



सतर्कता बुलेटिन २०२४

VIGILANCE BULLETIN 2024



“Culture of Integrity for Nation's Prosperity”

“सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि”

रेल डिब्बा कारखाना, कपूरथला
RAIL COACH FACTORY, KAPURTHALA



Sardar Vallabh Bhai Patel

(31.10.1875-15.12.1950)

**सतर्कता जागरूकता सप्ताह का आयोजन
सरदार वल्लभ भाई पटेल के सम्मान में किया जाता है।**

**यह हर एक नागरिक की जिम्मेदारी है कि वह यह अनुभव करे
कि उसका देश स्वतंत्र है और उसकी स्वतंत्रता की रक्षा
करना उसका कर्तव्य है।**



राष्ट्रपति
भारत गणतंत्र
**PRESIDENT
REPUBLIC OF INDIA**

MESSAGE

I am happy to know that the Central Vigilance Commission is observing Vigilance Awareness Week from 28th October to 3rd November, 2024 on the theme:

“सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि”
“Culture of Integrity for Nation's Prosperity.”

This theme serves as a reminder that integrity is the foundation of our nation's economic prosperity and social well-being. Integrity promotes inclusive growth, ensuring development benefits reach all sections of society. As citizens, we have a collective responsibility to be steadfast to the value of integrity in our daily lives. Through our actions based on honesty, fairness, and transparency, we can build a stronger and more prosperous nation.

I hope that there will be widespread participation of citizens in this initiative of the Central Vigilance Commission.

I extend my appreciation to the entire team associated with the Central Vigilance Commission.

I convey my best wishes for the success of the Vigilance Awareness Week-2024 in terms of translating values into action.



(Droupadi Murmu)

New Delhi
September 30, 2024



प्रधान मंत्री
Prime Minister

MESSAGE

It is heartening to learn that the Central Vigilance Commission - CVC is observing Vigilance Awareness Week 2024. Heartiest greetings and best wishes to everyone associated with CVC on the occasion.

This year's theme - "सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि" or "Culture of Integrity for Nation's Prosperity" is particularly relevant in today's context.

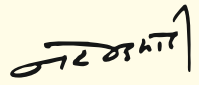
Integrity, along with transparency and accountability, hold the key to good governance and ensuing the nation's all-round growth and development. An environment of integrity nurtures institutions, promotes probity in administration. It leads to a people-centric approach while framing policies and taking decisions.

During the last 10 years, we have focused our efforts on leveraging technology and e-governance to create a transparent and accountable eco-system. We have furthered the spirit of ethics and integrity to strengthen our institutions.

As we march ahead confidently towards building *Viksit Bharat*, the contribution of institutions such as CVC in fulfilling the people's aspirations is important.

The organisation of various programmes including Gram Sabhas, lectures, plays, competitions in schools, colleges and trade organisations to commemorate the Vigilance Awareness Week will help spread awareness among individuals to imbibe such ethics and virtues such as honesty, fairness and integrity in day-to-day work.

May the Vigilance Awareness Week celebrations be a huge success.


(Narendra Modi)

New Delhi
आश्विन 19, शक संवत् 1946
11 October, 2024



केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION

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दिनांक / Dated.....25.10.2024

MESSAGE

Vigilance Awareness Week (28th October to 3rd November, 2024)

Observance of Vigilance Awareness Week affirms Commission's commitment to promote integrity and probity in public life by seeking engagement of all stakeholders and to create greater awareness regarding the importance of integrity and ethics. The Commission believes that the theme for this year should be inspired by the rich cultural heritage of India that is rooted in ethical values and integrity. It is believed that these values can serve as a foundation upon which the nation can continue its journey towards development and prosperity. Hence, the theme for this year is:

“सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि”

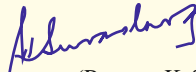
“Culture of Integrity for Nation's Prosperity.”

