



# सचेतना Sachetana

No. 12

Vigilance Awareness Week - 2021

October, 2021



## FROM THE CMD'S DESK



**I**t gives me immense pleasure to note that Vigilance Awareness Week – 2021 is being organized by the Vigilance Department from 26th October to 1st November, 2021 and as a part of the celebrations, bringing out the magazine "Sachetana" on this occasion.

Vigilance has been playing a critical role in the efficient functioning of the company and I am glad that marked improvement in the overall image and functioning of Vigilance Department has been widely acclaimed.

A strong & effective vigilance mechanism is cardinal to provide a corruption free and clean governance to public. The theme of observance of Vigilance Awareness Week is "Independent India @ 75: Self Reliance with Integrity ; स्वतंत्र भारत @75: सत्यनिष्ठा से आत्मनिर्भरता" which is very appropriate in the present scenario.

Vigilance Administration can contribute effectively in this regard by sensitizing the people at large as well as the public servants in the organization by showcasing the positive contribution of vigilance efforts during the year.

Vigilance Department under "MISSION JATAYU" is organizing various programs including quiz competition, essay writing, extempore competition, poster competition, elocution competition, Gram Sabha, etc. involving large number of participants to create awareness among the employees of ECL.

I wish observance of Vigilance Awareness Week in ECL a grand success.

( Prem Sagar Mishra )  
Chairman / Mg. Director



## From the CVO's Desk

It is indeed a pleasure to share that we are bringing out the new issue of "SACHETANA", the Vigilance Newsletter of Eastern Coalfields Limited during this year's Vigilance Awareness Week, which is being celebrated from 26th October to 1st November, 2021 as per the directions of CVC. CVC has chosen "Independent India @ 75: Self Reliance with Integrity ; स्वतंत्र भारत @75 : सत्यनिष्ठा से आत्मनिर्भरता" as the theme for VAW, 2021.

The Vigilance Awareness Week is an event that provides an opportunity to rededicate ourselves to the cause of transparency and accountability. The purpose of celebrating this week is to generate more awareness about these issues within the organization. During this year, under Mission Jatayu, various programs including quiz competition, essay writing, extempore competition, poster competition, Gram Sabha, sensitization programs and various online activities are undertaken to create awareness among the employees of ECL.

In Public Sector, we are the Trustees to public wealth and Government property. Our core purpose is to promote lasting inclusive improvements in our internal systems, processes and practices. We should always ensure that 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. Every employee has to work with utmost integrity, while discharging his duty, for the benefit of the company.

For Vigilance Awareness Week 2021, the Commission has decided to focus on following three main areas: to spread awareness and campaign about "Complaints under PIDPI (Public Interest Disclosure and Protection of Informers)", Special Clearance Campaign to clear all outstanding vigilance matters and Housekeeping Activities.

I, on behalf of Team Vigilance ECL, would like to invite you all to join our efforts in creating, nurturing and maintaining a healthy, disciplined and responsible work environment around us so that together we help each other to be the change, we want to see in the world.

(M K Mishra)  
CVO, ECL



**JAIPRAKASH GUPTA**  
Director (Technical) P&P



## Eastern Coalfields Limited

(A Subsidiary of Coal India Limited)

Sanctoria, P.O. Dishergarh  
Dist. Paschim Bardhaman  
West Bengal, PIN-713333

## MESSAGE

It gives me immense pleasure that, Vigilance Department of Eastern Coalfields Ltd. is organizing the observance of Vigilance Awareness Week – 2021 from 26.10.2021 to 01.11.2021, with the theme of the year as "Independent India @ 75: Self Reliance with Integrity; स्वतंत्र भारत @75: सत्यनिष्ठा से आत्मनिर्भरता".

On this important occasion, publication of Annual News Letter 'SACHETANA' by the Vigilance Department, ECL is most befitting.

At this juncture of 75th Anniversary of Freedom of our Motherland and Observance of 23rd Vigilance Awareness Week, this is the opportunity of every citizen of India to pledge and practice integrity in their daily lives to eradicate corruption from every sphere of the society, according to the principle of Sardar Vallabh Bhai Patel, whose birthday, i.e. 31st October is taken by the Government of India and CVC as the pivotal day of the Vigilance Awareness Week. Sardar Patel represents the best values in the Indian tradition so far as governance is concerned, and also was a shining example of probity in public life. The Vigilance Awareness Week is observed keeping in view the spirit of Sardar Patel and the need for fighting the social evil of corruption.

Vigilance Department of ECL, surely shall propagate that principle of Vigilance Awareness by observance of Vigilance Awareness Week – 2021 with publication of 'SACHETANA', and that shall be a great leap towards achieving self-reliance with integrity, not only within our organization but also around the society.

I wish 'SACHETANA' achieve all its' goals and the endeavor taken by the Vigilance Department, ECL will also be fulfilled.

I wish all the best for all the vigilant members of this organization, who are not only limited within Vigilance Department, but throughout our organization, during the ensuing Vigilance Awareness Week – 2021.

(Jaiprakash Gupta)



**B. VEERA REDDY**  
Director (Technical) OP



## **Eastern Coalfields Limited**

(A Subsidiary of Coal India Limited)

Sanctoria, P.O. Dishergarh  
Dist. Paschim Bardhaman  
West Bengal, PIN-713333



## MESSAGE

It gives immense pleasure to know that the Vigilance Department will publish a Newsletter "Sachetana" on the occasion of Vigilance Awareness Week. There is a need for continuous effort at educating and creating awareness among the people for taking the decision, which has the right values. I am confident that the Vigilance Department will ensure that the objective of abiding by the laid down guidelines improves the credibility and image of the Organization.

I wish the Vigilance Awareness Week-2021 a grand success.

*B. Veera Reddy*  
17/9/21

**(B. Veera Reddy)**



**GAUTAM CHANDRA DE**  
Director (Finance & Personnel)



## Eastern Coalfields Limited

(A Subsidiary of Coal India Limited)

Sanctoria, P.O. Dishergarh  
Dist. Paschim Bardhaman  
West Bengal, PIN-713333



## MESSAGE

Namaskar!

I am glad to learn that Vigilance Department of ECL is observing "Vigilance Awareness Week" from 26th October to 1st November, 2021 across all spheres of our Company and is commemorating the event with a special issue of the souvenir "SACHETANA."

The Theme of this year's Vigilance Week is "Independent India @ 75: Self Reliance with Integrity".

Vigilance Awareness Week is observed every year during the week in which the birthday of Sardar Vallabhbhai Patel (31st October) falls. Observance of Vigilance Awareness Week is one of the measures used by the Organization to bring together all stakeholders to collectively participate in the prevention of, to combat against corruption. It raises public awareness regarding the existence, causes and gravity of and the threat posed by corruption.

My best wishes to organisers of the Vigilance Awareness Week for its continued success and my earnest appeal to all our employees to join the various programs and events wholeheartedly keeping in view about the Covid-19 prevention guidelines and to create awareness regarding common issues related to vigilance thereby creating an atmosphere motivated towards weeding out corruption and unethical practices from the organization.

Regards,

(Gautam Chandra De)

## REPORT ON VIGILANCE AWARENESS WEEK - 2020



**R R AMITABH**  
GM VIGILANCE, ECL

ECL celebrated Vigilance Awareness Week from 27.10.2020 to 02.11.2020 as per directives of Central Vigilance Commission. This year the theme of observing Vigilance Awareness Week was "सतर्क भारत, समृद्ध भारत (Vigilant India, Prosperous India)".

At the outset, on 27.10.2020, at 11.00 am, Shri Prem Sagar Mishra, CMD, ECL administered the Integrity Pledge to bring about integrity and transparency in all spheres of our activities and also to work unstintingly for eradication of corruption in all spheres of life.

Similarly, pledge was administered by the respective GMs/HODs in the Area establishments / Project and Unit levels at 11 AM on 27.10.2020.

