

MISHRA DHATU NIGAM LIMITED (MIDHANI)

Vigilance Awareness Week-2019

(28th Oct - 02nd Nov 2019)

“Integrity- A Way of Life”

INTEGRITY PLEDGE

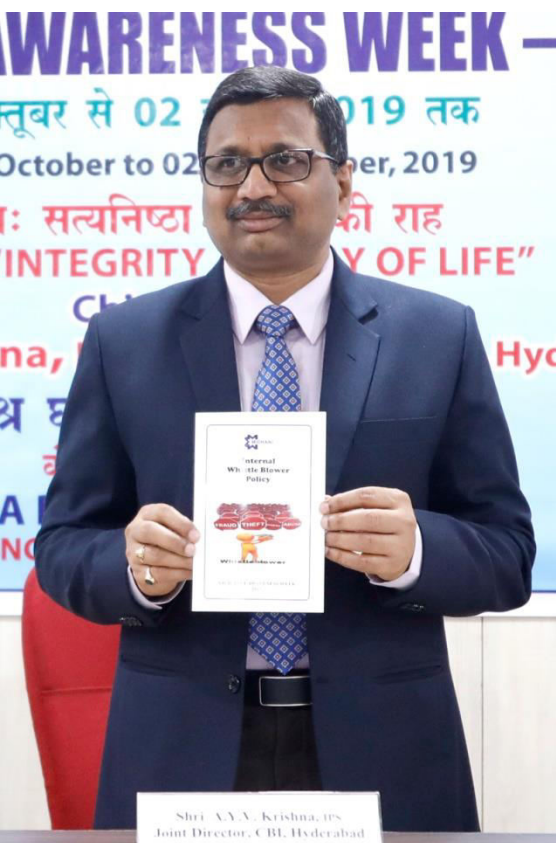


Administered the Integrity Pledge with employees and school children.

Organized 4 KM WALKATHON on the theme “INTEGRITY – A WAY OF LIFE”



Valedictory Program



Shri A Y V Krishna, IPS, Joint Director, CBI, Hyderabad attended the Valedictory program as the Chief Guest.



Workshop on “Ethics, Integrity and Moral Values at Work Place”.



Shri Ashutosh Kumar Mishra, Adviser to partnership for Transparency interacting with the employees during the workshop.



200 employees from MIDHANI and BDL attended the program.

Setting up of **INTEGRITY CLUB** at BPDAV School

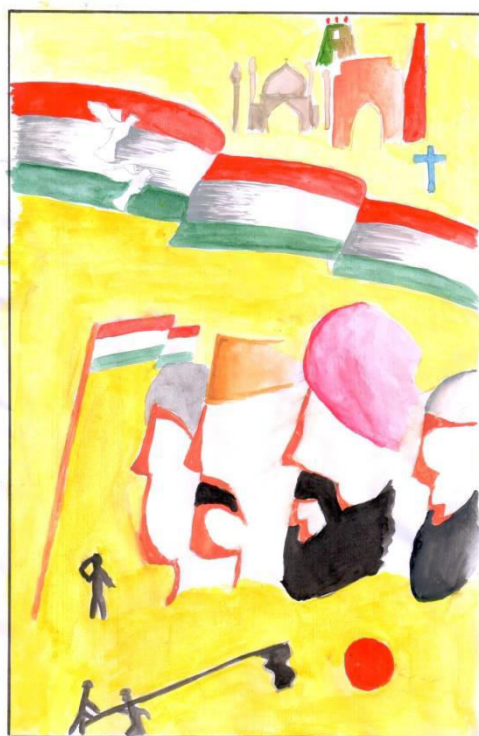
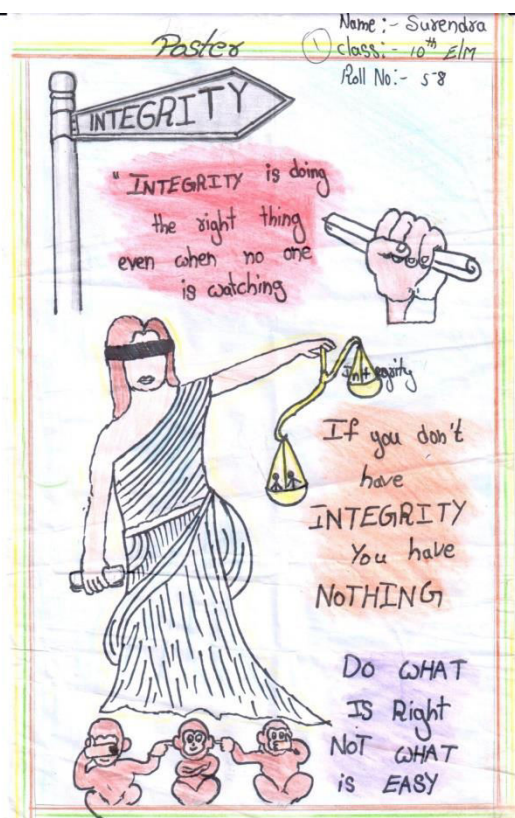


As a first step towards the formation of the Integrity Club, permanent display boards compiling the journey of Mahatma Gandhi depicted through stamps titled **“Quotes of Mahatma Gandhi – A Philatelic Tribute”** prepared by CVO, MIDHANI were inaugurated by CMD and Directors at BPDAV school to commemorate the 150th Birth Year celebrations of Gandhiji to motivate the children to adopt some of the values enunciated by Gandhiji.

Distribution of Merit certificates and Prizes to winners of the competitions held during the week



Few prize winning Posters by School children as part of Poster making competition



Organized GRAM SABHA at Nandigama Village, Sangareddy District associating with BDL.



Media Coverage



Midhani observes Vigilance Week

HANS BUSINESS

Hyderabad: Mishra Dhatu Nigam Limited (Midhani), a mini-ratna Defense PSU, said it recently observed Vigilance Awareness Week 2019. The theme of the event was 'Integrity - A Way of Life.'

The company set up an Integrity Club at BPDVA School and held various competitions for Midhani employees, along with school and college students. "The Integrity Club founded in schools and colleges as part of Vigilance Awareness, was established with an aim to imbibe ethical values in the young minds as

future belongs to them," it added. As a first step towards the formation of the club, a permanent display board compiling the journey of Mahatma Gandhi was put up. Dr Vennam Upender, CVO, made this board through stamps, and the title was "Quotes of Mahatma Gandhi - A Philatelic Tribute."