VAW is being observe from 28th October to 3rd November 2024. Since last couple of years, the Commission has been running a three-month campaign leading upto the Vigilance Awareness Week. This year, the campaign associated with the Vigilance Awareness Week is being undertaken from 16.08.2024 to 15.11.2024. The Commission has sought the participation of all Ministries/ Departments/ Organizations of the Central Government to undertake this three month campaign on five different focus areas namely Capacity Building Programs. Identifications and implementation of Systemic Improvement measures, Up-dation of Circulars/ Guidelines/Manuals, Disposal of complaints received before 30.06.2024 and Dynamic Digital Presence. It is believed that focused attention on these Preventive Vigilance measures would build transparent systems.

Emerging challenges, best practices and thoughts on way forward on various issues that come across are being shared with all stakeholders in the form of three booklets that will be released on 08-11-2024. The idea behind this is to disseminate information regarding effective and innovative initiatives undertaken by different organizations to service as a point of reference for the way forward.

The Commission solicits the participation of all officials and citizens to come together in bringing about transparency and accountability in all spheres of public life.


(A. S. Rajeev)
Vigilance Commissioner


(Praveen K. Srivastava)
Central Vigilance Commissioner

सत्यनिष्ठा प्रतिज्ञा

मेरा विश्वास है कि हमारे देश की आर्थिक, राजनीतिक तथा सामाजिक प्रगति में भ्रष्टाचार एक बड़ी समस्या है। मेरा विश्वास है कि भ्रष्टाचार का उन्मूलन करने के लिए सभी संबंधित पक्षों जैसे सरकार, नागरिकों तथा निजी क्षेत्र को एक साथ मिलकर कार्य करने की आवश्यकता है।

मेरा मानना है कि प्रत्येक नागरिक को सतर्क होना चाहिए तथा उसे सदैव ईमानदारी तथा सत्यनिष्ठा के उच्चतम मानकों के प्रति वचनबद्ध होना चाहिए तथा भ्रष्टाचार के विरुद्ध संघर्ष में साथ देना चाहिए।

अतः, मैं प्रतिज्ञा करता हूँ कि :

- जीवन के सभी क्षेत्रों में ईमानदारी तथा कानून के नियमों का पालन करूँगा;
- ना तो रिश्वत लूँगा और ना ही रिश्वत दूँगा;
- सभी कार्य ईमानदारी तथा पारदर्शी नीति से करूँगा;
- जनहित में कार्य करूँगा;
- अपने निजी आचरण में ईमानदारी दिखाकर उदाहरण प्रस्तुत करूँगा;
- भ्रष्टाचार की किसी भी घटना की रिपोर्ट उचित एजेन्सी को दूँगा।

INTEGRITY PLEDGE

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

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

I, therefore, pledge:

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



Dilip Kumar Singh
Principal Exe. Director (Vigilance) &
Chief Vigilance Officer



भारत सरकार
रेल मंत्रालय, (रेलवे बोर्ड)
रेल भवन, नई दिल्ली-110001
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)
RAIL BHAWAN, NEW DELHI-110001



MESSAGE

Vigilance Awareness Week is observed annually to emphasize the significance of morality and integrity in public life. This year, it will be celebrated from 28th October to 3rd November, 2024, with the theme chosen by the Central Vigilance Commission (CVC) being “सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि” or “Culture of Integrity for Nation’s Prosperity.” The theme underscores the idea that a nation’s long term success and development depend on fostering a culture of honesty, ethics, and accountability across all levels of society.

The CVC has directed all organization to undertake certain preventive vigilance activities, highlighting these as key focus areas. The Vigilance Department of Indian Railways is regularly taking various measures to enhance transparency in the system and promote systemic improvements. A three month campaign in this direction has been initiated, running from 16th August to 15th November, 2024. I trust that all units are doing what is necessary to achieve the objectives of the campaign.

