML Fine Arts Club of BEML, Bangalore complex, depicting the theme of VAW 2018. The street play was titled “Uppu tinda Mele (Meaning: Consumption of Salt leads to.....)”. The Play was presented on 30.10.2018 at Bangalore Complex & at Corporate Office on 31.10.2018. The play was also performed at the BEML Shishya School on 03.11.2018 in presence of a large gathering of students.

At KGF, on 30.10.2018, a Skit programme was conducted by a troupe under the Aegis of Kannada Mithraru on the Theme of VAW 2018. It was organised at 4 different prominent places on four different dates. Two shows were conducted inside EM Division. One was conducted in H & P Division. One show was also organised in a Public place.

At Mysuru, A skit program in Kannada on the ill effects of corruption was held on 02.11.2018 in front of Engine Division Canteen at 11:30 AM and at Truck Division at 2:30 PM. Street play was enacted by a group of 17 employees of BEML wherein four skits depicting the real situation how the corruption is effecting general public in different course of life was presented.

The skit programmes were appreciated & well received by all the staff of BEML, General Public and around all put together, around 1500 citizens witnessed.

Kiosks:



At Bangalore, Kiosks were positioned at 3 metro stations (KSR Bengaluru, Baiyappanahalli & Peenya) & On-line integrity pledge for Citizens for general public was facilitated at these

Kiosks. The kiosks remained operational throughout the Vigilance Awareness Week and about 320 people took the integrity pledge in these kiosks. Many more were motivated to take up the e-Integrity pledge online.

Integrity Club:



At Shishya School, Bengaluru, the members of Integrity Club arranged for various programmes including reporting activities undertaken under “Integrity Club”. CVO, BEML, was the Chief Guest of the Programme. At KGF, the student leader of the Integrity Club provided the activities conducted under “Integrity Club”.

Awareness Gram Sabha:



Awareness Gram Sabha & Skit show in Kannada on the VAW-2018 theme “**Eradicate Corruption-Build a New India**” was organised at Doddurkaranahalli, KGF. Mandal Panchayath President & Staff, Sub-Inspector & Staff of BEML Nagar Police Station witnessed the function.

On 31.10.2018, BEML Mysore complex had organized an Awareness Gram Sabha at Government High School, Udbur. Even though the event was planned at Udbur Gram Panchayat office, based on the request of President and members, the same was shifted to Government High School. The very idea of shifting the event to school is that the Gram Panchayat members were of the opinion that the need for eradication of corruption & clean up India should start from very primitive level as such school will be the right place wherein the student’s start up their career and they are our future citizens.

The Integrity pledge was administered by DGM (Vigilance) followed by address to all the students, staff and members of Gram Sabha. As a part of the event, a street play was also organized where in a group of 17 employees of BEML enacted four skits depicting the real situation how the corruption is effecting general public in different course of life. The street play was well received by the Students, Staff & Public who were present during the event. After the skit program, four students voluntarily came on stage and summarize the theme of the skit and expressed their willingness to participate in anti-corruption programmes.

At Palakkad, towards the Vigilance outreach activity, an awareness Gram Sabha was organized at Pudusseri Grama Panchayat on 01-11-2018. The event was organized in association with Pudusseri Grama Panchayat. Printed notices were distributed among the public to invite them for attending Awareness Gram Shaba. Around 60 People have participated in the Gram Sabha. The Gram Sabha was inaugurated by Shri.Vijayakumar, Circle Inspector, Kasaba Police Station, Palakkad, Shri.P.Sivakkumar CGM Head – BEML Palakkad Complex and Shri. K Unnikrishnan, President, Pudusseri Grama Panchayat presided over the function.

Valedictory Function:



The Observance of Vigilance Awareness Week – 2018 concluded with a valedictory function at all the Complexes of BEML as well as at Corporate Office. Prize Distribution to winners in various competitions was organised. At HQ, prize money was transferred to individual winners (Staff) Accounts as a part of Digital India initiative. At other complexes mementos were distributed. Also at KGF, Tulsi saplings were distributed to all prize winners of all competitions.

English

To end corruption is my plan,
If you Join me, I'm sure we can.
- M K Srinivasa (110-23530)

Corruption is destroying us,
It needs to be destroyed too.
- M Shama Sunder Rao (123-24236)

Eradicate Corruption in India Else,
Corruption will eradicate India.
- Chandra Mouli V V B (875-25604)

Today's one step to end corruption,
Tomorrow's giant leap towards strong Nation.
- Dinesh S K (842-26210)

Change the attitude towards corruption,
See the change in Nation's Growth.
- J Raj Anderson (924-26867)

Let us collectively cut off the chain of Corruption &
Build an Intellectual , Invincible and incredible India.
- Arjun Kumar V (8514-29719)

Kannada

ಮನಮನದಲ್ಲಿ ತುಂಬಲಿ ಭ್ರಷ್ಟಾಚಾರದ ದಹನ ರೋಮ ರೋಮಗಳಲ್ಲಿ
ಬೆಳೆಯಲಿ ನವ ಭಾರತದ ಬೆಳವಣಿಗೆಯ ದ್ಯಾನ
- Nagamani D R
W/o B Ravichandra Reddy (123-25690)

ನಮ್ಮ ಧೃಡ ನಿರ್ಧಾರದಿಂದ ಮಾತ್ರ ಭ್ರಷ್ಟಾಚಾರವೆಂಬ
ಕೆಟ್ಟ ಕಳೆ ನಶಿಸಲು ಸಾಧ್ಯ.
- Chitra C N
W/o SV Ravi Sekhar Rao (102-25348)

ಭ್ರಷ್ಟಾಚಾರ ರಕ್ತಬೀಜಾಸುರ. ಅದಕ್ಕೆ ಸಾವಿಲ್ಲ,
ಇಡೀ ಮನುಕುಲ ಮುಂದೆ ಬಂದರೆ ಮಾತ್ರ ಅದನ್ನು ಜಯಿಸಲು ಸಾಧ್ಯ
- SV Ravi Sekhar Rao
(102-25348)

ಪ್ರಾಮಾಣಿಕ ಇಟ್ಟಿಗೆ ಬಳಸೋಣ ಪಾರದರ್ಶಕ ಕಿಟಕಿಯ ಇರಿಸೋಣ
ಸುಭದ್ರ ಭಾರತದ ಕಟ್ಟೋಣ !!
- Suresh B S
(106-18394)

ಮನ ಮನದಿಂದ ತೊಳಗಲಿ ಭ್ರಷ್ಟಾಚಾರವೆಂಬ ರಾವಣ ದಮನಿ ದಮನಿಗಳಲ್ಲಿ
ಹರಿಯಲಿ ನವಭಾರತದ ನಿರ್ಮಾಣ
- B Ravichandra Reddy
(123-25690)

ಭ್ರಷ್ಟಾಚಾರವು ಒಂದು ಕಾಂಗ್ರೆಸ್ ಗಿಡದಂತೆ ಹಬ್ಬಿ ಬಿಟ್ಟರೆ, ಅದನ್ನು ಎಲ್ಲರೂ
ಸೇರಿ-ಬಟ್ಟಾಗಿ ಬುಡ ಸಮೇತ ಕಿತ್ತೆಸೆದರೆ ಮಾತ್ರ ಭ್ರಷ್ಟಾಚಾರ ನಿರ್ಮೂಲನೆ
ಸಾಧ್ಯ
- Sulochana C
W/o Gopinatha S (816-29272)

Hindi

भ्रष्टाचार की भ्रष्टता का प्रारंभ भी
हम हैं और उसका अंत भी हम ही हैं।
- S V Ravi Sekhar Rao
(102-25348)