It was inaugurated by Dr Dinesh Kumar Likhi, CMD, and other Directors of Midhani at BPDVA School. Inaugurating the club, CMD, Directors and CVO interacted with the school children and emphasised on adopting some of the values enunciated by the Father of the Nation.

- Hindi Milap
- Swatantra Vaarta,
- Shubh Labh,
- Hans India.

Pamphlets



INTEGRITY PLEDGE FOR CITIZENS

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 high standards of honesty and integrity at all times and support the fight against corruption.

I, therefore, pledge:

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

Take e-Pledge at <https://pledge.cvc.nic.in> and get "Certificate of Commitment" from CVC.

VIGILANCE AWARENESS WEEK - 2019
(28th October to 02nd November, 2019)



HONESTY
PAYS HONOURS AND
CORRUPTION
DISHONOURS



VIGILANCE DEPARTMENT
MISHRA DHATU NIGAM LIMITED
P.O. Kanchanbagh, Hyderabad – 500058.

Pamphlets printed with
ANTI –CORRUPTION message and
the CVC's Integrity pledge for citizens

JAGRUTI (MIDHANI IN-HOUSE VIGILANCE MAGAZINE)



MESSAGE

I am happy to know that the Central Vigilance Commission (CVC) is organizing Vigilance Awareness Week on the theme "Integrity - a way of life" from 28th October to 2nd November, 2019.

CVC is the apex vigilance institution of India. It has been working relentlessly towards eradicating the menace of corruption by infusing greater transparency and accountability into the functioning of public institutions.

We must empower the general public so that they actively participate in the governance process. Awareness is a necessary pre-condition to participation.

I am glad to learn that during the Vigilance Awareness Week, officials of the vigilance organizations along with public and private organizations will conduct seminars, lectures, debates, plays and drawing competitions in schools, colleges and at other places. Such outreach activities will certainly help in informing and educating the general public about the derogatory effects of the formidable challenge of corruption.

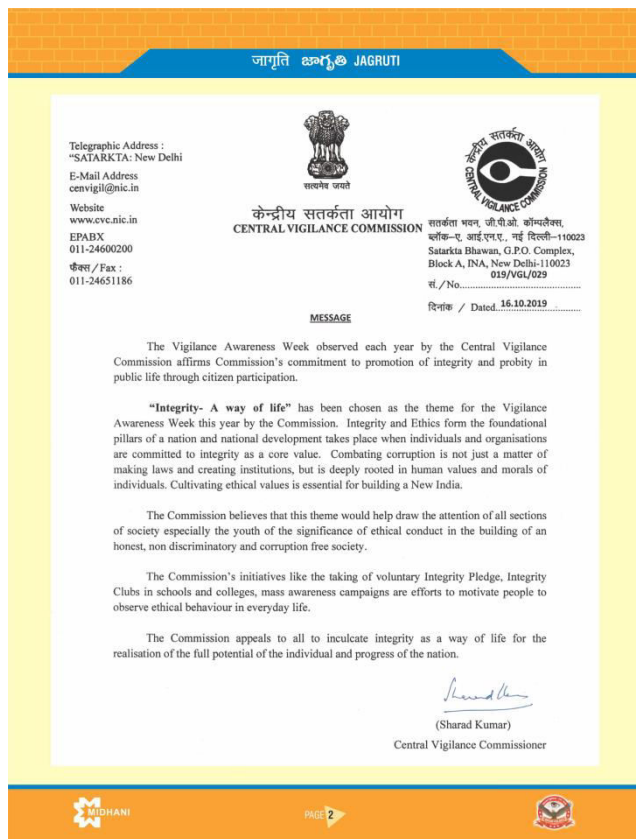
I appreciate the role played by the CVC in the promotion of transparency, accountability and efficiency in governance.

I hope that the "Vigilance Awareness Week" will go a long way in strengthening the national movement against corruption.

I wish the CVC all success in its future endeavours.

New Delhi
23rd October, 2019

(M. Venkatesh Naidu)
(M. Venkatesh Naidu)



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केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION



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

MESSAGE

The Vigilance Awareness Week observed each year by the Central Vigilance Commission affirms Commission's commitment to promotion of integrity and probity in public life through citizen participation.

"Integrity- A way of life" has been chosen as the theme for the Vigilance Awareness Week this year by the Commission. Integrity and Ethics form the foundational pillars of a nation and national development takes place when individuals and organisations are committed to integrity as a core value. Combating corruption is not just a matter of making laws and creating institutions, but is deeply rooted in human values and morals of individuals. Cultivating ethical values is essential for building a New India.

The Commission believes that this theme would help draw the attention of all sections of society especially the youth of the significance of ethical conduct in the building of a honest, non discriminatory and corruption free society.

The Commission's initiatives like the taking of voluntary Integrity Pledge, Integrity Clubs in schools and colleges, mass awareness campaigns are efforts to motivate people to observe ethical behaviour in everyday life.

The Commission appeals to all to inculcate integrity as a way of life for the realisation of the full potential of the individual and progress of the nation.

(Sharad Kumar)
(Sharad Kumar)
Central Vigilance Commissioner



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C&MD's MESSAGE



Dear Colleagues,

My greetings to you all.

The theme for this year's Vigilance Awareness Week is "INTEGRITY - A WAY OF LIFE". It is vitally important at a workplace to enhance the proper and ethical processes and practices in Organizations. In this context, the Vigilance Department is bringing out an In-House Vigilance magazine "JAGRUTI" to sensitize all employees on the need to ensure integrity not only at the workplace but also in their day-to-day life.

Integrity is one of the essential value an Employer always seeks in her / his employees. Professional Integrity prevails when a person adopts her / his values and integrity to her / his chosen profession and job.

We, in Public Sector are Trustees to public wealth and Government property. We should always ensure that all our actions are aimed at common good and we should not indulge in any activity that benefits self or few individuals compromising the interest of the society.

I am happy that the outreach efforts undertaken by our Vigilance department over a period of time to inculcate ethical education among children is proving useful in imparting value education. This will strengthen the very fabric of society to adopt value-based conduct.