I firmly believe that by implementing preventive measures and raising awareness among Railway employees and the public, we can significantly reduce, if not eliminate, corruption within the organization. Indian Railways holds a strong potential to eradicate corruption if we all work in unison, pledge not to take or give bribes, and adopt stringent measures to tackle this menace head on.

I extend my sincere greetings to everyone contributing to this movement and wish you all a successful Vigilance Awareness Week.

(Dilip Kumar Singh)

Manjul Mathur
General Manager
Rail Coach Factory,
Kapurthala



MESSAGE



It gives me immense pleasure to learn that RCF is observing “Vigilance Awareness Week” from 28th October 2024 to 3rd November 2024. Central Vigilance Commission has chosen the theme “Culture of Integrity for Nation's Prosperity” “सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि” for this year. On this occasion I call upon all the employees and officers of RCF to take a solemn pledge to abide by the principles of Honesty, Integrity and Transparency while discharging their duties at the work place and contribute towards eradication of corruption.

Corruption in any form hampers the growth of an organisation, society, and a nation at large. It is one of the most important and critical factor which comes in the way of socio-economic transformation of developing nations. Vigilance Organisation plays an important and constructive role in combating corrupt practices while identifying deficiencies and procedural lapses and suggesting system improvements through corrective measures.

I sincerely hope that this 25th edition of Vigilance Bulletin being brought out by RCF vigilance will go a long way in creating awareness among railwaymen about the procedures, rules, accountability and fairness in their conduct. It will enable them to perform their duty efficiently and fearlessly in a corruption free environment. Let us work together to strengthen our Vigilance and create a workplace that stands as a model of values of integrity, transparency and accountability.

Jai Hind.

(Manjul Mathur)

Rail Coach Factory, Kapurthala
28th October, 2024

Vinod Pal

Chief Vigilance Officer
Rail Coach Factory,
Kapurthala

FOREWARD



This 25th edition of Vigilance Bulletin is being published by RCF vigilance organisation on the occasion of “Vigilance Awareness Week 2024” which is being observed in the week starting from 28th October 2024. CVC has chosen the theme for this year's Vigilance Awareness week as “**Culture of Integrity for Nation's Prosperity**” “सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि”. As a prelude to the “Vigilance Awareness Week 2024” various preventive vigilance programs have been initiated in RCF on the five focus areas emphasized by CVC during three- month campaign period starting from 16th August, 2024 to 15th November, 2024. These programs will play significant role in creating awareness among the officers and staff of RCF about preventive vigilance and creating an atmosphere which instils the consciousness among the employees about practise of integrity, transparency, and accountability in their work.

Every year “Vigilance Awareness Week” offers us an opportunity to spread the message of preventive vigilance among the Railwaymen by way of organising seminars, class room sessions in TTC, Nukkad Natak, Essay writing competition, Scout and Guide Rally etc. Through these programs employees are provided guidance on best practices, Do's and Don'ts, rules and regulations and reinforce the values of Honesty and Integrity while performing their work. This bulletin contains Articles on the theme of this year's Vigilance Awareness week, Poems, Do's and Don'ts, the procedure for registering complaints to vigilance department, System Improvements suggested by vigilance department, Case Studies, Procedure for handling rejection of pre-inspected items etc.

I do firmly believe that this vigilance bulletin will be very helpful for employees of RCF in creating awareness about preventive vigilance and increasing the consciousness about vigilance among the employees of RCF and establishment of fool-proof systems that minimize opportunities for corruption.

Vinod Pal

Chief Vigilance Officer

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DISCLAIMER

The Booklet is only indicative and is by no means exhaustive. Nor it is intended to be a substitute for rules, procedures and existing instructions/guidelines on the subject. The provisions herein do not in any way supersede the rules contained in any of the Railway Codes, manuals and the circulars referred to herein should be read both individually and in conjunction with other relevant policy circulars for proper appreciation of the issues involved. This booklet also should not be produced in any Court of Law and wherever necessary, references should always be made to the original rules/instructions on the subject.