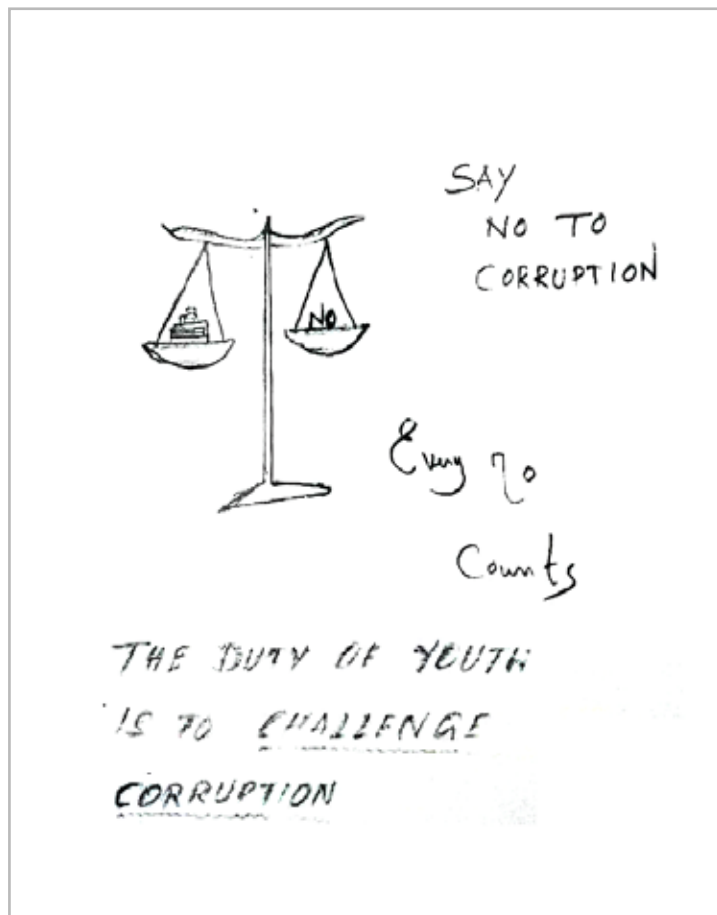
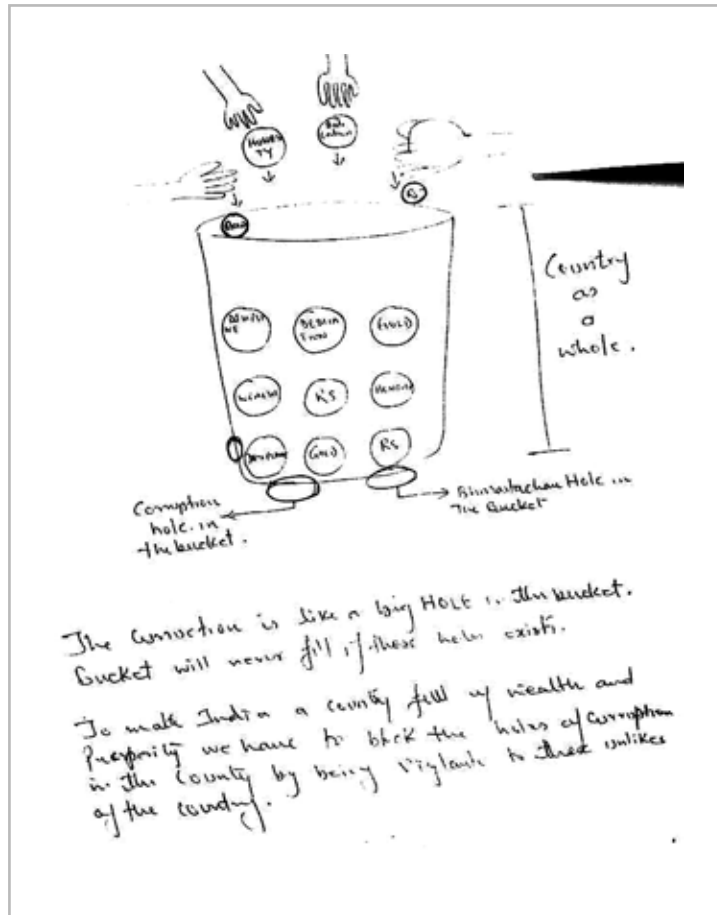
जब जन-जन का भ्रष्टाचार के विरुद्ध अवलोकन होगा,
भ्रष्टाचार के जड़ का उन्मूलन होगा।
- Himanshu Prasad
(119-27164)

भ्रष्टाचार का तिरस्कार करो
भारत खंड का विकास करो।
- Sandhya S
(140-26783)

भ्रष्टाचार को दूर करो
उत्तम देश और समाज को बड़ावा दो
- Chitra C N
W/o SV Ravi Sekhar Rao (140-26783)

ना लेना है। ना देना है!
भ्रष्टाचार को जड़ से उखाडना है!
- Sandip Devidas Mohod
(8611-29309)

सतर्क समाज का नारा
उज्रवल भविष्य हमारा
- Anuj Kumar Tiwari
(821-27792)





Udbur government High School, Mysore



Doddur, Karappanahalli, KGF



Pudusseri Gram Panchayat, Palakkad

Eradicate Corruption - Build a New India



The topic in itself, is clear to state that, all out efforts need to be taken to keep Corruption distant away. It symbolically signifies that “ Build a new India without Corruption”.

Though Corruption is out spoken clearly, but very few are in the queue who follow the Principles of Honesty and Integrity. Taking bribe and giving bribe has become a well known subject, discussed without hesitation, it may be in the form of kind, service, money or benefits etc.,. However, corrupt practice has become a part and parcel of one’s routine duty, nevertheless of its consequences and its impact in the society.

Though corruption is an illegal and unethical practice, but people are bonded to the disease called corruption. The sweet taste of corruption is making more and more to involve in the Practice of Corruption, similar to that of a drug addict.

Lets recall why corruption creeps into ones life:-

- (a) Parental upbringing, during child hood, is a cause of concern in one’s character. (A child learns more from the actions of their Parents at home).
- (b) Side effects of the society, from where one is originating and brought up.
- (c) One’s own experience in bribing others to get a legitimate job done. (specifically while seeking Public employment)
- (d) Family commitments, due to Lavish life style, while the resultant earning is Low.
- (e) Desire to grow quickly and get recognized in the society(including Family demand).
- (f) Ideology, that corruption is the easiest and readily available means to gain money.
- (g) Follow the Guidance and foot path of corrupt officials at work place.
- (h) To work with the psychological attitude of Fear and Favoritism.
- (i) Confidence of support from various sources, to work fearless, and with a Corrupt motive.
- (j) When expenditure involved in performing Official activity, is made to be borne by the Public official, (by compulsion) without any organizational grant for such expenditure. (with low income it is impossible to meet both the ends).
- (k) Lack of Knowledge in the existing Laws (including rules & Regulations).
- (l) Inadequate e-Governance in place, in the functioning of an organization.

Note worthy to mention is that, People who have lived with the highest level of Integrity and Honesty during the initial stage, have changed themselves over a period of time. Why this change in integrity and honesty, is matter of question? And what influenced the change, remains unanswered.

Honesty and integrity need to be reinforced into one's mind set, by the individual itself, so that, it is carried along forever. One's attitude should not waiver as and when opportunity exists for Corrupt practices, especially when occupying responsible posts (Lower or Higher) and accountable to the Public. It's generally told that, in any organization corruption can be limited, only when there is a Tone from the Top to bottom. Low morale and unethical values, augment the practice of corruption. It can be narrated that corruption has become a profession for a few to make a livelihood. The individual keeps his/her interest in the forefront and moves ahead in that direction and does not worry about preserving, the healthy environment within which he/she survives.

Efforts in practice to eradicate corruption:-

The fast spreading Corrupt practices, has caused the anti corruption agencies to strengthen its efforts to ensure that the Vigilance Awareness is out reached, to the Public including government organisation in all possible manner such as –

- (a) Application of Social Media, Taking Online Integrity pledge, Formation of Integrity club at School and College level and Conducting Vigilance programme at Gram Panchayat level.
- (b) Organising Guest lecture by eminent personality, at periodic interval and disseminating Vigilance information.
- (c) Seminars , Training, and workshop on Vigilance are conducted periodically to highlight the Vigilance Awareness.
- (d) Release of Magazines on Vigilance matters including periodic reports etc.,
- (e) Observance of Vigilance Awareness Week during October - November every year.
- (f) Existence of Vigilance system (set up), in all government services to ensure Preventive, Punitive and Proactive Vigilance.

Despite all these meticulous efforts, we still hear or sense the existence of Corrupt practices in one or more areas. Indeed, it has become a process in a system, such that certain work cannot be done without the participation of corruption. This social issue, is a concern for all, and is murmured as an unperishable stigma.

The Motive behind corruption generally being - Greed, Desire, Luxury, Fear, Favoritism, & Opportunity. It's time to address the issue of corruption with a social touch, in addition to the traditional Laws.