I am also very happy to note that in MIDHANI, we are making efforts to bring in systems and processes to enhance transparency and accountability in all our functioning. IT enabled tools like submission of Online Annual Property Returns, online NCC request, Bill Tracking System and E-payment initiatives etc. are some examples of our efforts in this regard and many more are on the way. The latest addition has been in bringing out a policy on "Whistle Blower Mechanism" by which an employee of MIDHANI can disclose the instances and incidents of unethical behaviour, actual or suspected misconduct, fraud, any type of corruption or violation of the company's Code of Conduct, secretly to a designated authority.

I compliment Dr. Upender Vennam, CVO and his team for scheduling various programmes for the successful conduct of Vigilance Awareness Week - 2019 from 28-10-2019 to 02-11-2019 and wish a grand success of the same.

JAI HIND.

Dr. DINESH KUMAR LIKHI
Chairman & Managing Director

CVO's MESSAGE



The theme chosen by Central Vigilance Commission (CVC) this year for Vigilance Awareness Week is "INTEGRITY - A WAY OF LIFE".

Integrity is a virtue and it can be acquired with conscious effort. None is born with the virtues nor one can inherit virtues automatically. Principled living is an essential ingredient of realizing one's inner self. Mahatma Gandhi said: "You may have occasion to possess or use material things, but the secret of life lies in never missing them." When Gandhi died, he had less than ten possessions including a watch, spectacles, sandals and eating bowl. In some other occasions, Gandhi said: "There is a sufficiency in the world for man's need but not for man's greed"; "Live as if you were to die tomorrow, learn as if you have to live forever"; "The main purpose of life is to live rightly, think rightly, act rightly. The soul must languish when we give all our thought to the body."

It is obvious that we are all aware of what constitutes misconduct or wrong doings. Still some of us, for reasons do not stand to test of morality, resort to various misdeeds. The Code of Conduct demands us to rectify or face action for that. It should be our endeavour to know the wrong actions and abide the code strictly. Integrity, we need to engrain in our day-to-day life and pass it on to progeny as a valuable legacy. As a law abiding citizen or more particularly as a disciplined employee, we need to respect ethical practices and follow them without compromise. Let us all reaffirm our commitment in ensuring Integrity as a way of life and motivate others to do so.

Dr. UPENDER VENNAM, IAS
Chief Vigilance Officer



जागृति जागृति JAGRUTI

Investigation of Disproportionate Asset Cases.



Shri A.Y.V. Krishna, IPS,
JD, CBI, Hyderabad

MEANING OF THE D.P. ASSETS IN COMMON MAN'S LANGUAGE : Think of a water tank containing a few visible inflow pipes and some outflow pipes. If the total inflow and outflow of water during a particular period of time are correctly calculated and the water already available in the tank at the commencement of the period is known, the quantity of water that should be in the tank at the end of the period can be computed and this should normally tally with or be near about the quantity actually available in the tank. If, however, considerably more water than thus calculated is found in the tank, it is clear indication that there is an invisible inflow pipe.

Water Inflow into the tank Outflow from the tank = Balance available in the tank at the commencement of the period

(90 Ltrs) + (60 Ltrs) - (55 Ltrs) = 95 Ltrs.
Assets + Income - Expenditure = Assets that should be available

But the balance actually available is 170 Ltrs. It means that there is secret and invisible inflow of water (income) in the tank to the tune of 75 Ltrs., which in the case of public servants would be bribes taken by him.

WHY A NEED FOR SEPARATE OFFENCE OF D.P. ASSETS : As detecting various individual acts of corruption committed by a public servant is virtually impossible, the corrupt public servant is caught in due course when his corrupt earnings burst at the seams and take the form of disproportionate assets. It is indicative of long term corruption i.e., repetitive or prolonged acts of corruption.

DEFINITION OF OFFENCE : "Sec.13(1)(c) A public servant is said to commit the offence of criminal misconduct:- If he or any person on his behalf, is in possession or has, at any time during the period of his office, been in possession for which the public servant cannot satisfactorily account, of pecuniary resources or property disproportionate to his known sources of income. Any public servant who commits criminal misconduct shall be punishable with imprisonment for a term which shall be not less than one year but which may extend to seven years and shall also be liable to fine.

EXPLANATION : For the purposes of this section, "known sources of income" means income received from any lawful source and such receipt has been intimated in accordance with the provisions of any law, rules or orders for the time being applicable to a public servant". State Prosecution Vs. Bharat Chandra Raut, 1995 Cr.L.J.2417, the Supreme Court held in this case that every receipt in the hands of recipient would not become income. Like income from graft/crime/immoral activities can not be taken as income.

PRELIMINARY VERIFICATION AND REGISTRATION OF CASE: Precautions to be taken before registration of a case of DP assets. Checking up the reputation of the public servant, Standard of living, discreet and secret verification of the ownership of immovable properties, visual inspection of immovable properties, checking up, if possible, the possessions in the residence, scrutiny of the income tax records of the public servant and his family members, verifying the financial background of the parents of the public servant and his wife, scrutiny of the personal file (including property returns) of the public servant, making discreet enquiries at the native place/home town and such previous places of posting as deemed necessary to locate assets, such other secret and discreet verification as is possible, a specific authority under section 17 of the PC Act is required to be issued by the SP in favour of the investigating officer for starting the investigation.

AFTER REGISTRATION OF THE CASE: Search of residence and office room of the public servant - under section 93(1)(c) or 165 Cr.P.C., Good coloured photos of house of accused, luxury items should be taken with negatives preserved with the identity of the photographer. Items likely to decay can be sold by auction with permission of the Court under section 451 Cr.P.C., Cash seized during search should be deposited in a current account opened in a nationalized bank unless identity of currency notes is important. Valuation of articles at the time of acquisition, Relevant documents including bank documents should be seized. Efforts to trace bank lockers and lockers in private agencies. IO should look out for locker key. Requirement to the bank manager under section 102 Cr.P.C. not to permit the operation of the lockers. In case of vehicles, speedo meter reading should be noted, Inventory of kitchen items, It will give an idea about

JAGRUTI (contd.)