Messages received from Hon'ble President, Vice-President, Prime Minister, Coal Minister & CVC were readout by S/Shri Prem Sagar Mishra, CMD; J.P. Gupta, Director (T/P&P); Vinay Ranjan, Director (Personnel); M K Mishra, CVO and B. Veera Reddy, Director (T/OP) respectively on 27.10.2020 at ECL HQ.

On this occasion, the Vigilance Newsletter of 2020, "Sachetana"; COMPENDIUM 2020 & Updated DOP were released.

On 30.10.2020, Awareness Gram Sabha was organized at Majhi Para of Sonepur Bazari Area for dissemination of awareness in Gram Panchayats sensitizing citizens on the ill effects of corruption and lectures by Vigilance officials followed by discussion.

On 30.10.2020, an interactive session - Awareness in Mitigating Company's Business from Vigilance Point of view was held at Kunustoria Area, ECL with active participation of officials of Kunustoria Area.

On 31.10.2020, a ceremony to reverently remember Sardar Vallabhbhai Patel on the occasion of his 145th birth anniversary was organized at Vigilance department, ECL offering floral tribute and paid homage to Sardar Patel. Ekta Diwas Pledge was also administered by CVO, ECL.

Banners and posters with anti-corruption slogans were displayed at strategic points in ECL HQ and all the areas / units / establishments.

Besides these, to ensure larger participation in VAW 2020, the following actions were taken.

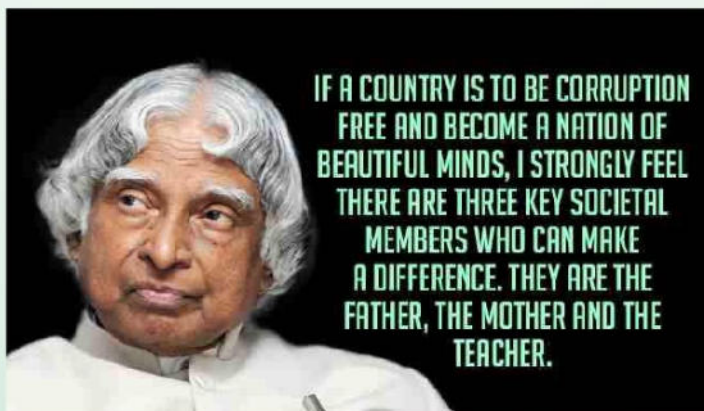
- a) Message of CVO, ECL was sent to all executives (about 2000 nos.) by bulk SMS to their CUG Mobile Number on 27.10.2020.
- b) The photographs were uploaded in Social media through Facebook page under Eastern Coalfields Limited on daily basis.
- c) Wide publicity to take e-pledge by all the employees of ECL and their families made by e-mail to all GMs/HODs of all Area / Department / Unit / Establishment of ECL.
- d) An active link with the banner of INTEGRITY PLEDGE (as provided by CVC) has been placed in ECL website (<http://easterncoal.gov.in>) facilitating to take e-Pledge.
- e) Different activities during the VAW 2020 have been covered by the media and local newspapers.

Online Quiz Competition was organized using website developed by Vigilance Department, ECL and connecting virtually with all participants contesting from all Areas of ECL including Workshops, Hospitals, Mines Rescue Station and HQ on the eve of VAW 2020.

Vendors feedback survey response via Google Form was communicated to various vendors of ECL out of which 34 vendors' feedback have been recorded which includes various suggestions and their experiences in using the services of ECL.

Website having the url "eclvawquiz.com" is being used to disseminate the Question Bank of Online Quiz on various rules and regulations related to the company and stressing the necessity of Vigilant India as essential for a Prosperous India.


On 02.11.2020, the observance of the week was concluded in a valedictory function, presided over by CVO, ECL held at the Conference Hall of the Vigilance Department, Barachak House. The meeting was conducted and all the officials including staffs of Vigilance Department attended the same.



**Integrity Pledge taken under the guidance of Sri Prem Sagar Mishra, CMD, ECL and unveiling of Compendium 2020, SACHETANA 2020 and updated DOP during Vigilance Awareness Week-2020 on 27.10.2020 at Eastern Coalfields Limited**



**Delegation of Power**  
w.o.f. 12.08.2019




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Office of the Chairman and Managing Director,  
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**सचिवालय Sachetana**

विवेक  
Vigilance Awareness Week - 2020

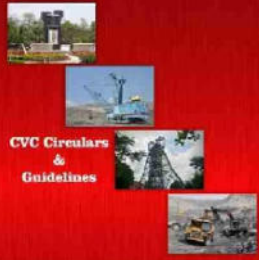


**श्री प्रेम सागर मिश्रा**

सकलं भासतं समुद्रं भासते

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**COMPENDIUM**  
October 2020  
(w.o.f. January, 2016)



**CVC Circulars & Guidelines**

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**Celebration of Vigilance Awareness Week 2020 and Integrity Pledge taking ceremony organised at different Areas of Eastern Coalfields on 27.10.2020.**



**Distribution of prizes and certificates to all the winners of Online Quiz competition organised during Vigilance Awareness Week 2020 by Vigilance Department of #EasternCoalfields on 06.11.2020 under #MissionJATAYU.**



परस्पर संवाद सत्र “सतर्कता की दृष्टि से कंपनी के क्रियाकलापों के संबंध में जागरूकता” कुनुस्तोड़िया क्षेत्र में मुख्य सतर्कता अधिकारी, ई.सी.एल. के उपस्थिति में दिनांक 30.10.2020 को आयोजित किया गया ।



**Gram Sabha at Sonapur Bazari Area #EasternCoalfields on 31.10.2020 Sonapur Bazari Area organised Gram Sabha on 31.10.2020 in which Vigilance Awareness Week 2020 along with Swachhta Maha 2020 was celebrated**





## OUTCOME OF FAULTY BOQ IN TENDER DOCUMENTS

### FACTS :

A case of XYZ Area of ECL, for making out the BOQ of one tender document of work and services.

- (1) There was one item in the BOQ for offer of 'providing and fixing of insulating sheet to a fleet of equipment (say 15 nos) along with other items. During tender creation, the requirement (say 4 sq.ft) of one equipment was given in the 'Quantity' column of the BOQ instead of the total quantity [15 X 4 = 60] which would be required for the entire fleet of equipment.
- (2) As a result, there remained one irregularity in respect of the quantity in the BOQ whether it was for one equipment or the entire fleet of equipment. i.e., if the requirement in 'Quantity' column of the BOQ is 4 and unit is "sq.ft, it remains in ambiguity if the requirement was for one equipment or the entire fleet of equipment.
- (3) But after opening bids it was observed in the system generated comparative statement that the bidders quoted the quantity (4 nos) as per the BOQ and as a result, the particular work of 'providing and fixing of insulating sheet to a fleet of equipment' would remain incomplete.
- (4) Hence, the Dealing officer made out one revised/updated comparative statement manually where the said Dealing officer changed the originally offered quantity of the bidders i.e. 4 sq.ft to (15 X 4) = 60 sq.ft. In the manually prepared comparative statement, the L1 bidder remained L1 and the total value offered by the L1 bidder remained within the approved estimated value.
- (5) The Tender committee deliberated accordingly observing the L1 status remaining unchanged and it remains within the approved estimated value.
- (6) The TCR was approved and Work Order was issued to the L1 bidder and the work was executed.

### IRREGULARITIES/LAPSES OBSERVED:

- (1) The Revised/updated comparative statement changed the original scope of work
- (2) The change in quantity as made in revised/updated comparative statement happened without the knowledge of bidders.
- (3) As a result, competitive bidding could not happen which is averse to the basic objective of e-tendering.
- (4) In comparative statement stage, quantity was updated from 4sq.ft to 60sq.ft, which means  $(60 - 4) = 56$  sq.ft additional quantity awarded on nomination basis. It shows towards favouring one particular bidder.
- (5) It shows recklessness in discharge of duty by the person responsible for preparing the revised/updated comparative statement.
- (6) The Tender Committee did not recommend award based on computer generated evaluation and manual sheet was prepared, which is in violation of Guidelines of e-Procurement Works and Service in ECL.
- (7) Tender Committee Members and TC approving authority acted as per revised/updated comparative statement.