Eradicate Corruption – Our Focus point:-

- (a) Associate the Public in large, to fight against corruption, since on one side they are the victims of corruption and on the other side they are the mechanism for corruption.
- (b) Empower the Public to report against the act of Corruption. We need to build a confidence among the public to report the issue of corruption.
- (c) Activities on anti corruption, should also involve Private sectors , since, the Public - private partnership has more impact on the economic growth of our country.
- (d) Focus on student community and enforce anti corruption education within their academic curriculum. This shall ensure that Honesty and integrity becomes the backbone of the future generations.
- (e) Examine the Motive behind the Corruption and address the issue under a common platform in a amicable manner , such that over a period of time, there is a cure.
- (f) Introduce counselling against those with corrupt motives since , it has a greater impact in changing the mind set of corrupt officials. (similar to that of counselling on Food habits for Diabetes patients).
- (g) Results of System improvements (recommended), need to be implemented with happiness (in the interest of the organization) and not with hesitation (with personnel interest) in any organisation. (we know happy life means long life).
- (h) Awareness against Corrupt practices, need to be conveyed to the Public as a continuous process in all possible means and mode.
- (i) E-Governance with Transparency, should not be compromised in Public activities.(all the queries need to be online, and maintained on records. Human intervention and interaction has been the boost for corruption all these days).

Conclusion:-

The theme clearly speaks about “ Building a new India without Corruption”and in this regard,it also guides us to, “Eradicate corruption” – The root cause for impairing development.

At this juncture, we collectively need to strive and strengthen our participation against corruption in a democratic manner with the effective implementation of Technology without limiting its application for personal gains. Efforts need to be made, to include people from all walks of life to participate and contribute towards the fight against corruption.

Implementation of e-Governance, in all the activities of an organization is the need of the hour to maintain Transparency and accountability. Education against corruption shall be the limelight to reduce the scope of corruption. We need to build confidence among the people, so that they contribute voluntarily to eradicate corruption. Lets remember- we are the CAUSE and we are the CURE for existence and elimination of corruption.

Manokaran

Assistant Manager (Vigilance)

BEML LTD, Palakkad Complex

Eradicate Corruption – Build A New India.

Many countries around the world face the problem of corruption. India is one such country that is severely impacted by this problem. Corruption is the root cause of various other serious problems in our country. The rate of corruption in India is quite high. Among other things, corruption impacts the growth and development of the country negatively. Most developing countries are facing this problem. What the government and individuals in these countries don't understand is that corrupt practices may benefit them to some extent but it hampers the growth of the country as a whole and is ultimately bad for them.

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

Following are the few ways to Make India Corruption Free.

Increasing Job Opportunities:

The job opportunities in the market are less compared to the number of qualified Graduates. Job opportunities can be enhanced by reducing the imports and increasing the indigenous products by making schemes like "Make in India" and MSME schemes like Prime Minister's Employment Generation Programme (PMEGP) etc., Also, Qualification/Competitive exams for selection of candidates for the positions in Government/ public sectors/ Private sectors should be transparent and everything should be online where results should be intimated immediately after exam. Hence, there will be no chance for using external powers to select/eliminate a specific candidate.

Education against Corruption: Lack of education is one of the main reasons for the growing corruption. Many people belonging to the uneducated class use illegal and corrupt means to earn their livelihood. Spreading education can help in curbing this problem to a large extent. The government must make policies to ensure that every child in the country goes to school and secures education. Child labour has been eradicated in a huge manner, however, on the same way education to every child should be ensured.

Social Me

India's Role:

Social Media in our country is quite strong. It has the right to speak and express opinions. It should make full use of this right to expose the corrupt officials. The media must conduct sting operations regularly and bring in limelight the people who are indulging in corrupt practices. This will not only expose the guilty but will also create a fear in the general public. They will think twice before using any corrupt means. Now a day's most of the people use smart phones, so they can get the news immediately.

Implementing Strict Punishment:

People in our country get away with corrupt practices such as giving and taking bribes, not paying the income tax, following corrupt means to run businesses, etc. There is no strict law to monitor the activities of people. Even if people get caught, they are not punished severely for it. This is the reason why corruption is high in the country. Make stringent laws for corruption, minimum punishment to get dismissed from job, canceling Ration Cards, passport, no pension, no provident fund will be distributed for them and if any caste quota or scholarship for their children's, just scrap that too, no more government jobs for their children's and maximum punishment, if their corruption yield to any loss to government or country's security issue..(No more government benefits should be provided to them.)

Using of technology:

Technology can also help in bringing down corruption. CCTV cameras must be installed in government offices, and other places where the cases of taking and giving bribes are high. People can also take initiative to record any corrupt practice going around them in their mobile and share it in their nearby police station. Especially payment transactions should happen only through e-mode, Cash transactions should be eliminated. For all transactions there should be proper invoice and documents between the agencies/Persons.

Conclusion:

I dream of a corruption free India. A place where everyone works hard and gets what he deserves. A place that gives equal opportunity to everyone based on their knowledge and skills irrespective of their caste, colour, creed or religion. A place where people don't use other people around to get accomplish their selfish motives.

If each one of us must take a pledge to leave corrupt practices. Our life will become better and our country will become a much better place.

Premkumar J

Asst. Manager-Vigilance.

BEML LTD, Palakkad Complex

Eradicate Corruption - Build A New India

Building a new India is almost impossible as long as there is corruption in it. Corruption starts in the mental state which is an obstacle that the people of a country must overcome to be a happy nation. The national goals of economic prosperity, infrastructural development, and overall advancement will remain difficult to achieve until corruption is wiped out from our country. Eliminating corruption is impossible without the collective will of the people and the Government. Corruption which has gone deep into our social life cannot be removed very easily. In fact, it can only be reduced or minimised, and can hardly be stopped altogether. No nation has become successful so far in this regard.

Indians have seen so much of corruption and its horrible consequences that they have only one desire that they all want to live in a corruption free India. Every Indian wishes to breathe in a cleaner, prosperous, progressive, stronger, self-reliant, more organized India. This is possible only when the evil of corruption has been totally vanished.

Unless every Indian discards corruption totally, the objective of a new prosperous India can never be achieved. India is a developing country facing many challenges. Corruption is the most detrimental of them. India was placed at 81st position out of 180 countries with a score of 40 out of a possible 100 in Transparency International's Corruption Perceptions Index 2017. New Zealand and Singapore scored the highest scores with 89 and 84 out of 100, respectively. Somalia was found to be the most corrupt country in the world.

Corruption is like a disease to the health of the economic and technological prosperity of a nation. Corruption became rampant with the winning of freedom owing to the fragile democratic system and lack of stringent punishment mechanism for the culprits in administration departments. Corruption in India spread as a result of the connection between bureaucrats, politicians and criminals.

Political corruption is worst in India. The major cause of concern is that corruption is weakening the political body and damaging the supreme importance of the law governing the society. In the past few decades there was every conceivable scam and scandals in all key ministries. These scams and scandals have tarnished the image of the country nationally as well as internationally. There were so many scams that people lost complete trust in the government. Indian Coal Allocation Scam, 2G Spectrum Scam, Commonwealth Games Scam, Telgi Scam, Satyam Scam, Bofors Scam, the Fodder Scam, Sarada Group financial scam, Mallya scam, PNB scam, etc..are some of the many scams that were done by elected ministers, politicians, bureaucrats, and high government officials. The Indian Law system is so incompetent and vulnerable, that in spite of being guilty, politicians, bureaucrats, high government officials remain scot free.

Now the most crucial question: 'How to curb this evil of corruption?' Although many anti-corruption agencies have been created to fight and curb corruption, the only solution to the problem of corruption is people's involvement in eradicating it from the face of our country. They will have to take the issue in their hands. The French Revolution and the Russian Revolutions stand as perfect examples which show when the people of a country unite against an oppressive evil, how the evil just vanishes. Since the common man is loser in all scams and scandals, as the money wasted and misused is their own tax money for which they have the right to curb scams and scandals. There must be large scale protests by the people against scams and ill practices.