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standard of living, Inventory of imported items without customs clearance, Freezing credit balances in bank accounts, FDRs and lockers of Accused Officer and his family members without delay, Special lookout for passports and property documents.

ACTION AFTER THE SEARCHES : To file an application in the district court for attachment of properties under Criminal Law Amendment Ordinance 1944 after getting authorization in favour of the Investigating Officer from the State Government. Request for obtaining statements 1 to VI from the public servant through Head of Department. Issuing requisitions for obtaining various documents and particulars like pay and allowances, personal files, property returns file, service particulars, statement of accounts, account opening forms, sale purchase deeds, LIC particulars, post office schemes particulars, income tax and wealth tax file etc. Issuing request to PWD for valuation of immovable properties. Scrutinizing seized bank accounts and corresponding vouchers and account opening forms. Request to the Income Tax Department not to accept returns under voluntary disclosure schemes etc. Examination of AO with reference to seizures and ascertain his version before he comes up with the defence story. Subsequent examination of accused after receipt of property statements 1 to VI and completion of the investigation. Consultation with technical experts like Chartered Accountant wherever necessary to dig out hidden transactions.

CHECK PERIOD : Full service need not be taken as check period, it could be a shorter period of service keeping in view acquisitive activity of the public servant as decided by the Supreme Court in State of Maharashtra Vs. P.D. Dhanwalia AIR 1988 SC 88 - 1988 Cr. L.J. 183. This judgement also decided that once it is proved by the prosecution that the A.O. is in possession of D.P. Assets, the burden of proof is lifted from the shoulders of the prosecution and descends upon the shoulders of the defence. This view was also held by Supreme Court in M. Krishna Reddy Vs. State DSP Hyderabad. - AIR 1993 SC 313; 1992 SCC (Cr) 80/1.

CRITERIA FOR SELECTING CHECK PERIOD : Acquired large assets and incurred heavy expenditure, got a particular posting or promotion having public dealings and chances of corruption, many acquisitive activities took place and the check period should be neither too long nor too short. Whatever may be the check period, no prejudice should be caused to the public servant and due credit should be given for assets/savings on the date of commencement of the period of check. The period of check should be finalised within 3 or 4 months from the time of search.

COMPUTATION OF INCOME : While calculating income of the AO, the IO should not leave out any known sources of income, which means sources of income known to the prosecution on thorough investigation of the case. The sources of income generally consist of the following:-

1. **Pay and Allowances:** This should be net and not gross.
2. **TA and DA** - ordinarily not a source of income as these are meant to reimburse the public servant for out of pocket expenses
3. **Income from immovable property** - will include profit accruing from sales, compensation on acquisition or by way of rental income. The relevant records to be collected for this purpose are income tax returns, property returns, bank records, municipal records and rent receipt etc.
4. **Income from agricultural property** - requires a thorough and detailed investigation by reference to the size of holding of land, nature of land, kind of crops produced, relevant revenue records, commodity price index, assessment of yield and expenditure on purchase of seeds, fertilizers and irrigation etc.
5. **Disclosure of agricultural income in income tax returns** - wherever it is taxable.
6. **Income from movable assets** - this income will arise from dividends, interests or profits on shares etc. should be reflected in income tax returns.
7. **Gifts:** Heavy claims of income are made through gifts. Whether intimated or not under conduct rules, whether donor is capable of giving gifts or not, whether he has intimated his own Department or not (if applicable). Evidence should be gathered to prove the financial status of the parents, parents-in-law and other close relatives of the A.O. since they would figure as defence witnesses to say that they gifted or lent huge sums of money to the A.O. Gifts in cheques need thorough investigation: Information by donor to his department
8. **Loans and Advances:** Loans from Government Agencies, Loans from relatives/friends - difficulty in investigation, capacity of loan, intimation to the department. Entry in Books of accounts, Income tax returns and bank accounts etc. Repayment of loan with interest - should come in expenditure.
9. **Profit on disposal of assets :** Profit / Loss on sale of assets during the check period should be included as income or expenditure as the case may be.
10. **Income from miscellaneous sources** - like maturity of LIC policies, withdrawal of PF funds, income tax

refunds, dairy income, income of wife giving tuition etc. and any other sources of income.

11. **Seizure of Video cassettes for various functions** - claims of MOI etc. to be scrutinised before acceptance.

COMPUTATION OF EXPENDITURE :

1. The expenditure can be divided into house hold expenditure as well as other expenditure. The house hold expenditure can be divided into kitchen expenditure and other house hold expenditure.
2. Estimation of house hold expenditure:
 - (i) Number of family members.
 - (ii) Standard of living.
 - (iii) Enquiry from neighbours.
 - (iv) Probe into bank accounts about monthly withdrawals.
 - (v) With reference to department of statistics
3. Money spent on purchase of assets should not be included under the head of expenditure and vice-versa
4. The verifiable items includes:- House rent, electricity and water charges, education expenses of children, maintenance of conveyance, payments made to petrol pumps, video libraries etc., expenses on clubs etc., payment of insurance premia, losses on disposal of assets, income tax payments other than deductions at source, house tax and other municipal taxes paid in respect of property, bank charges and interest paid on overdraft and loans, medical expenses which are not reimbursed, Expenses on gas, repayments of loans and advances etc., expenses incurred on travels through travel agencies.
5. Expenses incurred on marriages of issues may also sometimes be verifiable. Full details about them, wherever possible, should be collected. GPW withdrawals, withdrawals from bank accounts and loans taken just prior to and soon after the date of the marriage would also be useful evidence in computing expenses incurred on a marriage.
6. Non verifiable items including kitchen expenses, expenses on clothing and linen etc. (1/3rd Gross Salary minus tax paid) State of Punjab Vs. Sajjan Singh (AIR 1964 SC 465)
7. Normally for non verifiable expenses we consult department of statistics.
8. If possible collect evidence about the expenses and avoid approximation as far as possible.

CAUTION: If the fate of a case is too much dependent on non-verifiable expenses, it would be a weak case.

COMPUTATION OF ASSETS

Asset means total value of movable and immovable properties at the time of acquisition by the public servant and in his possession at the end of the check period.