### CONCLUSION:

The following Remedial Actions were required to have taken:

Though there was mistake in BOQ, it should have been taken care by way of cancellation of the tender and arrange for retender with revised norms obtaining approval of the competent authority so that all bidders could get equal opportunity.

**OUTCOME OF THE CASE:** Disciplinary proceedings initiated as per CDA Rules



## Irregularities observed in measurement of OB/Coal at Hired O.C.Patch of XXXX Colliery, XXXX Area, ECL resulting excess payment to the contractor.

### Brief of the case:

It was prevalent practice that when any member of vigilance department was present at any Hired OC Patch during final / part final / initial or any other measurement done by CMPDI as an observer, plans, calculation or other details or soft copy of measurement were required to be submitted to the vigilance department within a week.

But, in the instant case, a member of the vigilance department was present in the final measurement of the OC Patch and instructed colliery officials to provide plans, calculations and other details of the measurement to the vigilance department within a week. In spite of the lapse of 7 months of the final measurement, nothing was provided to the vigilance department by concerned colliery authority. In consequence of that, vigilance department sought clarification for such inordinate delay to provide plans and other details to the vigilance department. After vigilance interference, colliery authority arranged final measurement plan and other details regarding the above measurement. Vigilance department collected the plan and other details of the measurement and payment of bills in respect of the OC Patch from the Mines/Area authority.

### Irregularities observed:

- (1) It had been observed that excess payment had been made by colliery authority to the contractor.
- (2) BG of the contractor was about to be lapsed within few days.

### Outcome of the investigation:

Rs. 1,06,34,992/- had been credited into the Account of ECL by encashing BG of the concerned contractor.

### System Improvement:

A system improvement suggestion was also given by the vigilance department in this regard. Later on, a system improvement has been approved by the Coal India Limited in this respect that within 15 days of CMPDIL measurement final report must be submitted to the concern authority to avoid such inordinate delay.





**An Agent of XXXX Colliery, XXX Area, misusing his position allotted Overtime payments to a selected non-executive employee. Fake payment of overtime to the particular person made repeatedly**

**Brief of the case:**

Huge OT in consecutive months was sanctioned to a particular person by the Agent of XXX Colliery of ECL misusing his official position. Nothing had been maintained as mentioned in CIL Finance Manual while sanctioning OT to that person. He sanctioned those OTs in a single sheet of paper, neither any date of OT nor OT period were mentioned. Rather it was found that correction, omissions and whitener marks were present in those papers on which OTs were sanctioned, the chances of manipulation cannot be over ruled in the instant case. Nothing had been maintained by which it could be checked whether OTs were actually made or not.

In this regard, there is provision in CIL Finance Manual to maintain OT register and other forms to eliminate the irregularities in OT payment. But, the particular Agent did not followed the provisions of the CIL Finance Manual.

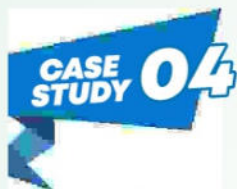
**Irregularities observed:**

1. Gross violation of CIL Finance Manual had been observed.
2. Manipulation had been done in OT sheet.
3. OT had been sanctioned in a single sheet of white paper without having any dates and time OT hours time period.

**Outcome of the investigation:**

Disciplinary proceedings had been made against the concerned Agent of that Colliery of ECL.





**Irregularities in providing Work order of Roof support by Roof bolting has been given far after closing of the said particular panel in which roof bolting was required to be done in a colliery of ECL.**

**Brief of the case:**

An investigation had been done by the vigilance team in this regard and collected documents like Work orders, NIT and other relevant from the concern mine and Area Authority and a spot inspection report had also been prepared at the time of investigation for the instant case. It was stated by the concern officials that for continuation of coal production from that panel and to maintain safety and productivity as well as to avoid huge idle manshift, the said work of roof support by roof bolting was done.

**Irregularities observed:**

It had been observed that Work order was issued after three months of the completion of that panel in which support had to be done. The said panel was sealed off far before the issuance of the work order. Such irregularity happened due to poor planning in advance and lack of foresightedness.

**Outcome of the investigation:**

Disciplinary proceedings had been made against the concerned officials of that mine / Area. A system improvement was suggested by the vigilance department in this regard.

**System Improvement:**

- At the beginning of the financial year proper care for planning to execution to be taken for such emergency works which are related to safety as well as productivity. A contract (Rate contract) for such emergent work can be awarded at the beginning of the financial year keeping in view that planned requirement of entire year which can employed as and when and where basis. There should be clause for extension of such Rate contract for further one year on mutual agreement basis along with price variation clause.
- As per provision of revised DOP, such emergency work may be awarded on emergency basis in case of extreme urgency keeping the safety and productivity of the mine with proper justification / speaking note.
- As per clause 1.01.11 of Modified Manual of Civil Engineering Works, any work should be executed after issuance of LOA/Award of work/Execution of Agreement as relevant.

**Impact of the System Improvement:**

- Safety and productivity will not be hampered due to safety jobs and such type of works can be executed with proper work order.
- Improper practices can be avoided in lieu of safety and productivity by providing work order in time for such type of emergency safety jobs.



## IRREGULARITY IN CONTRACTS

### SUMMARY:

In certain area of ECL, irregularities were committed in processing the Sanitization contracts undertaken in aftermath of the outbreak of COVID-19 in an area of ECL.

### IRREGULARITY OBSERVED:

- ◆ Chief Manager (Finance) / Area finance manager overlooked the provisions of Civil Engineering Manual regarding emergency works and forwarded the proposal for award of work to Area General Manager violating limit of Rs. 10 Lakhs as specified by the civil manual [Clause No. 2.03/(viii)] which is applicable to those works where award of work is made without call of tenders.
- ◆ Proposal Initiator (i.e. Chief Manager (Excavation)/Agent of Area) and Area Finance Manager both fail to notice the provision of Civil Engineering Manual (Clause No. 5.06) regarding the extension of work committing violation of manual provisions by not getting the approval of said extension by one step higher authority before issuing said extension work order to concerned contractor.
- ◆ In a similar nature of work same violation of Civil Engineering Manuals were observed while providing the extension order by the Dy. Manager (Civil) and Assistant Manager (Finance) of area for not getting the approval of said extension by one step higher authority before issuing said extension work order to concerned contractor and forwarding the same for approval to General Manager (Operation).

### OUTCOME OF THE CASE:

Disciplinary proceedings against Area finance manager, Chief Manager (Excavation) / Agent of Area (Proposal Initiator), Assistant Manager (Finance) of area and Dy. Manager (Civil) (Proposal Initiator).





## SPLITTING OF WORK

### SUMMARY:

In certain area of ECL, irregularities were observed regarding the splitting of jobs related to demolition of quarters having same tendered value for all the published six works keeping it below Rs. 2 Lakhs to avoid e-tendering and awarding the work to a single contractor.

### IRREGULARITY OBSERVED:

- ◆ Additional General Manager, the then Area General Manager approved the six different proposal for work related to demolition of quarters having same tendered value on the same day, thereby failed to notice the splitting of work and restricting the bidder participation by not publishing the same in e-tender violating the provisions of e-procurement guideline for works and services (Para No. 3 of general guidelines and formats) of CIL.
- ◆ Area Finance manager and Area Civil Engineer both forwarded the proposal for approval to the competent authority overlooking the fact that six different proposals for demolition work could have been merged into single proposal and same could have been published in e-tender thereby leading to violation of the provisions of e-procurement guideline for works and services (Para No. 3 of general guidelines and formats) of CIL.

### OUTCOME OF THE CASE:

Disciplinary proceedings against Area finance manager and Area Civil Engineer.





## IRREGULARITY IN SITE EXECUTION

### SUMMARY:

In certain area of ECL, irregularities were observed for the works related to civil works in the matter related to poor site execution.