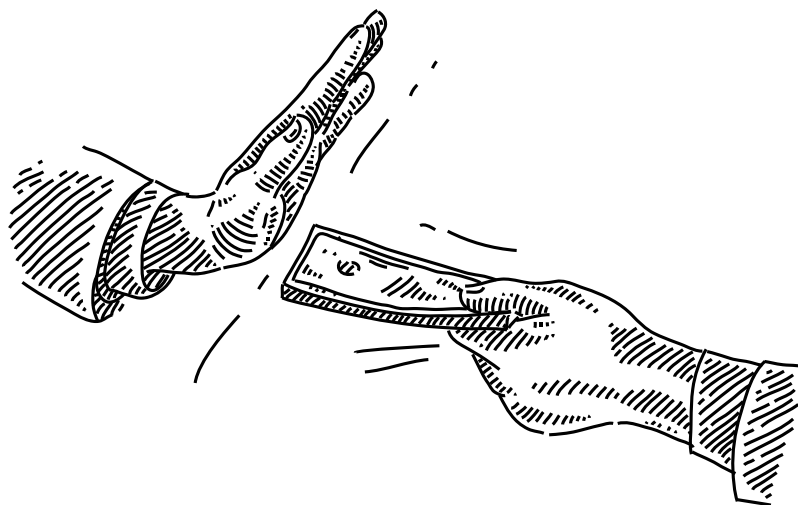
Of late owing to the growing awareness and protests by the people, the central Government of India has been taking some steps to curb corruption. Anti-corruption agencies have been set up such as RTI, the Central Vigilance Commission, etc. have been created. The people, along with their unified protest, must use these agencies to curb corruption. The media can also play a great role in curbing corruption. The sincere and transparent efforts of the people of India, anti-corruption departments, and media have the power to root out this evil from India. One thing is crystal clear; unless people themselves pledge to eradicate corruption, this evil will continue to exist. So it is possible for India to become totally corruption free, provided Indians resolve to be corruption free themselves. Let's join hands and eradicate corruption from the face of our country. The day corruption dies, a new transparent and vibrant India will automatically emerge and stun the world with its advancement in all fields.

K.S.Vineeth
Manager - Vigilance
BEML Ltd, Tarikere





1 If you usually put more sugar in your tea when in a hotel than you do at home, you're likely to be corrupt.



2 If you use more tissue in a public washroom than you do at home, you are a potential thief, if given opportunity you would take what's not yours.

3 If you serve yourself more food that you can finish just because someone else is footing the bill, you're greedy.

4 If you are more concerned about knowing someone's surname rather than first name, you're likely to be a tribal bigot. It's even worse when someone tells you their name and you ask, "which tribe is that?"

5 If you channel waste or dirty water from your compound to a neighbour's compound rather than manage it, you're ill-mannered.

If you look at this post and wonder whether it was really necessary to talk about these issues; then you are dishonest and you would easily cover up ills in the society for your own benefit.

Let us try to be people of character wherever we find ourselves.

A country is as good, or bad, as its citizens make it. No Government can take action which ONLY THE CITIZENS can take - individually or collectively.

So let us start NOW to make our country, great by becoming GOOD CITIZENS

Walkathon (Vigithon - 2018)





Major Vigilance Recommendations

Transparency brought in.....

With the continuous efforts of BEML Ltd based on recommendations made by CTE, following outcome has been achieved:

- 1) Procurement of items on Open tender Procurement has increased from 5% (Rs. 52.54 Crore) to 15% (Rs. 306.82 Crore) and Single/Limited Tender has reduced from 95% to 85%.

| Year | Procurements Through single Tender/Limited Tender Vs Total Procurement | | Procurements through Open Tender Vs total Procurement | |
|---------|--|-------------------|---|-------------------|
| | % | Value (Rs. Crore) | % | Value (Rs. Crore) |
| 2014-15 | 95% | 983.84 | 95% | 52.54 |
| 2015-16 | 96% | 1220.16 | 96% | 46.94 |
| 2016-17 | 85% | 1313.80 | 85% | 240.39 |
| 2017-18 | 85% | 1748.81 | 85% | 306.82 |

- 2) SRM has been upgraded which has many features such as encryption of price details in the bid, provides getting attachments at the price bid level, and supports latest Java versions for Reverse auctions.
- 3) Display of Technical Compliance Sheets of other bidders after Technical Bid Opening enabled for two-bid tenders in the SRM e-Procurement system.
- 4) Display of Price Details of other bidders after Price Bid Opening enabled for all tenders.
- 5) Vendor Payment Tracking enabled on SRM Portal through which vendors can track status of payment for the supplies/services made online.
- 6) Deduction of LD on SAP-SRM has been implemented resulting in transparency and clarity to Vendors.
- 7) Linking of Material master with the Approved Vendor List on SRM Platform has been complied for automatic selection.
- 8) Vendor Development Cell has initiated an Open Ended Expression of Interest (EOI) on BEML Website with generic details for 52 types of items such as castings, forgings, fabricated items, rubber items, etc. for alternate source development for Single tender items.
- 9) Receipt and return of Tender fee & EMD through SRM is complied.
- 10) Online Vigilance clearance Module has been implemented thereby reducing the cycle time of Vigilance Clearance.
- 11) SOP for extension of Bid deadline has been formulated and recommended to Management. The same has been implemented and circulated among the executives of Materials Department.
- 12) CVO is continuously monitoring:
 - a) The improvement in e-Procurement percentage w. r. t. overall procurement value
 - b) 100 % Integrity pact has been achieved for all the procurements made above Rs 1 Crore.



Eradicate Corruption – Build a New India

India is a democratic socialistic republic being governed by the elected representatives. The countries growth, welfare and security is taken care by these elected representatives in the forum of democratic government.

The citizen of this country pay taxes to the government to run the state/country and to bring in all welfare measures and overall development of the country, the bureaucratic set up will aid to political party at helm of affairs to define policies and implement in the development of country.

Over 75 years in elected representatives and the bureaucratic have heeded to corruption with the selfish motto of amazing wealth. The tax payer money is being handed by the unscrupulous people without properly deploying the same for the countries purpose and development. This attitude of the people of India has let to a lot of black money which is almost running a parallel economy in the country.

It is time to rebuild India eradicating the corruption in high offices. The top down approach is one means of brining in a drive to remove the corruption but nevertheless, it takes a long cover to clean in existing deep rooted menace of corruption.

How can we do this? Is a question. The most important way as I conceive as a honest citizen of this country is:

1. The honesty and integrity has to be taught from childhood. The parents (the first school of education to children) have to teach honest and integrity at home to the children.
2. The parents have to be role mode to the children in action and behavior. The concept of anti-corruption has to be a daily practice in the parents every walk of life.
3. The school education system has to be completely revamped. The present day education is making students literate but is not teach the “value system of society” The school should emphasize value system in its education. The concepts of old “gurukul” system has to be adopted giving it an appropriate shape to suit the modern times.
4. The concept of “living within means” and “buy what is essentially required” in to be inculcated in the children, thus reducing in need of resources/wastages. This will also lead to not attempt for making money rather than earning money.
5. The cultural change paradigm shift in culture has to take place, thus imbibing, discipline, honesty, integrity and patriotism. This is possible only by rewriting the syllabus at school and college levels.
6. Government to bring in measures to be very strict in punishment of the corrupt culprits. The court laws dealing with corrupt officials need a lot of refinement.
7. It is necessary to bring in some constitutional changes to adopt practices of honest citizen to contest for election rather than criminals/criminalization of politics.
8. Honest people/having reputation in society need to come forward and participate in governance through political parties to be a role model at high offices.
9. The concept of “Service to Countrymen is Service to God” has to be inculcated at childhood.

Conclusion:

- 1) The cultural change brought at childhood is a must.
- 2) The education system to be modified to bring in “values system of the society”.
- 3) The concept of “Nation First” and emotion of patriotism have to be inculcated in children at school.
- 4) Top down approach of honest person as role model at high offices, constitutional changes are necessary.

I am confident that, we are moving towards a new India, even though slow, but certain to achieve it in the year/decades to come”. We all need to join in movement. Our effort towards this will be have to put in every minute”

I for one, personally in this movement of eradicating corruption in my own way.

I wish all the best for everyone in this endeavor.

Jai Hind

S. Ravi,
Ex. Executive Director,
BEML Ltd

EINSTEIN RIGHTLY SAID:

“The world will not be destroyed by those who do evil,
but by those who watch them without doing anything”



Today, perhaps more explosive than a nuclear holocaust is the impact of corruption on Nation's life, which has assumed monumental proportions, eats into the vitals of the system like cancer. Corruption is a global phenomena and it's truly an international problem sparing not even the advanced nations. Despite all economic progress, scientific and technological advancement our system remains hollow, corrupt and inefficient. Corruption is a deleterious effect in all streams of Indian life, including the Defence sector which is vital to the nation's security.