Immovable Assets: Normally the value of assets is determined with reference to the registration of records. In case of under value, sale of property in the area should be probed, Scrutiny of bank accounts, GPW withdrawals and loans taken etc. will give an idea. The scrutiny of the bank accounts of the seller, Strong evidence should be collected to prove under valuation, Valuation of immovable property, Reference to PWD/ Income tax authorities (Quality of construction, Year of construction, Approved plan etc., Information given to HDFC, HUDCO, LIC, Bank etc., for taking loans. The technical expert should give justification for his valuation). Valuation by the accused officer will need strong evidence to rebut the valuation of Accused Officer as he will also get advice from Approved valuers. Valuation of the building should be done immediately after search.

Movable Assets: The IO should ensure that all movable assets are taken into consideration which will include Bank balances in various forms, NSC, IVP, NSS, Post Office schemes etc., Investment in U.T.I. shares and debentures and loans to private persons, various LIC policies and premium paid. All other miscellaneous investments. While valuing assets, only the cost paid at the time of acquisition should be taken and not the present value.

Benami Assets : Investment made by the public servants in the names of his relatives are to be treated as assets acquired by the public servants. The burden of proof is on the prosecution and the evidence to be collected to prove the same will include, Custody of the title deeds, tax payment receipts, ground rent payment receipts and other receipts etc., the source from where the purchase money came, the person who actually derives the income from the property, the possession of and control over the property, the motive for giving transaction a benami colour, the relationship between the public servant and the ostensible owner, the conduct of the purchaser concerned in dealings after the purchase, correspondence between the public servant and benami owner, the financial capacity of the benami owner, Examination of tenant of the property and the neighbours, examination of bank officers, seizure of power of attorney or agreements between seller and buyer etc. The benefit of the income derived from the said benami property need not be computed in favour of public servant as the very act of purchase of benami property was illegal and the benefit of illegal income need not be given to the Accused, even if the benami property is included in the Assets of the A.O.

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ATTACHMENT OF PROPERTY: The attachment could be got done under the provisions of the Criminal Law amendment ordinance 1944 by filing a petition in the Court of a District Judge under section 3 of ordinance.

COURT ORDERS INTERIM ATTACHMENT - which can be made absolute after hearing the accused side. The property is liable for confiscation if the case is convicted. The Special Judge acquires empower only after the charge-sheet is filed and the cognizance of the offence is taken by the Court.

EXAMINATION OF PUBLIC SERVANT : After collecting all materials, the AO should be examined again. If there are contradictions in his earlier version and the present version, further evidence should be collected to rebut the same.

COMPUTATION OF DA

- a) Statement 'A' - Assets held before check period (A)
- b) Statement 'B' - Assets held at the end of check period (B)
- c) Statement 'C' - Income earned during check period (C)
- d) Statement 'D' - Expenditure incurred during check period (D)
- e) Savings during the check period = (C) - (D)
- f) Assets acquired during check period = (B) - (A)
- g) Amount of disproportion (DA) = [(B)-(A)] - [(C)-(D)]
- h) Percentage of disproportion (DA%) = [(DA) x 100] / C

SYSTEMIC IMPROVEMENT SUGGESTIONS

The systemic improvement in this section has been done in the Company as a result of systemic improvement suggestion from Vigilance Department, MIDHANI.

Human Resources area:

- Initiated the Verification process of Credentials (Education Qualifications, Past Experience and Caste certificates) of all Lateral entrants (both Executives and Non-Executives) by HR department and Vigilance department is reviewing the process of the verification at regular intervals.
- In case of Promotion Policy for Executives, Management was advised to distribute the '15' marks provision against five (05) defined parameters to remove the subjectivity inline with DDP/MD letter no. 8/75/2017-D(Co-Ord./DDP) dated 16th Oct., 2017. Accordingly, Management had implemented the suggestion in DPC-2019.
- Online submission of Vigilance Clearance request is introduced.
- Online submission of Annual Property Returns (APR)s commenced.
- Amended the Whistle Blower Policy - 2015 in accordance with the latest PIDPI guidelines and got approved by the Board of Directors.
- "SOP for Lateral Recruitment process" is introduced.
- "Internal Job Rotation Policy for Executives working in Sensitive areas" is introduced.

Procurement area:

- To have better / wider competition, advised the Management to exempt PSUs/Government Organizations from submission of Earnest Money Deposit (EMD) and Security deposit (SD) in case of Open tenders.
- Advised Management to incorporate the following clause in all Open tenders to avoid cartel formation: "Only one vertical (company) from group companies will be eligible to participate in the tender. MIDHANI reserves the right to reject the bids of all such parties summarily, if it is found that verticals under the same organization have participated".
- In order to facilitate the suppliers and contractors to get the status of their Bills against various Purchase Orders and Contracts executed, Vigilance department suggested Management to implement "Online Bill Tracking system" to put in place and the system is under implementation.
- An advisory note was given to In-charge Procurement division stating that, MIDHANI shall sign the High Seas Sale agreement with the supplier only after fulfilling the Purchase Order terms by the supplier like submission of Security Deposit etc., for the future contracts / Purchase Orders in the interest of the Organization.

साहस, सतर्क और लाभ

साहस और सतर्क दो दोस्त थे। दोनों का साझेदारी में एक व्यापार था। साहस में व्यापारिक सूझबूझ बहुत थी मगर किसी भी व्यावसायिक अवसर को सवाना उसे मंजूर नहीं था इसलिए हर व्यावसायिक प्रस्ताव में बिना सोचे समझे उसकी सहमति रहती थी।

दूसरी तरफ सतर्क बहुत दूरदर्शी था। किसी भी व्यावसायिक प्रस्ताव के हर पहलू को बारीकी से विश्लेषित करने के बाद ही वह किसी प्रस्ताव पर अपनी सहमति देता था।

विपरीत व्यवहार होने के कारण साहस और सतर्क कभी कभी तर्क विवाद की कानों में मगर अंत में साहस को सतर्क का नजरिया समझ में आ जाता था।

दोनों की आपसी समझ और सूझ बूझ ने उनका व्यवसाय लगातार उन्नति कर रहा था।

एक बार व्यवसाय के सिलसिले में दोनों किसी दूसरे गृह में गए। वहाँ बहुत बड़ा व्यावसायिक सम्मेलन था। बड़े बड़े व्यापारिक घराने उस सम्मेलन में आए थे।