### IRREGULARITY OBSERVED:

- ◆ Deputy Manager (Civil) while officiating as civil engineer in charge of an area failed to manage and execute the works under his jurisdiction in close coordination with Area Engineer (Civil) resulting in inferior quality work at site and further releasing the security money for said works well before its rectification within the defect liability period violating various provisions of Civil Engineering Manual (Clause No. 7.05.1, 7.05.2, 7.05.9, 7.05.10, 7.05.13, 7.05.15 & 4.07.7 [a]) of CIL.
- ◆ Overseer (Civil) while officiating as site supervisor of an area failed to look after the works assigned to him by his superiors resulting in inferior quality work at site and further releasing the security money for said works well before its rectification within the defect liability period violating various provisions of Civil Engineering Manual (Clause No. 7.07.1, 7.07.3, 7.07.4, 7.07.7, 7.07.8 & 4.07.7 [a]) of CIL.

### OUTCOME OF THE CASE:

Disciplinary proceedings against Deputy Manager (Civil) and Overseer (Civil).





## Wrongful payment of HRA inspite of having company's accommodation to a particular employee posted in an Area of ECL

### **Brief of the case:**

The employee was allotted with a quarter and after that transferred to some other colliery under the same area. The employee was drawing HRA inspite of having company's accommodation.

### **Irregularities Observed:**

- (a) Drawing HRA payment violating company's HRA rule following Chapter VIII of NCWA
- (b) Without permission constructed / extended the allotted accommodation of ECL
- (c) The quarter has become a Standard one in respect of no of rooms, Latrine/bathroom etc.

### **After the Investigation:**

- (a) It is proved that the employee was drawing HRA in-spite of having quarter since long violating company's HRA rules chapter VIII of NCWA.
- (b) Without permission of ECL authority the employee concerned extended/ modified the quarter.
- (c) HRA is stopped for further payment from the employees salary
- (d) The wrongfully paid HRA to tune of Lakhs of Rupees is being recovered from the employees salary.

Arising out of vigilance investigation, Competent authority, ECL constituted a Cross Functional committee at Each area consisting executives from Mining, Civil, Personnel & Finance discipline with an instruction for Stoppage of payment of HRA & recovery of excess HRA paid wrongly to the employees having company's accommodation (if any).

### **Final Outcome of the investigation vis a vis cross functional committee so formed by competent authority of ECL.**

- (a) HRA is stopped for further payment from the employee's salary & the wrongful excess HRA payment to tune of Lakhs of Rupees is being recovered from the employee's salary.
- (b) By stopping wrongful HRA payment to the employees, company has saved so far Rs 3.0 Crore from a particular Area of ECL. Now Rs 50.00 Lakh/ month i.e company is saving Rs 6.0 Crore/ year on account of wrongful payment of HRA



**Wrongful payment of U/G allowance to one employee in a particular area engaged in Surface duty.**

**Brief of the case:**

The employee having designation to work in Underground of a mine but works in Surface without any approval of competent authority of ECL. The employee drawing U/G allowance since long

**Irregularities Observed:**

U/G allowance is paid to workmen following U/G allowance payment rule [Chapter-IV]. But the concerned employee is getting the U/G allowance in contrary to the Rule.

**After the Investigation:**

Competent authority of ECL stopped such irregular payment of U/G allowance

**Final Outcome of the investigation :**

- (a) U/G allowance of the employee has been stopped. From which company is saving a Tune of Rs 2.21 lakh in total.
- (b) Recovery amount to the tune of Rs Rs 2.05 lakh & is being recovered from the employee's salary.

***"Corruption is not  
the NOISE of the BAD,  
but  
SILENCE of the GOOD"***



**Without supply of Spares or non availability of Spares at one Area Stores, the Bills passed for the supplier to the tune of Rs 7.94 lakh. One surprise check conducted by the Vigilance officer in one day followed by next day**

**Brief of the case:**

The Supply orders, Inspection Notes, SRV's verified & the spares neither issued to any colliery from the stores nor available at Area stores

**Irregularities Observed during Investigation:**

- (a) The supply orders, Inspections Notes & SRV's are placed/prepared on 31.03.20 itself. Finally the bills cleared by Area Finance dept. after two months.
- (b) The spares were neither issued to any collieries nor available to Area store itself.
- (c) There was no case of theft/FIR occurred from Stores.
- (d) No satisfactory reply received from the Stores officials
- (e) While the next day of Surprise Inspection Stores officials tried their best to show the missing spares available at Stores.

**Final Outcome of the investigation:**

- ◆ Disciplinary proceedings had been made against the Stores Officer & the Store Keeper.

**Honesty  
Pays Honors  
and Corruption  
Dishonors**



## Minimum wage, PF/ESI not given to Contractor employees violating Central Govt Rules in a particular area of ECL.

### Brief of the case:

The contractor deprived the workmen from Minimum wages, PF/ESI facility at a surface work in a particular area of ECL. The contractor's payment was released by officials without any harassment.

### Irregularities Observed during Investigation:

1. Minimum Wages, PF/ESI not given to workmen by the contractor though he was supposed to follow the NIT criteria as mentioned in the work Order.
2. Without CLIP portal, the contractor managed to get the Bill cleared for payment.
3. The extension work order was placed on the basis of Original Work order which was placed earlier.
4. The attendance certification was also not clear as per document

### Final Outcome of the investigation :

Disciplinary proceedings had been made against the Area Personnel Manager & The Area Finance Manager.

“ All power is within you; you can do anything and everything. Believe in that, do not believe that you are weak; do not believe that you are half-crazy lunatics, as most of us do nowadays. You can do anything and everything, without even the guidance of anyone. Stand up and express the divinity within you. ”





## EXCESS PAYMENT TO CONTRACTORS, DUE TO EARLY ADOPTION OF DATE FOR THE CHANGED FORMULA OF THE DIESEL ESCALATION BY DIFFERENT AREAS OF ECL

### CASE BRIEF:

Based on receipt of a confidential letter from CVO, CIL; Investigation was carried, regarding the Date of Adoption of the Changed Formula for Diesel Escalation in different Areas of ECL. Investigation revealed that due to adoption of earlier date for implementation of the "Change in Formula for Diesel Escalation", Excess payment to the tune of Rs. 1.67 Crores was made to different contractors.

### The details of the case are as follow:

1. A Note was initiated by CMC DEPARTMENT, HQ; proposing for incorporating "Change in formula for diesel escalation" for Future Tenders. This proposal was approved by FDs of ECL on 12.01.2013.
2. A Board Note based on above approved proposal was prepared and on 16.02.2013, FDs approved the above proposal in case of Ongoing and Future Tenders will come into effect from the date of issue of office order in ECL.
3. The Company secretary communicated the above decision of Board on 15.03.2013, above change in formula for Ongoing and Future Tenders.
4. CMC department communicated this, to all Area General Managers on 20.03.2013, without elaborating the matter; but only enclosed the letter of Company secretary dated 15.03.2013.
5. On 11.04.2013, one of the Area Finance Manager sought clarification about applicability of above "change in formula for diesel escalation", for ongoing contracts.
6. CMC department again floated a proposal on 15.05.2013, stating earlier approval of adoption of changed formula should be read as for ongoing contracts & future tenders, instead of Ongoing and Future Tenders. FDs approved this on 06.06.2013, and that above proposal in case of Ongoing and Future Tenders will come into effect from the date of issue of office order in ECL.
7. On 13.06.2013, company Secretary initiated one Note Sheet, citing urgency expressed by the CMC department, to communicate the decision of the Board to the concerned department, pending approval of the Minutes.
8. The decision of the Board was communicated by GM (CMC) to Area General Managers on 14.06.2013, without clarifying about the date from which the changed formula will be applicable.
9. As per prevailing practice, the decision of Board was duly communicated by Company Secretary to CMC department on 24.06.2013.