When we look back at history, historical evidences point out that corruption is not a feature confined to a particular period. It is formed part of social life for ages. The ancient political scientist Kautilya mentions in his arthashastra about the prevailing corruption in political and public life during the Maurya rule. Corruption was rampant during both Tughluq and Mughal regimes. The East India Company and later the British Indian officials were openly indulging in corruption. Thus, corruption existed in India in different forms from the ancient days right upto the British rule. But, during this long period it has been confined to elite officials and politicians.

To eradicate corruption, I remember the words of Martin Luther King said: "It is not the violent action of the bad people, but the appalling silence and indifference of the good people, which is more dangerous" i.e. even the political parties do not want to change the system and politicians seem to be behind many corrupt practices. In this regard, Lord Acton's words written during 1887 appears to be very apt; "Power corrupts absolutely. The absolute power, therefore, has become a licence to indulge in absolute corruption.

Earlier, way back in 1962, the Santhanam Committee was appointed by Government of India to look into the ways of preventing corruption. It felt that Ministers, Political parties, Legislators, Industrialists and Businessmen are responsible for corruption. Corruption at higher level percolates to the grass root level. A quote from Bhagawad Gita (Chapter 3 verses 21: "whatsoever a highly placed person does, the same is done by others as well. Whatever standard he sets, the people follow").

Central Vigilance Commission once identified that there are 27 types of corruption and that they themselves have grown to such an extent that the list of decadence has many such types and fresh entrants.

Whatever may be the reasons for spread of corruption, its impact is grave. Acquiring status has become the solo motto, especially among the middle class households. Insatiable appetite for affluent life styles and inadequate income to meet the snowballing ambitious, drives man to search for alternatives and rather for unaccountable sources of income. The cost of living is even on the rise and right from education to medication all activities demand money.

On conclusion, The menace of corruption does not have any instant solution. It cannot be removed by miracle or gimmick. We must also subject ourselves to honest scrutiny.

- a) How many of us prefer simplicity to opulence and luxury?
- b) How many of us value ideals, honest, dedication to work and holiness of spirit?
- c) How many of us emphatically refuse to accept dowry?

It is due unethical practices in the society to earn money is not bad but to earn by immoral means is condemnable.

The Central Bureau of Investigation (CBI), the Central Vigilance Commission at the Central Level and the Anti-Corruption Bureau (ACB) at the state level are mainly responsible for curbing corruption. The major limitations of these agencies is that they are under the governmental control and enjoy little autonomy. The law does not permit CBI or ACT to proceed against the corrupt people's representatives. A proposal was to bring them under the fold of comprehensive act mooted in 1988, but was rejected by the Joint Parliamentary Select Committee. It might be at the opinion of the Select Committee that the weapon to punish corrupt people's representatives ultimately lies in the hands of the people.

Corruption is a multifaceted problem and needs a multipronged strategy to tackle it. A comprehensive package of electoral reforms is a must to curb the menace. Surveillance is needed on preventing higher level corruption that have positive percolating effect. The official secrets act has to be rationalized and bring in transparency in Governmental functioning, as in the Scandinavian countries.

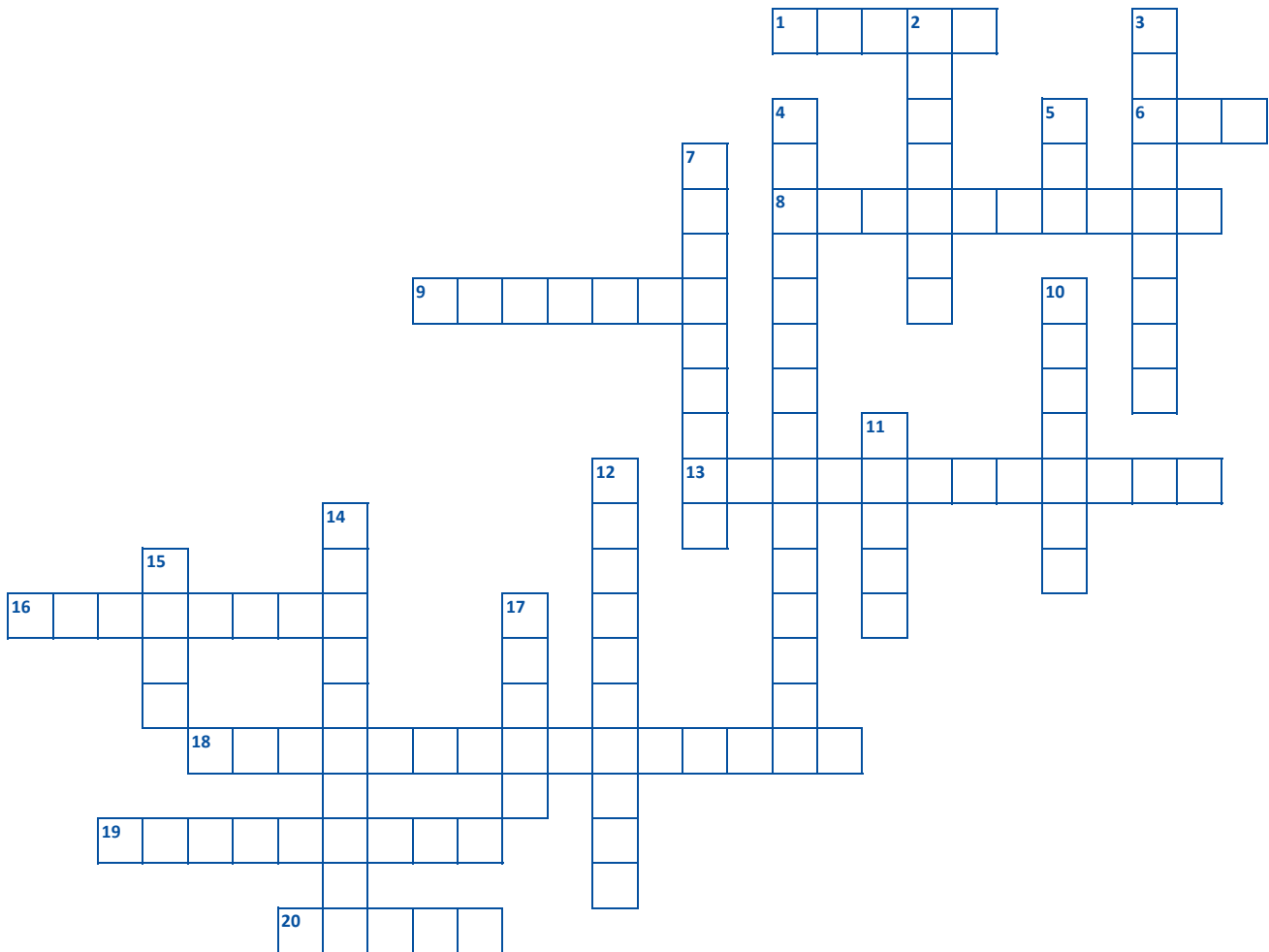
Thus, the need of the hour is to initiate renaissance of moral conscience and halt the rampant corruption. The appropriate weapon to curb corruption is bring in transparency of information and publicity, urging punishment to both who accept and offer bribes. No corrupt practices will ever take place if the citizens are of high moral values, strong character and have an indomitable will. Citizens should be taught to keep the National interest above the self. So it is possible for India to become totally corruption free provided Indians resolve to be corruption free themselves.

Let us join hands to eradicate corruption from the face of our country and build a New India.