तभी साहस और सतर्क की नजर एक व्यक्ति पर पड़ी। उसका व्यवहार, बात करना, तीर तीरके मस बातें थे कि वह कोई बहुत बड़ा व्यापारी है। दोनों को लगा कि उसने दोस्त की तैयारी के लिए अच्छा रखा।

उसने बातचीत करने पर पता चला कि उसका नाम बाबू है और वह कई व्यावसायिक प्रतिष्ठानों में सलाहकार के तौर पर काम करता है। साहस ने बिना डर किए लाभ को साझेदारी का प्रस्ताव दिया। लाभ में प्रस्ताव सार्थक स्वीकार कर लिया।

कुछ दिनों बाद अचानक लाभ का संदेश आया कि फर्मा फर्मा प्रतिष्ठानों को हमारे सामान के जरूरत है मगर उसे हम ज्यादा लाभ देना है। अगर हमने 50 प्रतिशत तक लाभ कम कर देंगे तो वह सौदा कर लेगा। लाभ कम करने के लिए कुछ उपदान बनगो को खोजने का भी सुझाव दिया। सतर्क लाभ कम करने और उपदान प्रक्रिया में किसी भी तबदीली के लिए तैयार नहीं था मगर लाभ और साहस ने सतर्क की आपत्तियों को अनसुना कर के 50 प्रतिशत लाभ पर मान बेंच दिया।

धीरे धीरे यह हमेशा कि बात हो गई। साहस खुश था कि किसी बड़ रही है मगर सतर्क को अफसोस था कि अनावश्यक रूप से हमारे लाभ और गुणवत्ता गिरती जा रही है।

एक दिन सुई सतर्क ने पुरानी बिक्री के कागजों को जांचा तो पाया कि उनके पुराने ग्राहक अब उसने मान नहीं खरीदते। पुराने ग्राहकों से संपर्क करने पर पता चला कि कोई और उसे 25 प्रतिशत कम पर वही मान दे रहा है। लेकिन अब उनके मान का स्तर गिर गया है और वह उनके प्रतिद्वंद्वी से मान लेने कि सोच रहे हैं।

सतर्क ने और जांच पड़ताल कि तो पाया कि 50 प्रतिशत कम पर खरीदने वाला प्रतिष्ठान दरअसल उनके ही प्रतिद्वंद्वी कि मुठी संस्था है और वे उनके मान को पछिया बोल कर प्रचारित कर रहे हैं।

सतर्क ने यही बात लाभ और साहस को बताई। और विश्लेषण करने पर पता चला कि बाजार में उनके मान कि प्रतिष्ठा बहुत गिर गई है।

साहस को महसूस हुआ कि लाभ का अंधाधुनक करने और सतर्क को अनसुना करके उसने बहुत बड़ी गलती कर दी है। वे तीनों इस व्यापार के जरूरी हैं और तीनों को सुना जाना चाहिए।

तभी तत्काल प्रभाव में साहस ने न केवल पुरानी उत्पादन प्रक्रिया को पुनः स्थापित किया, बल्कि 50% कम लाभ वाले मान को भी नष्ट कर दिया।

तभी से तीनों ने मिल कर यह नियम बनाया कि

1. किसी भी प्रस्ताव पर तीनों कि आपत्तियों का समाधान करने के बाद ही अंतिम निर्णय लिया जाएगा।
 2. किसी भी व्यक्ति को पूरी तरह परखने के बाद ही उसने कोई व्यावसायिक समझौता किया जाएगा।
- जहाँ भी साहस, सतर्क और लाभ दोस्त बन के चल रहे हैं उस प्रतिष्ठान का नाम साहस ऊंचा रहता है।

- Rohit Nigudkar / रोहित निगुदकर
Sr. Manager (F&A) / वरिष्ठप्रबंधक (वित्त&नेत्रा)

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

JAGRUTI (contd.)

जागृति जागृति JAGRUTI

सत्यनिष्ठा से देशभक्ति प्रकट होती है

सत्य और निष्ठा व्यक्ति के स्वभाव का मौलिक गुण है। किंतु पारिवारिक एवं सामाजिक वातावरण से यह मौलिक गुण प्रभाव पा फिर जिये हो सकता है। हम अक्सर देखते हैं कि जो व्यक्ति सत्यनिष्ठ होता है, उसका यह गुण हर जगह प्रकट होता है। चाहे वह घर पर हो, कार्यालय में हो, कोई व्यवसाय करता हो, उसका यह गुण यदाकदा अन्य लोगों के समक्ष अवश्य प्रकट होता है। चाहे वह पति हो या पत्नी, सामान्य कर्मचारी हो या उच्च अधिकारी। वह अपने जीवन साथी के लिए सत्यनिष्ठ होगा। अपने कार्यालय के प्रति, अपने कार्य के प्रति सत्यनिष्ठ होगा। सत्यनिष्ठ व्यक्ति जहां भी होता है, सत्यनिष्ठा उसके चरित्र में साफ झलकती है। राजा हरिश्चंद्र, स्वामी विवेकानंद, महात्मा गांधी जैसे महात्माओं का जीवन हमारे समक्ष सटीक उदाहरण है। ये हमारे लिए आदर्श हैं।

यही बात दैव भक्ति और देशभक्ति के साथ जुड़ी हुई है। भगवान का भक्त देश का भी भक्त होगा और साथ ही सारी सृष्टि का भी। उसकी भक्ति और उसका प्रेम जीवन के हर क्षेप में झलकता है। लोग व्यंग्य स्वरूप प्रश्न उठाते हैं कि भगवान का भक्त देश का भक्त कैसे हो सकता है? मेरा व्यक्तिगत मत है कि अगर कोई व्यक्ति अपने किसी इष्टदेव की भक्ति करता है तो उसका यह अर्थ कदापि नहीं निकालना चाहिए कि वह अन्य व्यक्तियों के इष्टदेव से ईर्ष्या करता है, वा उनसे ना परम करता है। ऐसा होना भी नहीं चाहिए। उनी तरह कोई व्यक्ति अपने देश के लिए निष्ठावान है, तो इसका मतलब यह नहीं है कि वह किसी अन्य देश को अपना दुश्मन समझता है।