घोषणा

यह पुस्तिका सांकेतिक है, न कि विवरणात्मक और न ही इसका उपयोग नियमों, प्रक्रियाओं तथा वर्तमान अनुदेश/दिशा-निर्देश के स्थान पर किया जा सकता है। यहाँ दिए गए प्रावधान किसी भी प्रकार से रेलवे कोड, मैनुअल और परिपत्रों का अतिक्रमण नहीं करते। मौजूदा मामलों के लिए इन्हें सम्बंधित नीतिगत प्रपत्रों के साथ अलग-अलग पढ़ा जाए। इस पुस्तिका में दिए गए किसी भी प्रकरण आदि को अदालत में प्रस्तुत नहीं किया जा सकता। जहाँ कहीं भी आवश्यक हो सम्बंधित विषयों पर मूल नियमों/अनुदेशों को ही संदर्भित किया जाना चाहिए।

Case Studies

Case Studies :

1. Irregularity in awarding Civil Engg. Contract of Conversion of Type-I Quarter to Type-II

A Complaint under PIDPI was received in vigilance department regarding wrongly giving exemption from depositing EMD to L-1 bidder on the grounds of MSME certificate.

As per the Tender condition and GCC 2019 para 5 (1) (a) (ii), the firm recognized by Department of Industrial Policy and Promotion (DIPP) as 'Startups' shall be exempted from payment of EMD for Bidding in a Tender. After investigation, it was found that in two Tenders of 2020-21, EMD exemption claim of bidders based on being registered with MSME was considered and Contract was awarded in aforesaid Tenders while there is no such policy provision where firms registered with MSME are exempted from EMD.

Accordingly, the following system improvement has been suggested to *all concerned department for implementation: All concerned PHOD's/CHOD's may kindly bring it to the immediate notice of all concerned in their respective departments to strictly follow the tender conditions regarding the exemption of EMD in which the GCC is mentioned in tender conditions while deciding the bids during tender committee recommendations.*

2. GeM Contract of Healthcare Human Resource Outsourcing Service of LLR Hospital RCF

A Local complaint was received in RCF Vigilance regarding irregularities in execution of Contract of Healthcare Human Resource Outsourcing Service of Hospital regarding wages paid to contract labourer not as per the prevailing minimum wages Act.

After investigation into the complaint, the following irregularities were observed in the execution of the contract:

- Mandatory documents viz. payment of wages to labourer as per prevailing Minimum wages, Declaration by Supplier regarding updation of details in Shramik Kalyan Portal, depositing of proportionate contribution EPF/ESI in

labourer account submitted along with the invoice of two months was not checked before recommending for passing of Bill by the Bill passing authority.

- Invoices of the aforesaid period was not being checked by the concerned supervisor, in respect of various terms and conditions and various Labour laws when processing for passing of Bills.
- Wages paid to labourers of four months was found well below the prevailing minimum wages.
- Penalty for various breaches viz. delayed payment of wages etc. as per service agreement terms and conditions was not got deducted from the Bill/Invoice.
- Short termination of GeM contract not got vetted by Finance.

The following Action was taken after investigation:

- Arrears arising due to less payment of wages than the prevailing minimum wages and deduction of EPF, ESIC etc was charged to the contractor and paid to the contractor's labourers.
- Suitable administrative action against officials recommended.

The following Systemic Improvements were suggested for implementation:

- Training regarding service contracts on GeM to all officials



be given to avoid irregularities during execution in Medical Department.

- Accounts officials involved in the Bill passing and payment must be counselled to check the bill thoroughly for observance of payment of minimum wages and other labour laws.

3. Execution of Contract of 'Provision and Replacement of Pit lights in Finishing/Furnishing and NG Coaches Shop in RCF/ KXH'

A Local complaint was received regarding harassment and bills not being released against completion of work on the pretext of non-submission of documents while no such documents were being sought from other contractor in similar type of Work.