M Sham Sunder Rao
Corporate Office
BEML Ltd



CROSSWORD COMPETITION



ACROSS

1. Obtain Money Dishonestly By Exploiting Position Of Political Power (5)
3. Legal Power Of Right (9)
6. No Of Vigilance Commissioners In India (3)
8. Illegal Non-payment Or Under Payment Of Taxes (10)
9. Thoroughly Inspect (7)
13. The Quality Of Being Clear, Honest & Open(12)
15. No Of Dpsu's In India Excluding Ofb (4)
18. Act Or Attempted Act To Dispute The Source Of Money (15)
19. Sworn Written Statement (9)
20. An Act Related To Whistle Blower (5)

DOWN

2. Number Of Gold Medals Won By India At Asian Games (7)
4. Head Quarters Of Cvc (15)
5. Civil Services To Which Present Cvo Of Beml Belongs (3)
7. Adherence To A Set Of Moral Or Ethical Principle (9)
10. Act Of Offering Someone Money, Services Or Other Valubales (7)
11. First Cvc Of India (5)
12. Present Cvc Of India (10)
14. News Letter Published By Cvc (10)
16. Official Examination Of An Organisation Or Institution's Account (8)
17. Unlawful And Intentional Making Of A Misrepresentation (5)

Answers on page: 36

| SI No | Department /Field | Improvements suggested by Vigilance |
|-------|--------------------------|--|
| 1 | SRM - Tendering | <p>In order to have transparency in Tendering process, the following is recommended for immediate implementation:</p> <ol style="list-style-type: none"> 1) In every 2-Bid system, Technical Compliance sheet should be a mandatory requirement for Technical Bid. SRM Version 7 has to be enabled with the provision for the Bidders witness the details of technical compliance sheet of their Competitors after the Technical Bid Opening in their Dashboard and the final rate after the commercial Bid opening. This would also increase the transparency and competition in subsequent tenders. 2) The above information should be mentioned upfront in the Bid invitation so that Bidders are aware and remotely witness the Bid at every stage of tendering in a transparent process. |
| 2 | Disciplinary proceedings | <p>There is a need to amend Rule 30 of BEML CDA Rules. It is therefore recommended to consider deputing a single DA for common proceedings cases where there are more than one DAs by amending the provisions of Rule 30 of BEML CDA Rules.</p> <p>Present : 'Where two or more employees are concerned in a case, the authority competent to impose a major penalty on all such employees may make an order directing that disciplinary proceedings against all of them may be taken in a common proceedings and the specified authority may function as the Disciplinary Authority for the purpose of such common proceedings.'</p> <p>Proposed : Where more than one employees are concerned in a case, the Disciplinary authority may make an order directing that disciplinary proceedings against all of them may be taken in a common proceedings.</p> <p>Provided that if the Disciplinary authorities of all of the employees concerned in the case are different, an order for taking disciplinary action in a common proceeding may be made by the highest /senior most of such Disciplinary authorities with the consent of the others. Such order shall specify-</p> <ol style="list-style-type: none"> (i) The authority which may function as the disciplinary authority for the purpose of such common proceeding; (ii) The penalties specified in rule 24 which such disciplinary authority shall be competent to impose; (iii) That the procedure laid down in Rules 26 to 28 shall be followed in the proceeding |
| 3 | Labour Contract | <ol style="list-style-type: none"> 1. Bio Metric Attendance recording system needs to be introduced immediately which should be under supervision & control of BEML in all complexes for all Contract Labourers and payment is to be made accordingly. 2. All User Departments should maintain an attendance register of TCLs at workplace and daily attendance certification by HOD is to be made in attendance register. Future payments on labour Contracts is to be made on the basis of actual attendance certification from user department in line with PO terms & conditions. |

| SI No | Department /Field | Improvements suggested by Vigilance |
|-------|------------------------|---|
| | | <p>3. The Welfare department should certify the attendance and claim raised by Contractor on the basis of actual attendance and not on the basis of claim lodged by contractor.</p> <p>4. The manpower requirement indicated in PO for Canteen Contract needs to be reassessed shift wise based on actual requirement and should be clearly brought out in future contracts.</p> <p>5. For Sunday /Holiday work for TCLs weekly off is to be staggered.</p> <p>6. Standard Operating Procedure is to be introduced across BEML for labour / works contracts and uniform PO terms & conditions is to be introduced & followed across BEML.</p> |
| 4 | Procurement –Seal Kits | <p>a) Kit contents & Drawings in respect of all the existing kits need to be studied, revised and updated in the material master with communication to Materials Management and to be adopted in BOM.</p> <p>b) In 04 out of the 05 kits under study, Value of NOK-Items in the Kit contents is > 99%. Non-NOK Items contribute to only less than 1% of the kit value wise.</p> <p>i. Due to the inclusion of these Non-NOK items in the Kits, which are low in Value(<= 1%) as well as Qty., the OEM- M/s Sigma Freudenberg was unable to supply the Kits, as per their intimation.</p> <p>ii. In order to avoid supply of inferior parts, the Non-NOK items need to be excluded from the Kits. Else, the Kit contents can be bifurcated into 02- kits, one kit of NOK items & other kit of Non-NOK items procured from OEM M/s Sigma Freudenberg which can be pooled in locally by Mktg./ Service Dept.</p> <p>c) If the Kit contents are only of NOK-Items OEM - M/s Sigma Freudenberg NOK can participate directly in the Tender/LTA without any hassle and BEML can also reap in the Price benefits from the OEM.</p> <p>d) Design department should cross / verify all the kit drawings/SAP-BOM periodically.</p> <p>e) Quality department need to position inspection team in Marketing division to check the Quality/ specification of the Kit contents/ materials received at Mktg. Division. Also random check by sending to R&D lab to be practised.</p> <p>Concerned to be advised for a good co-ordination across various departments so that purchase of obsolete items are avoided otherwise resulting in loss of the company.</p> |
| 5 | Procurement – Imports | <p>a) SAP has to be customized for auto deduction of LD and manual entry of LD amount should be stopped. Manual calculation of LD and entry of same on SAP poses the risk of wrong entry.</p> <p>b) Corporate materials have to enumerate/amend the standard terms and conditions and communicate to all Heads of Materials Management of all divisions to ensure incorporation in every tender as mandatory.</p> |

| SI No | Department /Field | Improvements suggested by Vigilance |
|-------|-----------------------------|---|
| 6 | Payments | Finance department (Bills Payable) across BEML may strictly be instructed not to make payments against manual Purchase orders/Contracts. If any contracts are still running on manual mode, the same may be ported on SAP for any further action. |
| 7 | System Study | <ul style="list-style-type: none"> • The Bio metric attendance recording system should be made mandatory for recording of both reading staff no & thumb impression mandatory as being done at Corporate Office. • The attendance Recording system i.e., Computer of old version should be replaced immediately. • Signing of the Car log book by the user of the company car should be made mandatory. • Punching(OUT & IN) has to be made mandatory for Security incharge for his visit outside the factory premises during working hours and he should submit the report on weekly basis to Complex Chief. • As per HR mandate the police verification certificate of all the Security personals/employees should be submitted within the stipulated time frame. |
| 8 | Preparation of Bid document | <p>1) Corporate Materials have to frame the standard Terms and conditions which will be common for all Bids irrespective of types of contracts, purchase keeping in view of the CVC guidelines, BEML Purchase manual, Systemic Improvements proposed by Vigilance.</p> <p>2) Every two Bid tender will have three stages as below which needs improvements:</p> <p>a) Pre-qualification Bid (EMD, Tender Fee, Integrity Pact etc.,)</p> <p>b) Technical Bid(General Terms & Conditions, Qualifying criteria)</p> <p>c) Commercial Bid</p> <p>a) Pre-qualification Bid (EMD, Tender Fee, Integrity Pact etc.,)</p> <p>i) Presently at the Pre-qualification Bid stage , EMD and Tender fee is not linked to SRM portal. The same needs to be implemented for transparent way of acceptance/rejection of the Bidder at first level.</p> <p>ii) Further, the EMD amount of the Technically rejected Bids should be returned to Bidders at the prescribed time which should be very well mentioned in the Bid document in a transparent manner as per the IOM:CM/-39/Refund of EMDs/2016 dtd 20.10.2016</p> <p>b) Technical Bid(General Terms & Conditions, Eligibility criteria)</p> <p>i) At the Technical Bid stage Qualifying criteria which is should mandatorily be fixed which will be evaluated by the TEC members. The same should contain the technical points with respect to the procurement and the financial points to assess the Financial capacity of the bidder.</p> <p>ii) Qualifying criteria should not be only collecting information. Instead it should be specific, clear, Question form to meet Bid requirement. With the bidders reply accepting /rejecting the bid will be transparent.</p> |