बसुन्त-हम मानते हैं कि देशभक्ति, अमुक देश तक सीमित हो जाती है। हमारा दृष्टिकोण अमुक देश तक सीमित हो जाता है। संकीर्ण हो जाता है। सामान्यतः हम किंचि प्रकार से अपनी देशभक्ति प्रदर्शित करते हैं, अन्य देशों का विरोध करते या फिर उनसे शत्रुता प्रकट करते? जब अंग्रेजों का हिन्दुस्तान पर राज था, तब उस समय अगर हम अंग्रेजों के विरुद्ध खड़े होते थे, तो हम देशभक्त कहलाते थे। आजकल अगर हम पड़ोसी देश पाकिस्तान के विरुद्ध खड़े होते हैं, तो हम देशभक्त कहलाते हैं। मेरे खयाल से यह सही नहीं है। आपके देशभक्ति की भावना किसी देश का विरोध करने या उसे नीचा दिखाने में नहीं होनी चाहिए। जिनकी निष्ठा विधाव्या में है, उनको भगवान और देश की निष्ठा में कोई अंतर नहीं दिखाई देता। अगर आप अपने

परिवार का ध्यान रखते हैं, उसका पालन-पोषण करते हैं, इसका मतलब यह तो नहीं होना चाहिए कि आप अन्य लोगों को अपना दुश्मन समझे या अन्य लोग हमें अपना दुश्मन समझें। अगर कोई मां अपने बच्चों को बहुत प्यार करती है, तो उनके अंदर अपने पड़ोसी के बच्चों के लिए भी प्यार हो सकता है। जैसे किसी मुग़लित फूल। वह अपने पूरे वातावरण को सुगंधित करता है।

मैसूर के महाराजा चाराबेन्द्र बगवियार बहादुर स्वामी विवेकानन्द से बहुत प्रभावित हुए। उन्होंने स्वामीजी से आग्रह कर उन्हें अपने यहाँ रहने के लिए राजी कर लिया। स्वामी जी वेदान्त धर्म के प्रसार का कुछ काम करना चाहते थे। यहाँ काफ़ी सुविधाएँ थीं, सो वे खुशी-खुशी राज बसन में अतिथि बन कर ठहर गये। राजभवन उन दिनों कई विकृतियों और बुराइयों का घर बना हुआ था। स्वामी जी प्रायः महाराजा को इस सम्बन्ध में संकेत देकर चले। मेरे शब्दों में कहें तो महाराजाजी ने ही आपको आशय दिया और आप ही मेरी आलोचना करते हैं।

स्वामी जी ने कहा - 'जहाँ बुराई हो उसे बनाना और दूर करने के लिए आवश्यक प्रयत्न करना मेरा धर्म है। यदि आप सुख सुविधाएँ देकर मुझ से अपना धर्म छीन देने की अपेक्षा रखते हैं तो मुझे नहीं चाहिए यह सब।' और यह कहकर उन्होंने अपना सोना उठाया तथा वहाँ से चल दिवें। महाराजा को अपनी भूल का ज्ञान हुआ।

उन्होंने स्वामी जी से तुरन्त धर्मा सौम्यी और उन्हें रोक लिया। बाल मुग़ल सरलता के धर्मा स्वामी जी रुक गए। स्वामी जी इस अविकल सत्यनिष्ठा और सहज सरलता देखकर महाराज ने अपने दुर्बल मन छोड़ ही दिए।

मैं समझता हूँ जो व्यक्ति सत्यनिष्ठ होता अपने काम के प्रति, अपने कार्यालय के प्रति उसे स्वामी विवेकानन्द से अवश्य प्रेरणा लेनी चाहिए।

- डॉ. बी. बालाजी / Dr. B. Balaji

उप प्रबंधक (हिंदी विभाग एवं संचार निगम)
Deputy Manager
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जागृति जागृति JAGRUTI

ईमानदारी - एक जीवनशैली [INTEGRITY - AWAY OF LIFE]

मनुष्य के जीवन में ईमानदारी का बहुत महत्व होता है। ईमानदारी मानव जीवन का वह हथियार है, जिसके बल पर वह भारी से भारी संकटों पर भी जीत हासिल कर सकता है। मनुष्य ईमानदारी से परिश्रम करने अपने जीवन की हर समस्या से छुटकारा पा सकता है। विषय में कोई भी कार्य ईमानदारी के लिए गए परिश्रम से सफल या संपन्न नहीं हो सकता है। इसलिए कहा गया है कि ईमानदारी से किया गया परिश्रम ही सफलता की कुंजी है। वह व्यक्ति जो ईमानदारी से किए गए परिश्रम से दूर रहता है वह सदैव दुःखी और दूसरों पर निर्भर रहने वाला होता है। जीवन की दौड़ में ईमानदारी से परिश्रम करने वाला हमेशा विजयी होता है। लेकिन आसानी लोगों को हमेशा हर जगह पर हार का मुँह देखा पड़ता है। ऐसा कोई भी कार्य नहीं है जो परिश्रम से सफल ना हो। इसलिए हमें ईमानदार और कर्मठ बनना चाहिए। ईमानदार बनकर ही हम अपने भाग्य को भी बदल सकते हैं। ईमानदारी से ही उन्नति और विकास का मार्ग खुल सकता है।

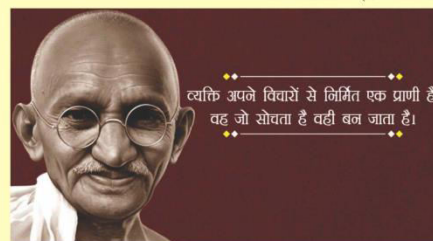
जीवन में कुछ लोग केवल अपने भाग्य पर निर्भर रहते हैं, ऐसे लोग ईमानदारी से परिश्रम करने की जगह भाग्य को बहुत अधिक महत्व देते हैं। वे लोग यह समझते हैं कि जो हमारे भाग्य में होगा वह हमें अवश्य मिलेगा। लेकिन उन्हें यह नहीं पता होता है कि भाग्य के भरोसे रहना जीवन में आलस्य को जन्म देता है, और आलस्य मनुष्य के जीवन के लिए एक अभिशाप है, जो उन्हें ईमानदारी से परिश्रम करने से हमेशा रोकता है। इसलिए हमें भाग्य के भरोसे ना रहकर कठिन परिश्रम करने जीवन में सफलता का रास्ता चुनना चाहिए। परिश्रम और ईमानदारी से कोई भी मनुष्य अपने भाग्य को बदल सकता है।