### IRREGULARITIES OBSERVED:

1. The date of communication by the Company Secretary about the decision of Board Meeting, after proper vetting, IS THE DATE FOR INCORPORATION OF DECISION OF BOARD.
2. The date of communication in the instant case by Company secretary is 24.06.2013. Hence the earliest date of incorporation of for adopting change in formula for diesel escalation is required to be taken from 24.06.2013 only.
3. But, based on CMC department communication to all Area General Managers on 20.03.2013 and on 14.06.2013, a number of areas adopted the changed formula for diesel escalation on different dates; that is few areas adapted from February, 2013 to 01.04.2013.
4. Thus excess payment due to early adoption of "Changed Formula of Diesel Escalation" happened due to communication made by CMC department.
5. The study revealed that different areas made excess payment of Rs. 1,67,11,324.94 to the existing contractors.

### ACTION TAKEN:

Recovery of excess payment made to contractor has already commenced.



**A case study at XXXX Area of ECL regarding work awarded for loading of 90.00 Lakh Tonne ROM Coal into tippers by excavators at coal face of XXX OCP and transportation to the concerned CHP of that XXX colliery within lead ranges of 4-5km, 5-6 km, 6-7 km, 7-8 km at XXXX Area for a period of 1095 (One thousand ninety-five) days.**

#### Case in Brief :

1. During the intensive examination of an awarded work of "Loading of ROM Coal into tippers by excavators at coal face of XXX OCP and transportation to the concerned CHP of XXXX Area", it was observed that a tender was floated for the said works vide NIT No. ECL/HQ/CMC/NIT/Transport/YYYY dated:###.##.#### having the detailed estimate as follows:

#### Details of the estimated cost :

Sl. No.	Item Description	Quantity (M T)	Rate (Rs./T)	Value/Amount (Lakh Rs.)
1.	Loading of ROM OC Coal into Trippers at coal face by excavator	9000000	12.07	1086.30
2.	Coal transportation from face to CHP by trippers within the lead range of 4-5 km.	1800000	58.22	1047.96
3.	Coal transportation from face to CHP by trippers within the lead range of 5-6 km.	2700000	67.73	1828.71
4.	Coal transportation from face to CHP by trippers within the lead range of 6-7 km.	2700000	77.06	2080.62
5.	Coal transportation from face to CHP by trippers within the lead range of 7-8 km.	1800000	86.19	1551.42
6.	Total Loading of coal and Transportation from face to CHP	9000000		7595.01

2. After successful processing of tendering process, it was found that out of the six bidders three bidders has quoted the same rate and all three bidders had qualified the NIT criteria. It was decided to award the work of loading of 90 Lakh Tonne ROM coal from coal face and transporting it to the CHP of a total value of Rs 6669.00 Lakhs to Bidders M/s. A-B (JV), C-D (JV) and EF Traders Private Limited of Rs. 2223.00 lakh to each for a quantity of 30 lakh Tonne each for a period for 1095 days vide Work order Nos: ECL/HQ/CMC/Transport/WO/XXXX/1449 dated 21.01.2015, ECL/HQ/ CMC/Transport/WO/XXXX/1478 dated 28.01.2015 &ECL/HQ/CMC/Transport/WO/XXXX/1455 dated: 28.01.2015.The said three contractors started their awarded work in time and performed satisfactorily.
3. While investigating the proposal files, the proposal which was sent to the CMC Department, ECL HQ for finalizing the estimate and further tendering process considering the facts:
  - ◆ Due to Breakdown/ Maintenance of CHP, Power failure, IR problemor disturbances due to external influences and other unavoidable circumstances, the total transported coal from the face cannot be unloaded at CHP which are to be unloaded at Coal depot nearby and has to be re-handled by the said contractor in order to transfer the said rehandled coal to CHP.The above re-handling will be solely done at the discretion of XXX project management.
  - ◆ Further in the proposal, the cost impact of rehandling was derived for Rs. 31.11/Tonne and the 10% of rehandling charges would be Rs.3.11/Tonne which was included in the proposed estimate for finalization of final rate.

- ♦ The following points were mentioned in the schedule of works of the agreement with the awardee agencies:
  - In case due to technical reason intermediate stocking (preferably near CHP (within a lead of 0.5 Km) is unavoidable, then re-handling upto 10% of the transported quantity has to be done by the contractor. Cost on the account of such rehandling (up to 10%) to be covered in the quoted rate.
  - Any Rehandling beyond 10% if needed due to any reasons may be that is to be borne by department at the rate of Rs.31.11/Tonne if done by the awardee contractor.

#### Observations:

- During investigation it was found that the contractors were performing their work satisfactorily but due to non-availability of coal exposure the said quantity of coal of 90.00 Lakh Tonne within three years (i.e. 1095 days), time extension was given to the contractor for 18 months from 15-11-2017 to 14-05-2019.
- Due to less production and continuous feeding in CHP in the said period rehandling of coal up to the 10% was not needed and the contractor was getting the bills as per the awarded rate.
- No deduction was made for not doing rehandling up to 10% of the awarded quantity or if at all any rehandling is not required by the management/ contractor the cost of re-handling up to 10% of the awarded quantity was to be recovered from the contractor.

#### Outcome of the intensive examination

- Deduction due to non-rehandling of coal of the allocated quota i.e. 10% of the production (which was taken in the estimate presuming that minimum of 10% of rehandling of total produced coal will be needed due to various unavoidable reasons/causes) was not mentioned in the NIT & BOQ in the workorder whereas while preparing the estimate rate it was taken in account. Total NIT and tendering had been processed inclusive of the rate of rehandling. Contractor was well known about this fact that they are to rehandle the quantity up to 10% of the total transported quantity.
- While the contractor work was in progress, the said rehandling was not needed to be done at the mine as the maximum transported coal was unloaded in the CHP for crushing and the bills were paid accordingly the awarded rate inclusive of the rate of rehandling and no deduction was applied on the contractor.
- A legal opinion was sought by the CMC department regarding the said deduction of amount from the contractor as per the provision of NIT from Shri XXX Advocate, High Court Calcutta. Legal opinion is as quoted below:

#### Quote

“Incidentally, in this case the consignees have favoured the contractor and he did not have to re-handle 10% of the transported quantity. But as there is no provision in the NIT & BOQ, so it is not possible to deduct any amount from the contractor for the above said reason.”

**Unquote**

#### Shortcomings of NIT:

1. While preparing the NIT and its BOQ in the work order the said rate of rehandling which was included in the estimate was kept aside and the NIT was also silent about the re-handling if not required at all then what is to be done with the re-handling cost which has been included in the NIT estimate?
2. Due to non-clarity in the NIT provisions and BOQ (according to the proposal & its estimate) in the awarded work the decision for deduction of the rehandling charges for the amount of coal which was not rehandled (i.e. within 10% of the total transport) was not possible to be implemented favoured the contractor resulting pecuniary loss to the company.

#### System Improvement

While preparation of NIT & BOQ of any work HEMM/Transport contract proposal, estimates taken in to consideration for each and every work item for finalization of tendered items must be reflected in the corresponding NIT & BOQ of the work order so that in future no confusion/ dispute remains while execution of the work and its payment of bills at area/unit-level. The above system improvement was implemented vide reference no- ECL/HQ/CMC/Transport/ 2019/3646 dated: 01-11-2019.



**A case study of recovery of Rs. 6.24 Crore from the outsourcing contractor at XXXX Area of ECL regarding a HEMM work awarded for excavation of OBR and Coal**

Excavation of OBR and Coal is being done by departmentally and contractually in ECL. Various outsourcing agencies are being engaged for excavation in different OCP's (Open Cast Projects) at various areas of ECL to cope up the desired production level. These outsourcing contracts have clear cut guidelines in their NIT's that the CMPDIL's measurement was to be treated as final for the payment of bills for the work of excavation by the out-sourcing contractors. While monitoring the status of the implementation, the results of CMPDIL's measurement were cross-checked with the bills paid to the contractor on the basis of monthly colliery/area survey measurements. Surprise checks were made, and data were collected regarding the same by collecting the annual measurement done by CMPDI and the measured figure paid to the contractor.