After investigation the following irregularities were observed in tendering & execution of the contract:

- Estimate was prepared without proper assessment of work requirement and not checked at appropriate level. There is a mismatch in the Name of work and Scope of work. Name of Work - **Replacement of Pit lights, Scope of Work - Supply, installation and commissioning of Pit Lights.**
- A part of Estimate was prepared on the basis of rates of previous Work Orders. However, the previous Work Orders were based on dispensing with calling of Tender, therefore its rates can't be taken as LAR. This aspect was not taken care off during vetting of Estimate.
- Site was not clear at the time of issuing of Work Order to the Contractor as Old Lights & fittings existed at that time. It was cleared subsequently. Removal of existing Lights/ Fitting etc. was not part of the scope of work and had to be cleared departmentally.
- Site details and drawing were not provided to Contractor along with the Work Order to enable the Contractor to commence the work immediately. It was provided, on demand, after 14 days from the date of receipt of Work Order.
- Necessary documents viz. Supervisors' license under Indian Electricity Rules 1956 para 45 etc were not sought from the Contractor before commencing of the Work by the

concerned SSE incharge. It was demanded after elapse of 03 months from the issue of Work Order.

- The Challan of Lights was available in record but no Challan/Invoice of the other material was available with executing official. Receipt/inspection of material record was also not available.
- Contractor never sought the Gate passes for his labourer for the instant work. No record of Gate passes issued for the instant work order was found.
- No proper record of correspondences between Consignee and the Contractor was found maintained.

Disciplinary Action Taken:

As per the First stage advice received from CVC, disciplinary action under Minor penalty was initiated against the officials responsible and Administrative action against other officials taken.

System Improvement suggested: Following system improvements have been suggested to concerned department for implementation:

- Suitable mechanism be put into place for monitoring the progress of work vis-à-vis the Plan submitted by the Contractor in order to ensure completion of work within completion date. Site incharge should report the progress on regular basis to higher authorities. Site Order Register should also be maintained.
- All mandatory Certificates/Documents to be submitted by the Contractor should be obtained prior to commencement of work.
- Proper factual record of receiving letters of the correspondences between the firm and RCF should be done to avoid dispute in ascertaining responsibility in event of any deviation.
- Approved Layout/Drawing etc invariably be provided to the Contractor along with the Work Order to avoid delay in execution of Work. Site details be provided at the time of issuing of work order.
- A suitable check list should be prepared and implemented to ensure all the requisite details have been added in the work order/contract conditions to avoid any ambiguity in

execution of contract

- Gates pass should invariably be filled with details of the contract for which it has been issued.

4. Irregularity in Selection in Hockey through Sports Quota

A Local complaint was received regarding irregularities in selection under Sports Quota, wherein it was alleged that trials in the Hockey (Women) discipline was not conducted as stipulated by the Trial Committee.

Brief of the case:

A Notification was issued for filling up the 08 posts through open advertisement in basketball (Men), Hockey (Men & Women), Wrestling (Men) and Thrower (Men & Women) discipline. A Committee of three members for recruitment of sports person against Open Advertisement for year 2022-23 was nominated by competent authority. The recruitment committee nominated the Trial committee comprising of Sports officer, Coaches and Sr. player of relevant discipline. During the trials for selection under various disciplines of sports, many material mistakes were noticed by the recruitment committee in the trials of all the disciplines (Men and women) and the trials were not conducted in professional manner in the all trial committees' report of all the discipline. Cutting/rewriting in the observations was noticed, which indicated the lack of experience of the trial committee members in conducting trials for all sports disciplines. While submitting, the trial report, the members did not reconcile the observation with the videography of the sports discipline that has also been noticed by the recruitment committee. In view of the above discrepancies the recruitment committee did not recommend any candidate in any of the four disciplines and selections for the year 2022-2023 was discharged on technical grounds with the approval of competent authority.