जो व्यक्ति ईमानदार होते हैं, वे परिश्रमी, चरित्रवान और स्वावलंबी होते हैं। मजदूर भी ईमानदारी से परिश्रम करने की संसार के लिए उपयोगी बस्तुओं का निर्माण करता है। अगर हम अपने जीवन, अपने राष्ट्र, अपने देश और अपने कार्यस्थल की उन्नति देखना चाहते हैं तो हम सभी को भाग्य पर निर्भर रहना छोड़कर ईमानदारी से परिश्रमी बनना होगा। सबूत सगन और निरंतर ईमानदारी से सफलता हमें अवश्य मिलती है। निरंतर ईमानदार रहने वाला व्यक्ति किसी भी क्षेत्र में आसानी से सफलता पा सकता है। जीवन में सफलता पाने के लिए ईमानदारी से किया गया परिश्रम ही सर्वोपरि है।

"जिसका ईमान नहीं, वह ईमान नहीं, ईमान ना बेचो, भले ही सब कुछ बेच दो।"

- हरिश कुमार देवंगन / Harish Kumar Dewangan

कनिष्ठ तकनीशियन - 'अ' (यूसीएल - मेकैनिक्ल टेस्टिंग)
Jr. Technician - A (QCL - Mechanical Testing)



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जागृति जागृति JAGRUTI

VIGILANCE AWARENESS WEEK - 2018 CELEBRATIONS



Talk by Shri P.V.K. Ramana Prasad, Principal Chief Legal Advisor, Anti-Corruption Bureau, Telangana state.
Hon'ble Justice (Retd.) G.V. Seethapathy Garu graced the occasion as the Chief Guest of the Valedictory Function and addressed the employees and school children followed by prize distribution to award winners.

Integrity without knowledge is weak and useless, and knowledge without integrity is dangerous and dreadful.



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जागृति जागृति JAGRUTI



Award winning essays of Vigilance Awareness Week - 2018 were forwarded to Central Vigilance Commission (CVC) for publication in the Commission's Quarterly Magazine "VIGIYE VANI" from Oct., to Dec., 2018. Essay written by Ms. Soumya Kumari, Class IX, Kendriya Vidyalaya, Kanchanbagh, Hyderabad got published in the CVC Magazine "VIGIYE VANI". The student was rewarded with Rs. 3,500/- in recognition to her contribution and as encouragement and motivation.

CALL FOR ARTICLES

All Officers and employees are requested to forward contributions for the future issues of "JAGRUTI". Contributions can be in the form of articles related to Vigilance, System Improvements, anecdotes on ethics, pictures / cartoons related to vigilance, compilation of quotes / slogans on a topic or any other creative input. Suggestions on any aspect of the magazine are welcome. Contributions / Suggestions may please be forwarded to CVO office, MIDHANI.

EDITORIAL BOARD

Chief Patron : Dr. Upender Vennam, I.PoS, Chief Vigilance Officer
Compiled & edited by : Shri Supartha Sen, GM & Shri K. Mukesh, Manager,
Mishra Dhatu Nigam Limited, PO Kanchanbagh, Hyderabad - 500 058.



The ABCD of achievement is:

- Ability to reinvent yourself;
- Balance between success and failure;
- Confidence to deal with every situation; and the
- Determination to work hard.

The harder you work, the more luck you have.

Happiness is when what you think, what you say, and what you do are in harmony.

There is a great difference between worry and concern. A worried person sees a problem, and a concerned person solves a problem.

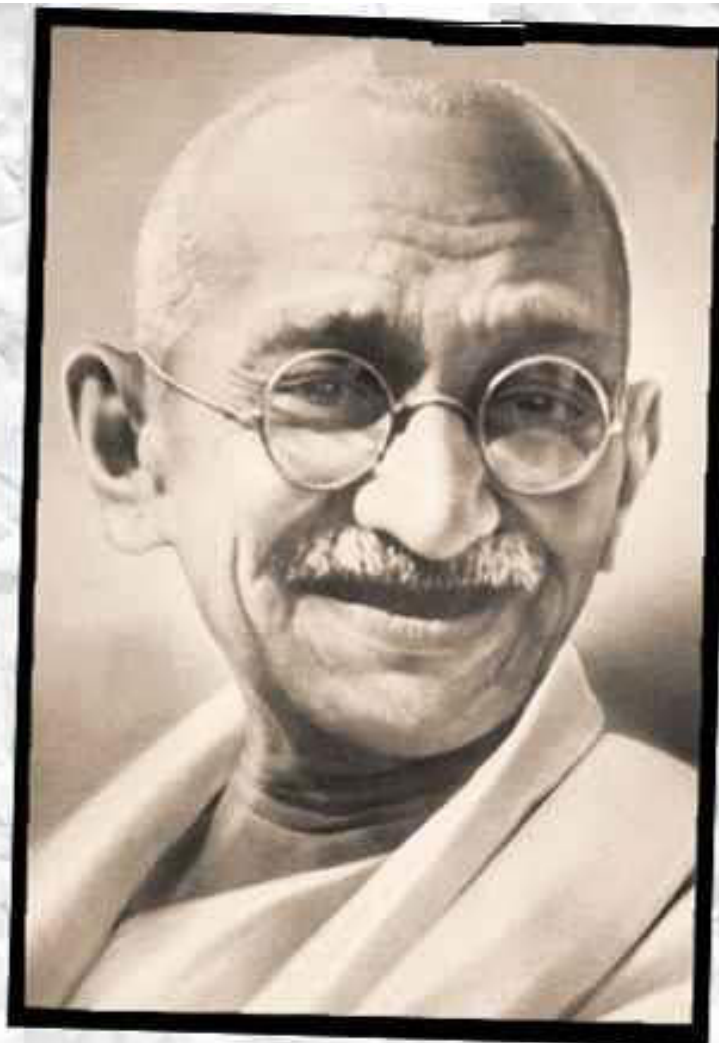


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“Be the
change you
want to
see in the
world.”

Mahatma Gandhi



THANK YOU