| SI No | Department /Field | Improvements suggested by Vigilance |
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| | | <p>iii) Eg: In transport contract(facility of transportation for employees) : If the Bid calls for “Size of Fleet and Number of employees” , any answer from bidder should be accepted. Instead if the condition is specific &fixed in terms of size and number of employees, the Bid can be accepted/rejected in a transparent manner.</p> <p>iv) Based on the type of contracts like Civil, manpower requirement, service contracts etc., the basic Qualifying criteria (covering the technical aspects and financial capacity) in the Technical Bid has to be fixed by corporate Materials on which the TEC members will be evaluating the Bids. Further depending upon the contract requirement additional specific criterions may be added in the bid if required at the time of procurement.</p> <p>v) As earlier indicated vide note: CVO/SRM/SS2/045/17 dtd 12.01.2018,</p> <p>1) In every 2-Bid system, Technical Compliance sheet should be a mandatory requirement for Technical Bid. SRM Version 7 has to be enabled with the provision for the Bidders witness the details of technical compliance sheet of their Competitors after the Technical Bid Opening in their Dashboard and the final rate after the commercial Bid opening. This would also increase the transparency and competition in subsequent tenders.</p> <p>2) The above information should be mentioned upfront in the Bid invitation so that Bidders are aware and remotely witness the Bid at every stage of tendering in a transparent process.</p> <p>vi) The technical bid format as recommended, prepared centrally by Corporate Purchase Cell vide para (1) above , may include the following salient features:-</p> <p>i) Terms & Conditions, to evaluate the financial capacity of the bidder. The required limit of values, period etc. shall be specified clearly.</p> <p>ii) Terms & conditions, to evaluate the technical capability of the bidder to execute the work. The type of work executed, period, value of work executed, requirement of satisfactory work completion certificates etc. need to be mentioned clearly.</p> <p>iii) Terms & conditions, to evaluate whether the bidder has met all the statutory requirements.</p> <p>3) Evaluation of Technical Bid: Technical Bid evaluation should be done by the committee formed with due approval.</p> <p>4) The Technical scrutiny of the bids received from various firms against tender enquiry should be examined/evaluated by a Technical committee (preferably the same committee which prepares the technical bid format) and not by an individual (especially user department). This shall ensure that all the points in the technical bid format are examined during technical evaluation and certification by the Technical scrutiny committee shall emphasize transparency and accountability.</p> <p>5) The Technical committee for evaluation of Technical bids as mentioned in para (4) above should invariably examine / evaluate the bids in a meeting forum on a selected day. The Technical scrutiny / evaluation should not be done by one member of the committee and further forward the file along with the Technical scrutiny to other members individually for their coordination.</p> |

| SI No | Department /Field | Improvements suggested by Vigilance |
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| 8 | Procurement -Tyres | <p>1) Mysore Complex has to be instructed to store the existing stock of Radial tyres and all other tyres supplied as per the recommendations by Goodyear which is enclosed.</p> <p>2) The same instruction has to be passed on to all other BEML Complexes/ Divisions and Regional offices of BEML.</p> <p>As a good stores practice, FIFO has to be employed on all shelf life items throughout BEML including tyre, the same has to be captured on SAP as well.</p> |
| 9 | Procurement - Canteen Items | <p>1. To avoid dependency on single vendor it is proposed to place order on 2-3 vendors on division of patronage basis at L1 price as per BEML purchase manual clause 6.6.8 under DIVISION OF PATRONAGE.</p> <p>2. Vendors, who are all supplying the commodities to the canteen (Rice, Dhal, Sugar etc.) should obtain genuine technical/quality test certificate from the reputed government institution for the items being supplied to BEML. It has to be made as mandatory.</p> <p>3. Third party inspection facility/certification is to be adopted for sample testing and also for bulk supply of Rice for identification of Raw Rice or Steam Rice.</p> <p>4. CCTV coverage/Photography is to be made for all canteen items while unloading at Canteen Store.</p> <p>5. Sample Acceptance Committee should draw the 3 nos.1kg. Specimen Sample Rice for Bulk Supply Checking from 25 kg. Rice supplied by Vendor for the purpose of Test Cooking. These Specimen Sample Rice so packed should be heat sealed with identification and dispatched to divisions through Corporate Materials.</p> <p>6. Following points for Rice contract to be incorporated in the PO: - Brand of the Rice with breed type - Type of Rice should be indicated on the Rice Bag " Raw Rice" - Net Weight</p> <p>7. Price variation clause is to be incorporated in the PO for variation in price beyond 5%</p> <p>8. For Price Negotiation with vendor, Committee should have whole sale market price information.</p> <p>9. No bidder is to be removed in the bidding process without following the company guide lines for black listing. Further, for ongoing bidding process if any doubt arises for unfair acts on any vendor, then same should be established before rejecting the said vendor.</p> |

CASE STUDY - 1

Subject : Irregularities in TA/DA claims during Official visits.

- Payroll In charge while processing the OSP Claims of a personnel got suspicious of his abnormal claim and the enormous amount which was paid by the personnel in cash during demonetisation period and forwarded to Vigilance for verification. On identifying prima facie irregularities, vigilance undertook detailed investigation on all the TA/DA claims to that particular region.
- Vigilance investigation revealed that the hotel room bills were inflated to maximum eligible lodging charges of the personnel in collusion with the hotel staff in order to derive pecuniary gains. In some of the bills, signatures on the bills presented for claims did not pertain to any of the Hotel Staff/ Management. In some cases, the bills presented were not genuine.
- In all 32 personnel have submitted fake/ inflated Hotel Bills to suit their eligible Hotel Tariff rates and thus, indulged in fraud inflicting financial loss to BEML, to the tune of Rs.7,61,870/- for the period from JAN-2016 to MAR-2017 during their Official trip

CASE STUDY - 2

CASE STUDY ON PROCUREMENT OF CANTEEN ITEMS

Investigation revealed that poor quality of canteen item-A supplied by Vendor "X" fraudulently against PO good quality of item. As a result, Company has paid excess amount of Rs 7.60 lac to Vendor.

Poor quality of canteen item supplied fraudulently against good quality of item on account of following irregularities:

- Purchase Department forwarded the non-confirmed Samples received from vendor-X to divisional inspection Committee for bulk supply checking without ensuring the 1kg. Item A sample quality.
- Divisional Inspection Committees cleared the bulk supplies of item-A without ensuring the Quality of Item-A is as per PO and also not matched bulk supply Item A quality with 1Kg sample-A.
- Divisional Bills Payable section processed the payment without ensuring Invoice raised by vendor "X" is as per PO or not.

Irregularities Observed in other Canteen Items Procurement:

Vendor-"X" has also placed following 4-canteen items Pos to vendors on open tender basis.

- Item-B : 36,300 Kg. @Rs.95/Kg
- Item-C : 14,500Kg.@Rs.99/Kg.
- Item-D : 36,500Kg.@Rs,40.05/Kg.
- Item-E : 58,000Ltr.@Rs.81/Ltr.

Irregularities:

- Purchase Department rejected the bidders unfairly though qualified for commercial bidding process:
- Price Negotiation Committee constituted without Competent Authority Approval:
- Poor Negotiation of price after 2 months of Bid receipt without assessing the market price.
- Purchase Department forwarded non-confirmed samples of 3 Canteen items to divisional inspection Committee for checking Bulk Supply without ensuring the quality.

Risk Assessment:

It is also Observed that Company is procuring around 12.00 Crs. to 13.00 Crs. Canteen items per year and there is a High Risk of Huge Revenue Leakage on account of followings:

- Poor quality supply made against the order for good quality of canteen items
- Poor Negotiation of price after 2 months of Bid receipt without assessing the market price.
- Rejecting the bidders unfairly during technical evaluation and defeating the purpose of fair selection, transparency and price competitiveness among the vendors.
- Absence of Price Variation Clause (PVC) in the PO terms.