Lapses observed by the Trial Committee :

- Rules were not properly elaborated to candidates before taking their trials.
- Cuttings/rewriting was observed in the observation of Trial Committee.

- Final marks not found reconciled with the videography done.

Action taken :

Suitable administrative action against officials of Trial Committee for lapses in conducting trial for selection under sports quota was suggested to Sports Association of RCF.

System Improvement suggested: Following system improvement suggested for implementation to Sports Association of RCF

- The trials committee should be counseled/guided (just before the trials for the selection) by the senior coaches (may invite other railway coaches) who have vast experience in the field of conducting trials so that procedural mistakes and lack of experience in conducting trial, will not come in the way of the fair selections of the candidate for any sports discipline.
- The trial committee may consider matching their observations noted during the trials with videography, after duly observing extant provisions/rules in this regard, so that any mistakes due to the human limitation of judgement may be avoided.

5. Marking of staff attendance Fraudulently

A Local complaint was received regarding fraudulently marking of attendance of staff by SSE incharge wherein it was alleged that attendance of Technician is marked while he was on leave and out of station.

Irregularities were observed :

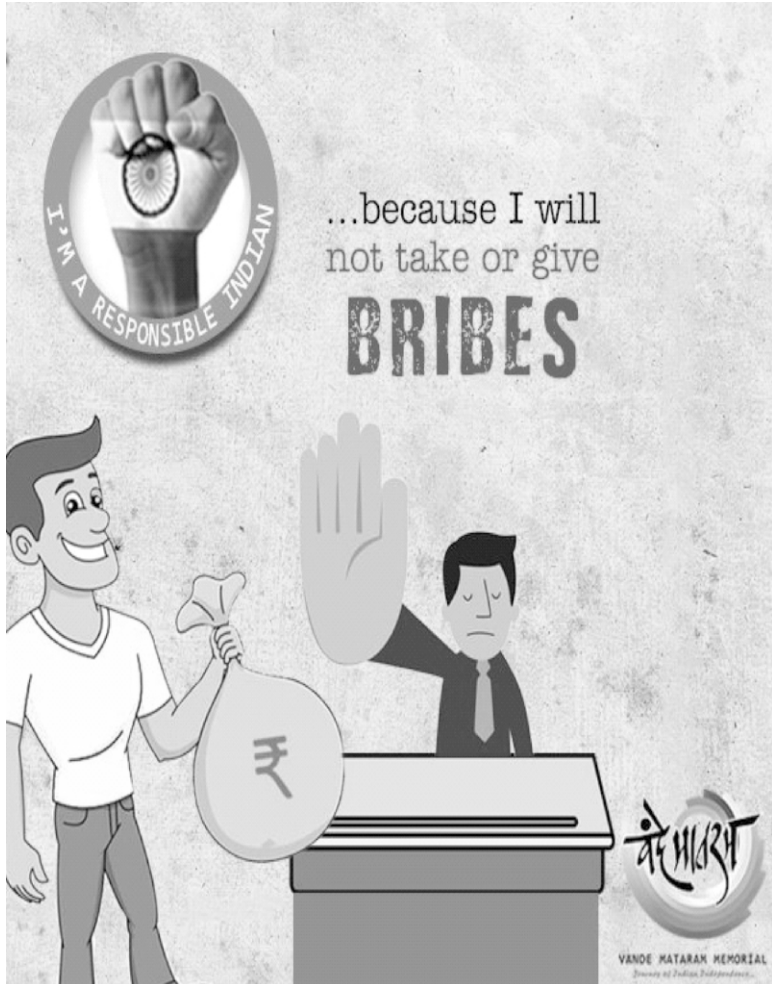
- SSE incharge wrongly marking the attendance of one staff as "present" while the said staff was on leave and travelling by train on reserved ticket.
- Duly signed blank leave application forms of two staff were found in the Attendance register whose custodian was SSE incharge. This was done in order to mark the staff on leave during surprise checks while in actual the staff is absconding from place of duty.