A system improvement in OB measurement provisions was initiated by CVO, CIL vide reference letter no- DD No- CIL/VIG/SIS/3TDLS/3880 dated: 08/09-06-2020. Accordingly, an office order was issued by CIL that the CMPDIL's Measurement result must be made available latest by 15 days of survey.

From the **Source-information** it was viewed that there is huge difference in between the certified OBR measurement done by the colliery officials along with the annual measurement done by the CMPDIL resulting excess payment made to the contractor of **YYYY (Hired) Patch** engaged in the out-sourcing HEMM work at **DDDD OC (Hired) under XXXX Area, ECL**. Accordingly, a vigilance team was entrusted to investigate the matter. During the scrutiny it was observed that over-payment at **YYYY (Hired) Patch** of **XXXX Area** in connection to the annual CMPDIL measurement report submitted to them.

**Observations & Findings:**

It was found from the vigilance investigation that the reported Colliery Survey Measurement in the RA Bills which was already paid to the contractor in their 54th RA Bill and the CMPDIL Annual Volume Measurement (OB+Rehandling+Coal+Void) in CUM. up-to 17-07-2020 were mismatching and are as follows:

<b>Colliery Survey Measurement for the payment of Bills &amp; CMPDIL Annual Measurement (Coal+ OBR+ Rehandling) in Cum up to 17-07-2020</b>	
Total volume up to 17-07-2020 from the beginning of the excavation of the at <b>DDDD OC (Hired) under XXXX Area, ECL</b>	<b>20046130.77 CUM</b>
As per the 54 <sup>th</sup> RA Bill paid (Total quantity of excavation as recorded in the Bill)	<b>21045223.15 Cum</b>
Total Difference in the Measured Quantity (Coal+ OBR+ Rehandling )	<b>(-) 999092.38 Cum</b>

The quantity for the overpayment was calculated based on the last 54th RA bill which was paid up to June'2020 based on the **CMPDIL Annual Measurement**. Area management finalized the actual measured excavation quantity on lead basis taking in view of the **CMPDIL Annual Measurement** till the next month raised bills. Concerned Management agreed the fact and recovery of the said overpayment was done in the different bills which are as follows:

R.A. Bill	MONTH	Lead quantity in Cum.			Total Quantity in Cum.
		0-1 KM	1-2 KM	2-3KM	
55 <sup>th</sup>	July & Aug 2020	48000	52000	100000	200000
56 <sup>th</sup>	Sept 2020	30000	40000	80000	150000
57 <sup>th</sup>	Oct 2020	30000	70000	150000	250000
58 <sup>th</sup>	Nov 2020	20000	50000	130000	200000
59 <sup>th</sup>	Dec 2020	15000	25000	10000	50000
60 <sup>th</sup>	Jan 2021	16000	26000	8000	50000
61 <sup>st</sup>	Feb 2021	15000	26000	9000	50000
62 <sup>nd</sup>	March 2021	15500	25500	9000	50000
<b>Total deduction in Quantity</b>		<b>214500</b>	<b>329500</b>	<b>465557.55</b>	<b>10,09,557.55 Cum.</b>
<b>OBR Rate in Rs/Cum</b>		<b>Rs.58.00/cum</b>	<b>Rs.60.00/cum</b>	<b>Rs.65.00/cum</b>	
<b>Total deducted amount in (Rs.)</b>		<b>12441000.00</b>	<b>19770000.00</b>	<b>30261240.75</b>	<b>6,24,72,240.00</b>

Total variant quantity: 999092.38 Cum. Total deducted quantity up to 62<sup>nd</sup> RA bill: 1009557.55 Cum.

#### Action Taken by ECL Management

During the course of investigation, it was agreed by the concerned management that whatever the reasons it may be for the difference of measurement, CMPDIL measurement is to be treated as final. It was decided by the management for the compliance to recover the excess payment made to the contractor in advance in the coming RA Bills and it was acted upon and lastly a recovery of **Rs. 6,24,72,240.00** was made from the contractor.

#### Vigilance Action Initiated

VA (Vigilance Angle) has been booked & responsibility has been fixed for the negligence and shortcomings for accuracy in monthly survey for the excavation done and booking of the said measured figure in the Measurement Book for processing of contractor payment. Major penalty & Minor penalty is being initiated against one executive each on vigilance recommendation. Also caution of DA was issued to third executive.

#### System Improvement

A system improvement has also been proposed by the vigilance department and it was approved by the competent authority and widely circulated in ECL.



## A case of copy paste and hiding of land mark events in tendering process not being deliberated by the TC members

A complaint was received from one of the bidders that in one of the tenders floated in the area The Tender is cooked and biased targeting procurement from particular source.

1. Investigation revealed that the tender was copied from WCL. All the technical details and the mentioned location where the equipment are to be installed contained addresses from WCL. It was pointed out by a bidder.
2. A change was effected in the NIT issued through a reply to the query from a potential bidder ; without issuing a corrigendum and obtaining the approval of the tender issuing authority especially proposed changes in NIT are drastic and financial in nature.
3. The Clarification issued to the Bidder contains model number of the equipment. This precludes potential bidders not having same model from participation.
4. No reference was given in the TC Recommendations that the Tender was extended twice.
5. The TCR glosses over such obvious discrepancies and does not deliberate on any of these irregularities. They also fail to mention the query raised by the bidders.
6. Three different periods of works were mentioned in the tender documents .Tender detail mentions -365 days, STC mentions 3 months, and work order mentions 30 days. These discrepancies may become damaging to the company in case of litigations etc.
7. TC members failed to mention the Amount of security deposit in their deliberations.
8. Point wise reply of the query was not provided.
9. GTC ,ATC and STC were not attached in the file. By not keeping the hard copies in the file it is unlikely that the approving authority or anyone including TC members on checking the file will become aware of the discrepancies existing in the tender.

### Conclusions :

1. Any change in the NIT should be affected through issue of corrigendum after obtaining approval of Tender issuing authority. Any change in NIT having financial ramifications should be done by cancelling the tender and retendering.
2. Model number/name of equipment to be purchased should not be mentioned in the tender document.
3. All the landmark events in the tendering process should be deliberated by the TC Members in TCR.
4. All the documents related to the tender should be included in the file.
5. All the documents should be vetted by the concerned department and nodal officers issuing tenders .



## Discrepancies in Tender Document

Following discrepancy were observed in the tender document during the scrutinizing of the document

1. Not following the terms and conditions of the tender.
2. Indent is not as per format. No reason given in the noting sheet or Emergent Indent as why the procurement could not be anticipated.
3. Approval of Director (Technical) ECL was not taken before issuing Purchase Order. For Single Tender Enquiry without Proprietary Article Certificate, approval of Director (Technical) concerned of CIL/Subsidiary Company was required .
4. Tender notice was not published on the Coal India e-procurement portal.
5. No record of tender committee deliberations and recommendations as required for finalization of manual tender was found.
6. Finance Department was not consulted before finalization of tender.
7. No guarantee/warranty certificate has been provided by bidder, a non-notarized copy of one Purchase Order received from a private organization was provided by the bidder – As per NIT bidder should have been considered unresponsive and Purchase Order should not have been issued.
8. There was no record of any security deposit (or any document pertaining to exemption of the firm from submitting SD). Also, there was no mention of the security deposit in the Purchase Order.
9. Rate was not analysed before drawing up the estimate.
10. TCR was not prepared.
11. Work Order issued did not contain FC Number, security deposit etc.
12. No approval of competent authority (General Manager) and concurrence of Finance (Area Finance Manager) was taken after negotiations, before issuing a formal work order .

### Conclusion :

The terms and conditions mentioned in the tender documents and various manuals of the company should be adhered strictly.

**THE DUTY of Youth  
is to Challenge CORRUPTION**

## Independent India @ 75: Self Reliance with Integrity

### A write up on the theme topic of Vigilance Awareness Week - 2021



**RAJAT CHATTERJEE**  
TS To D (T) P&P, ECL

Before attempting to comment on the theme of this years' Vigilance Awareness Week, we must try to portray a clear idea about integrity. In Hindi, that is translated as SATYANISHTHA (सतनिष्ठा, सत्यनिष्ठा).