Conclusion:

On detail Investigation, it is concluded that on account of weak internal control, improper purchase procedure followed, gross negligence and mala fide intention on the part of Corporate Purchase Team, Inspection Committee, Price Negotiation Committee & processing of payment without cross verifying with PO, the above irregularities occurred:

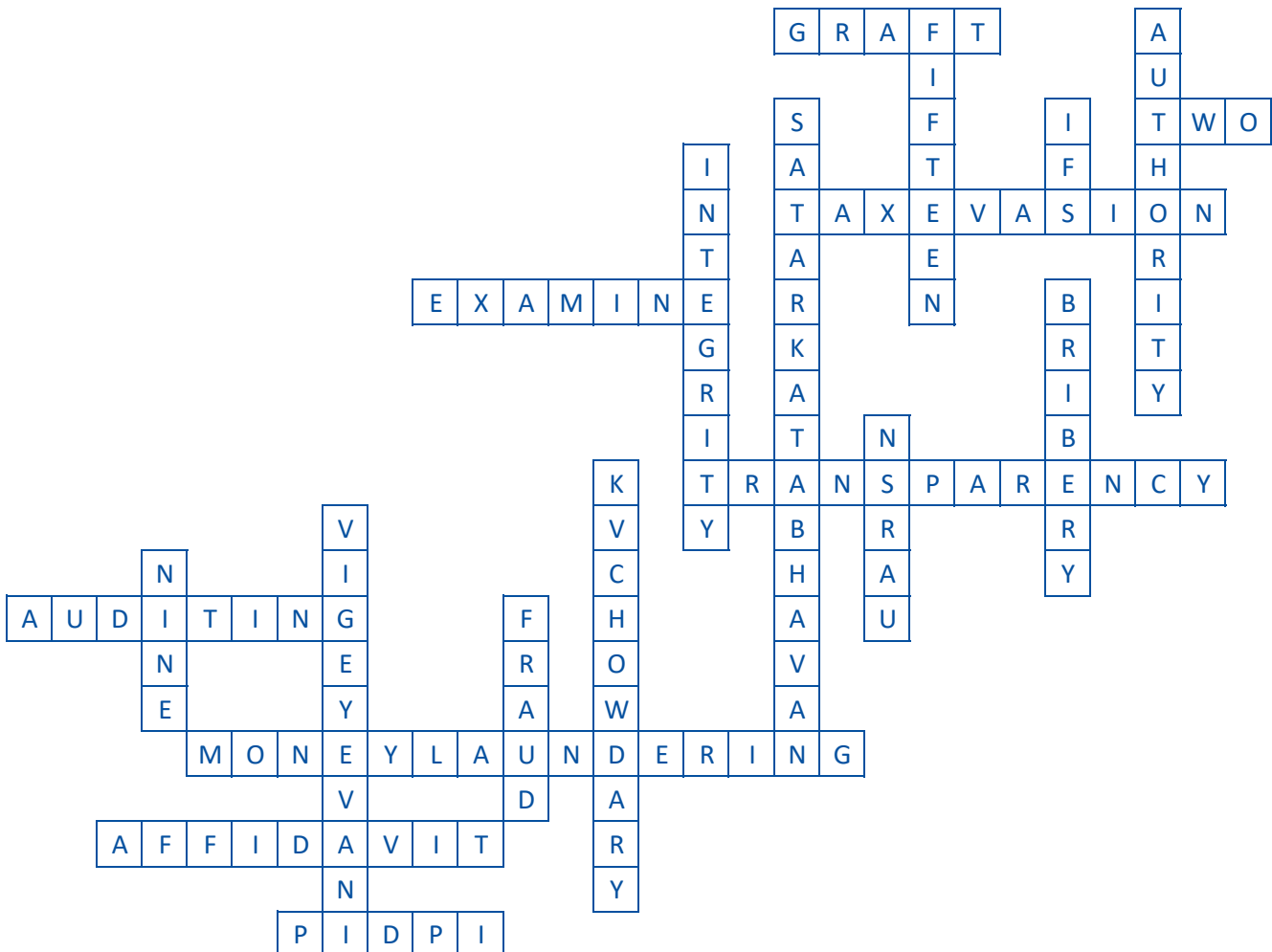
Recommendation:

- i. Disciplinary proceedings are to be initiated against the concerned personnel identified in the investigation report.
- ii. On investigation, it is confirmed that M/s. "X" has adopted unethical acts and claimed from BEML @ Rs.49.50/Kg for Item-A by supplying the poor quality fraudulently and as a result ,BEML has incurred a loss of Rs 7.60 lac (Qty 38000 kg x Rs 20 as price difference) which has to be recovered from M/s. "X".
- iii. Vendor "X" to be blacklisted as per Company Guidelines for doing fraudulent acts of supplying poor quality of item-A in place of good quality to get undue financial gain.
- iv. Detail investigation is to be carried out for the previous 2 years supply of 4.67lac Kg. by constituting a committee and a report to be submitted to Vigilance for further action.

Systemic Improvement:

- i. To avoid dependency on single vendor it is proposed to place order on 2-3 vendors on division of patronage basis at L1 price as per purchase manual clause 6.6.8 under DIVISION OF PATRONAGE.
- ii. Vendors should obtain genuine technical/quality test certificate from the reputed government institution for the items being supplied to Company-"X", It has to be made as mandatory.
- iii. Third party inspection facility/certification is to be adopted for sample testing and also for bulk supply of Item-A.
- iv. CCTV coverage/Photography is to be made for all canteen items while unloading at Canteen Store.
- v. Price variation clause is to be incorporated in the PO for variation in price beyond 5%

Corruption Crossword Competition - Answers

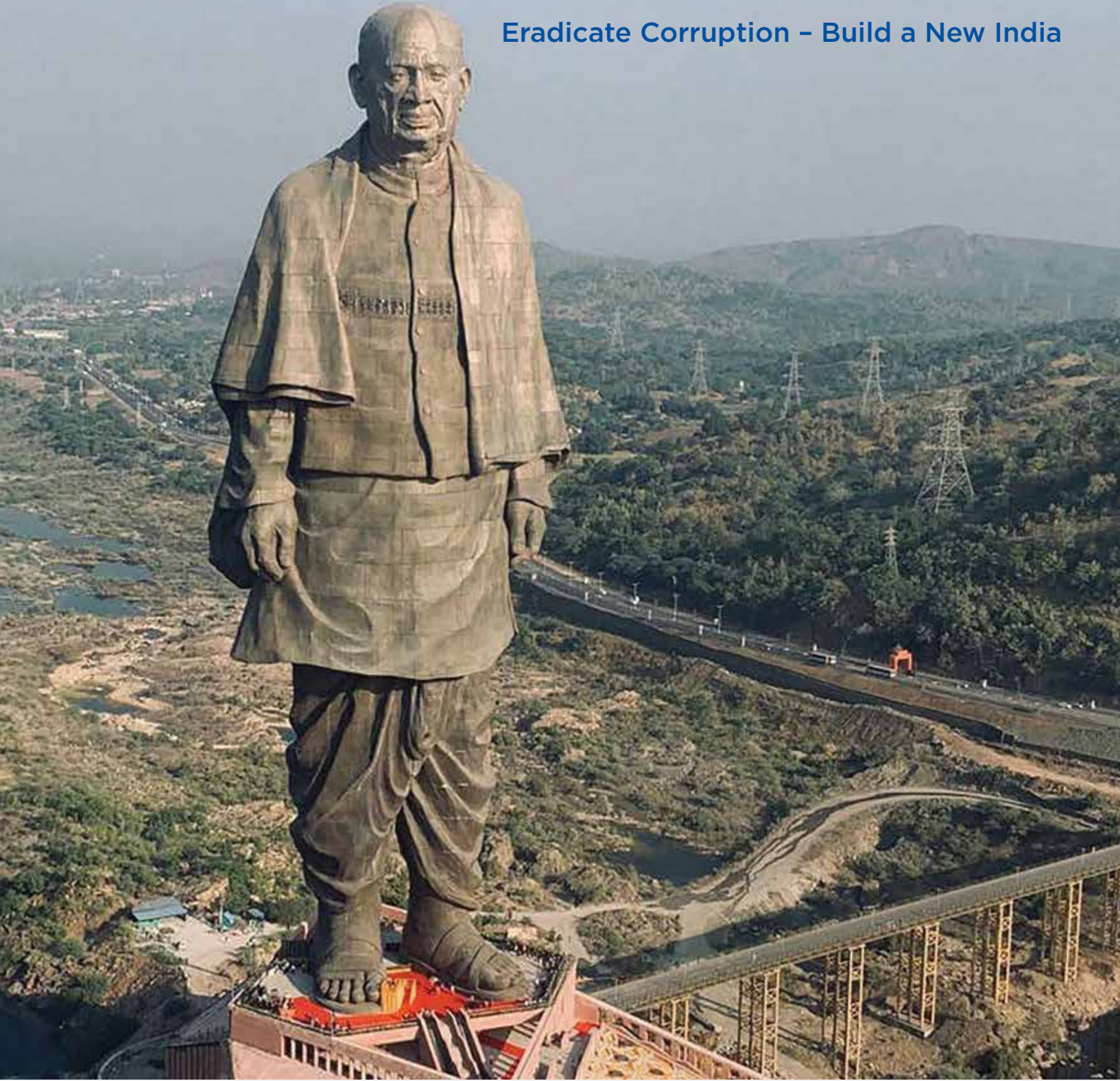




BEML Vigilance executives receiving award from Chief Vigilance Commissioner.



Eradicate Corruption - Build a New India



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