Action taken :

Disciplinary action initiated against four NG staff- two staff under Major penalty and two staff under Minor penalty chargesheet.

System improvement suggested for implementation:

Strict observance of procedure of marking of staff attendance be followed and same be inspected by Controlling officer on a regular basis to ensure proper functioning of the attendance system.



System Improvements

System Improvements Suggested By RCF Vigilance

1. Preparation of Estimate and Execution of Service or Works Contracts.

Observations/ Irregularities

The following irregularities were observed during the investigation conducted regarding a complaint registered under PIDPI:

1. Service or Works Contracts operated by various departments were being done on 'Supply of Labour' basis rather than on 'Outcome' basis and various irregularities were observed in preparation of estimate.
2. Irregularities were observed in work accountability and attendance of Labourers employed by the Contractor/ Service Provider.

Systemic Improvement suggested

1. To consider adoption of an 'Outcome' based approach to the extent possible for Sanitation work etc. as per Railway Board letter dated 29.06.2020, so that the scope of manipulation in tenders by artificial inflation of estimates could be minimized.
2. To the extent possible, biometric/face recognition devices may be adopted for marking of attendance of Labourers deployed by the Service Provider so that scope of manipulation at the lower level could be minimized.

2. Selection of RCF Women Hockey Team under Sports Quota.

Observations/ Irregularities

During an investigation of a complaint regarding irregularity in the selection of RCF Women Hockey Team under Sports Quota following lapses were observed:

1. Procedural mistakes were committed by trial committee which reflected the lack of experience of the trial committee members in conducting trials for all sports disciplines

during selection.

2. The trial committee nominated for conducting trials committed material mistakes across the sports disciplines. Over writings/corrections were found in the trial committee report.

**Systemic
Improvement
suggested :**

1. The trials committee should be counselled/guided (just before the trials for the selection) by the senior coaches (Railway Coaches from other Railways may be invited) having vast experience in the field of conducting trials so that procedural mistakes and lack of experience in conducting trial, do not hinder the proper selections of the candidate for any sports discipline.
2. The trial committee may consider matching their observations noted during the trials with videography, after duly observing extant provisions/rules in this regard, so that any mistakes due to the human limitation of judgement may be avoided.

3. Execution of works contract.

**Observations/
Irregularities** During execution of work 'Provision and Replacement of Pit lights in Finishing/ Furnishing and NG Coaches Shop in RCF/KXH', the following observations were made:-

1. Contradiction in the name of work and scope of work. The estimate was found to be prepared by officials on basis of inadequate knowledge of the site and actual requirement.
2. No monitoring during the execution of the contract. Work continued for almost five months despite work was urgent in nature

- and completion period of 30 days.
3. Mandatory documents, as per requirements of the Contract and GCC, to be submitted by the Contractor were demanded by executing officials after 03 months from the commencement of the contract having a completion period of 30 days.
 4. No proper record of correspondence between Railways and the Contractor was found maintained.
 5. Layout drawing and site details was not provided with the Work Order to the Contractor. It was provided after delay of 14 days on the demand of the Contractor.
 6. Procedure of issuing Gate passes to the Contractor's labourer was found not being followed.

**Systemic
Improvement
suggested :**

1. Suitable mechanism be put into place for monitoring the progress of work vis-à-vis the Plan submitted by the Contractor to ensure completion of work within completion date. Site in-charge should report the progress on regular basis to higher authorities. Site Order Register should also be maintained.
2. All mandatory Certificates/Documents to be submitted by the Contractor should be promptly obtained prior to commencement of work.
3. Proper factual record of receiving letters of the correspondences between the firm and RCF should be done to avoid dispute in ascertaining responsibility in event of any deviation.