But, in the context of Indian mind and culture, that is only a minuscule part of the kaleidoscopic character of the ancient Vedic culture, which is to be the foundation and base of the modern India. That is not only 'Truthfulness' or 'सत्यनिष्ठा', as has been translated in the theme, which in regular or daily chore of work is external and can be seen or followed by others, rather, our culture is more diverse and TRUTH (सत, सत्य) is the backbone of that culture. Based upon the 'Truth', comes not only 'INTEGRITY or TRUTHFULNESS', but also come 'DHARMA' (धर्म, धर्म), 'HONESTY' (सतता, सतता), 'TRUE IN IDEA' (सत-भावना, सत्य-भावना), 'TRUE IN THOUGHT' (सत-चिन्ता, सत्य-चिन्तन), 'NON-VIOLANCE' (अहिंसा, अहिंसा), and UNCONDITIONAL LOVE (अहैतुक, अहेतुक प्रेम).

Now, in context of this theme of Vigilance Awareness Week - 2021, we, more profoundly are required to relate to our duty. Duty is not only to do a specific work or job for either some external motivation, like salary, praise, or for some internal compulsion with the object of six vices (षड रिपु, षट रिपु), viz. Desire, Anger, Lust, Arrogance, Infatuation, or Envy. If that is the case, a person is nothing more than a machine, or a matter, and more or less a slave. A slave has no choice but to do the work allotted to him on the fear of whip under influence of the six vices. Human being is certainly not that.

No, Man cannot be a machine or slave like that; that is the degeneration of humanity. In that case, with slightest opportunity and various pretext, that slave will skip and evade his responsibility.

Hence, it is necessary to enlighten the inner truth of a person according to the voice "BE SINCERE AND DO YOUR DUTY. EVERYTHING WILL COME ALL RIGHT. TRUTH MUST TRIUMPH"<sup>[1]</sup>. That is the integral character of human, the Eternal Knowledge, which is embodied in every soul, only covered with the six vices of variable degree. "DARE TO SEEK TRUTH EVEN THROUGH HELL"<sup>[2]</sup>.

Fear is the mother of all untruthfulness, selfishness, and dishonesty. "FEAR IS THE SURE CAUSE OF DEGRADATION AND SIN. IT IS FEAR THAT BRINGS MISERY, FEAR THAT BRINGS DEATH, FEAR THAT BREEDS EVIL. AND WHAT CAUSES FEAR? IGNORANCE OF OUR OWN NATURE"<sup>[3]</sup>. "FEAR NEVER LEAVES THOSE WHO EARN THEIR LIVELIHOODS BY UNETHICAL MEANS OR WHO CAUSE HARM TO OTHERS. THEREFORE, AT THIS TIME WHEN WE FACE THE GREAT FEAR OF DEATH, DESIST FROM ALL SUCH BEHAVIOUR"<sup>[4]</sup> When one gets conscious, even for a little practice about his/ her Eternal Being, about the Eternal Truth, then all fear gone.

That is the starting point of real 'DHARMA'. "ONE MAY GAIN POLITICAL AND SOCIAL INDEPENDENCE, BUT IF ONE IS SLAVE TO HIS PASSIONS AND DESIRES, ONE CANNOT FEEL THE PURE JOY OF REAL FREEDOM"<sup>[5]</sup>.

But, for acquiring that freedom, education is the only solution. Education, not only to collect knowledge about materialistic world, the knowledge about worldly scientific advancements, but also the education, which will remove the cover of darkness of selfishness from over our soul and bring forth the true nature of our inner aspect. That education, then will produce craftsman, engineer, teacher, doctor, social workers, politicians et al, all with compassion, empathy, and without selfishness, arrogance, and lust.

Let this be the pledge of us, all Indians, on this 75 th year of Independence of our Motherland, to be educated in that manner, and try to educate our future generations in that way.

That education is the only path, to attain wholesome Integrity and Honesty by all of our brothers and sisters by attaining unselfishness.

One story regarding the benefit of being unselfish, is stated below:

Once the Great Grandfather, ‘Brahma’ (ब्रह्मा, ब्रह्मा) invited all ‘Devas’ and all ‘Danavas’ in a grand feast, because Devas and Danavas are brothers. When all of them reaches the dining area, Brahma told them that, the Danavas will dine first, but with a condition that, both of their hands will be made straight by wooden splints tied on the upper arm and at the lower forearm. The Danavas were surprised but agreed to that condition, and both the hands of all Danavas were tied with wooden splint so that they cannot fold their hands from elbow. Then the food was served which was very good looking, with beautiful aromatic flavour, seeing which hunger increased. The Danavas tried to eat the food with their hands, but Alas! They could not bring the food to their mouth due to straightening of their arms. Not only that, during their trying, one’s hand struck on the face of other sitting by his side. Very soon, all of them started to fight among themselves upon frustration and anger. All the foods were thrown away, and under most chaotic condition the feast abruptly ends. The Danavas got very angry and left the place by hurling abuses to the Grandfather.

Now, the turn of the Devas arrived. They too were tied their hands in similar way, foods were served. Now they did the eating in most spectacular way. They sat face to face, and one lift the food and feed that to the fellow Deva sitting in front of him. Thus, the feast was ended in most orderly manner, and all of them satiated with full satisfaction.

The difference between the Devas and Danavas were that, the Devas thought to feed other, in the most unselfish way, whereas the Danavas were thought about their own satisfaction, the matter of selfishness. For selfishness, the good was not with them.

And, desire, the first vice amongst the six cardinal vices, is the root-cause of all selfishness and misery. “DESIRE IS INFINITE, ITS’ FULFILLMENT IS LIMITED. DESIRE IS UNLIMITED IN EVERYONE; THE POWER OF FULFILLMENT VARIES. THUS, SOME ARE MORE SUCCESSFUL THAN OTHERS IN LIFE”<sup>[6]</sup>. And, with that unfulfillment of desire, begins the ball of selfishness, greed, and anger to roll. All those vices, leaded by desire, bring down the honest, self-reliant real man to the level of greedy, selfish person with his self-reliance totally shattered, and becomes a slave to the hand of greed, lust and what not. We, the ‘Sons of Immortality’ (अमृतस्य पूत्राः, अमृतस्या पुत्राः), selfishness is not befitting to us.

We must leave any kind of selfishness for reaching the goal of Integrity. Honesty, integrity, and self-reliance are the same truth but told in different words. An honest man with integrity is naturally self-reliant and we, at 75th Anniversary of our Independence, need and hope every citizen, every fellow brother and sister of this great nation, be a self-reliant person. That is the purpose and vision of our India at this juncture of 75th Independence and 23rd Vigilance Awareness Week.

[1] Complete Works of Swami Vivekananda, Chapter 5.55

[2] Ibid – Jnana Yoga – Chapter – IX

[3] Ibid – Vol 3.4 – Lectures from Colombo to Almorah

[4] Udbodhan, Chaitra 1329, Vol. 25, Number 3, p. 169 (March 1926). In May 1898, when a plague epidemic broke out in Calcutta and numbers of terror-stricken residents fled the city in panic, Swami Vivekananda wrote this manifesto in Bengali, which was printed and freely distributed amongst the people.

[5] Complete Works of Swami Vivekananda – Vol. 5 – Sayings and Utterances

[6] Unpublished and incomplete papers written down by Swami Vivekananda under heading ‘Bondage’

**INITIATIVES NEEDED FOR PREVENTIVE VIGILANCE MEASURES**

**U. K. PAL**  
Chief Manager (M) / Vig



- A. **Simplification and Standardisation of rules:** Identifying areas involving exercise of discretion which are not governed by guidelines together with a complete review of existing rules and regulations needs to be undertaken to introduce clarity and accountability. Similarly, simplification and standardisation of forms/applications/system also reduces scope for corruption
- B. **Leveraging technology:** Examples are e-procurements, e-payments, use of websites for dissemination of information and creating awareness, use of CCTV in places of public dealing, use of GPS enabled devices/RFIDs, use of appropriate analytical tools, computer assisted audit techniques for detecting frauds.
- C. **Automation:** Reduces interface/interaction between public officials and common citizens. It also reduces monopoly in delivery of services and personal discretion, reducing the opportunities for discretion.
- D. **Business process re-engineering:** Organisations may rethink how they do their work and, in the process, encourage a full-scale re-creation of processes in order to meet the objectives of the organisation. May consider re-engineering of existing processes to prevent leakage of revenue
- E. **Transparency:** Website of the department should contain rules and regulations, contact details of officials and all other information useful for common public/customers
- F. **Accountability:** A system with clear accountability and assigned responsibility at each level is necessary not only for smooth functioning but increased transparency, efficiency and for ensuring effective punitive action in case of misconduct.
- G. **Control and Supervision:** Regular and routine inspections, surprise inspections, audit and reviews keep a check on aberrant and corrupt behaviour. A structured interaction between vigilance and internal audit will enable better monitoring and also help identify potential problem areas. Team to be built for efficient checks and corrective measures too.
- H. **Early detection of misconducts:** Apart from bringing to light the damages to the system, will enable recouping the loss wherever possible and facilitate control of further damage
- I. **Training and Awareness:** Public officials should be made aware of their duties and responsibilities, code of conduct, rules and regulations through regular training and awareness programmes. There should also be an effort to create awareness among all stakeholders too.
- J. **Inculcating moral values:** Inculcating ethical behaviour among public, particularly the younger generation, is an important tool to combat corruption.

**Vigilance Awareness Week, observed every year, is aimed at creating such awareness.**

## THE MOST COMMON TYPES OF CORRUPT ACTIVITIES PREVAILING IN OUR SOCIETY

**Bribery:** The offering, promising, giving, accepting or soliciting of an advantage as an inducement for an action which is illegal, unethical or a breach of trust. Inducements can take the form of gifts, loans, fees, rewards or other advantages (taxes, services, donations, etc.)

**Collusion:** A secret agreement between parties, in the public and/or private sector, to conspire to commit actions aimed to deceive or commit fraud with the objective of illicit financial gain. The parties involved often are referred to as cartels.

**Conflict of interest:** Situation where an individual or the entity for which they work, whether a government, business, media outlet or civil society organisation, is confronted with choosing between the duties and demands of their position and their own private interests.

**Cronyism or Nepotism:** Form of favouritism based on acquaintances and familiar relationships whereby someone in an official position exploits his or her power and authority to provide a job or favour to a family member or friend, even though he or she may not be qualified or deserving. Nepotism may stretch to include other common grounds such as race, religion, common origin (e.g. from the same village or nationality).

**Fraud:** The act of intentionally deceiving someone in order to gain an unfair or illegal advantage (financial, political or otherwise).

**Gifts and Hospitality:** Gifts and hospitality (e.g. vacations, luxury dinner, etc.) that could affect or be perceived to affect the outcome of business transactions and are not reasonable and bona fide.

**Lobbying:** Any activity carried out to influence a government or institution's policies and decisions in favour of a specific cause or outcome. Even when allowed by law, these acts can become distortive if disproportionate levels of influence exist – by companies, interest groups, associations, organisations and individuals.

**Revolving Door:** An individual who moves back and forth between public office and private companies, exploiting his/her period of government service for the benefit of the companies they used to regulate.

**Trading in influence:** The situation where a person is selling his/her influence over the decision process involving a third party (person or institution).

**Patronage:** Patronage refers to favouring political supporters, for example with government employment. [Source: Transparency International (TI)]

**SAY NO TO  
CORRUPTION**

## Vigilance - A Word of Excellence



**Sumit Mukhopadhyay**  
SOE (E&M) / Vig.

The word “VIGILANCE” creates immense fear amongst most of the employees of any concern. For few employees “Vigilance” is an unwanted hazard. For remaining, it creates disturbances in their regular duties. Very few also are of the view that they are always correct while others are wrong.

In my Two ( 02) years of experience in Vigilance department, I have noticed that the department undoubtedly helps its employees to perform their duties in a systematic manner, maintaining all rules & regulations of the company itself. The advices given by this department is strictly in accordance with the rules laid down by the company.

Sometimes you may not follow everything written in the book. In that case if you write the detailed facts and the restrictions to follow the complete guidelines [except safety of the men & machine], the situation is bound to be better by a step ahead. Your noting must be brought to the higher ups as a speaking note.

Complaints/allegations may come always; it is you who have to clarify the facts with proper justification / documentation. All employees must remember that no matter how many mistakes they have committed unnoticed, even the smallest mistakes can get them caught and put them in trouble for their misconduct. In that case the employees may have to face awkward situation.

Vigilance department is neither inhuman nor illogical. It's main duty is to ensure the strict abidance of all rules and regulations of the company by all its employees.

We must abide by all the rules and guidelines framed at the company. So let us join hands together to make our company clean and corruption free with a better environment to work on with the help of Vigilance department.

**Vigilant  
India  
Prosperous  
India**





Online Quiz Conducted by Vigilance Department ECL on 12.10.2020 with participants from Sodepur Central Workshop, Neamatpur Central Workshop, Mine Rescue Station and Central Hospital Kalla.



Online Quiz Conducted using website and connecting virtually with participants contesting from Bankola Area and Kenda Area of #EasternCoalfields on 28.10.2020



Online Quiz Conducted using website and connecting virtually with participants contesting from Kunustoria Area and Satgram Area on 19.10.2020

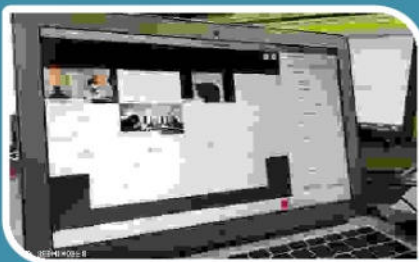
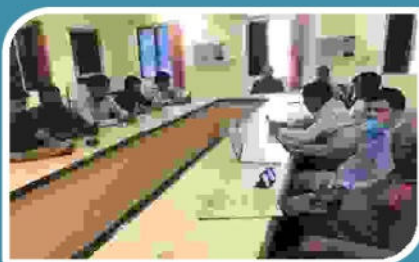


Online Quiz Conducted using website and connecting virtually with participants contesting from Jhanjra Area and Kajora Area on 29.10.2020 during Vigilance Awareness Week 2020.

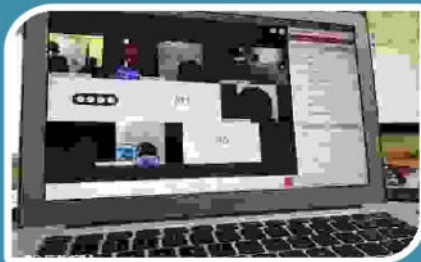
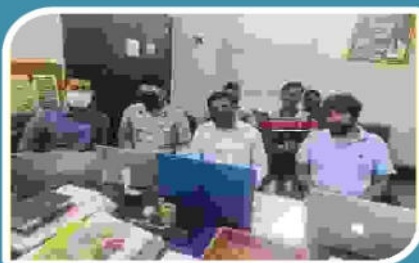


ऑनलाइन माध्यम से सतर्क होता ईसीएल ईस्टर्न कोलफील्ड्स लिमिटेड 27.10.2020 से 02.11.2020 तक सतर्कता जागरूकता सप्ताह मना रही है, जिसका ध्येय है "सतर्क भारत, समृद्ध भारत" ।

## ONLINE QUIZ CONDUCTED BY VIGILANCE DEPARTMENT



Online Quiz Conducted using website and connecting virtually with participants contesting from SP Mines Area & Rajmahal Area on 13.10.2020 and Sodepur Area & Mugma Area on 14.10.2020.



Online Quiz Conducted using website and connecting virtually with participants contesting from Sonepur Bazari Area and Pandaveswar Area of #EasternCoalfields on 16.10.2020