4. Approved Layout/Drawing etc invariably be provided promptly to the Contractor along with the Work Order to avoid delay in execution of Work. Site details be provided at the time of issuing of work order.
5. A suitable check list should be prepared and implemented to ensure all the requisite details have been added in the work order/contract conditions to avoid any ambiguity in execution of contract.
6. Gates pass should invariably be filled with details of the contract for which it has been issued.

4. Bill passing of GeM Contract of Healthcare Human Resource Outsourcing Service of LLR Hospital RCF.

Observations/ Irregularities

1. Officials dealing the Bill passing of above-mentioned contract were found not examining the mandatory document of payment of minimum wages to labourers and ensuring the same that prevailing minimum wages are being paid to labourers while passing the Bills.
2. Officials dealing the contracts under GeM were found to be not so conversant with the various procedures involved in the execution of GeM contract viz. verification and passing of Bills.

Systemic Improvement suggested :

1. A system be suitably established that all Bills are examined for observance of payment of prevailing minimum wages to labourers and other Labour Laws while passing Bills arising out of Contracts especially Service Contracts. Aforesaid established system be also suitably monitored to prevent reoccurrence of such lapses.

2. Onetime training be suitably given to all dealing officials of Medical department regarding procedures involved in entering of contract through Gem & Bill processing during its execution in coordination with Accounts.



Look, I want to announce some rigid rules and regulations – so that I may liberalise them to give relief to the people!

5. Management of Community Hall of RCF for smooth and transparent functioning

Systemic Improvement suggested :

1. Operation of Community Hall be strictly done as per bylaws enacted by the committee.
2. Payment against the booking of the community hall be done directly in the account of the community hall Bank account.
3. Suitable mechanism be established to ensure that:
 - Community Hall should be made in variably ready in all respect to the next booking beneficiary. Earlier decoration, catering etc be removed promptly by the earlier booking beneficiary to make the community hall ready for decoration, catering etc. as per the choice of the next booking person.
 - Duty and responsibility be assigned to responsible authority to ensure above and same be recorded jointly with the earlier booking beneficiary, next booking beneficiary, concerned CWLI

and Manager of Community Hall after the end of booking time of earlier beneficiary.

- Above mechanism be suitably and regularly monitored by Gaz. official.

6. Observance of Tender condition in works/service contracts regarding exemption of EMD.

Observations/ Irregularities Bidder was accorded exemption from payment of Ernest money deposit (EMD) on the grounds of the firm being registered with MSME contravening the GCC, para 5(1) (a) (ii), condition that only firms recognized by Department of Industrial Policy and Promotion (DIPP) as 'start ups' shall be exempted from payment of EMD for bidding in a contract and there is no such provision of exemption of EMD for firms registered with MSME.

Systemic Improvement suggested : All concerned PHOD's/CHOD's may kindly bring it to the immediate notice of all concerned in their respective departments to strictly follow the tender conditions regarding the exemption of EMD in which the GCC is mentioned in tender conditions while deciding the bids during tender committee recommendations, and immediately stop the wrong practice of according exemption from payment of Ernest Money Deposit (EMD) in works/service contract tenders, if any, to the bidders based on their being registered with MSME.

7. Office Procedure 2022 issued by Railway Board :

Observations/ Irregularities Investigation in complaints or preventive checks involves scrutiny of Files and Records for fact finding. Generally it has been observed that while preparing Notings, the stipulations as mentioned in the office procedure is not being followed. As per the instructions of Railway Board, the Manual of Office Procedure 2022 issued by Ministry of

Railways has to be followed in all office processes/dealings. Every action of the Office to be in consonance with the rules. The decisions and the decision-making process need to be sufficiently and clearly documented. The practice, therefore, is to record the process in writing, in the form of internal notes and correspondence. This record is required to be systematically kept in files as per a prescribed procedure. However, during the scrutiny of Files and Records it is observed that the laid down procedure is not being maintained by most of the departments. Note portion in the file is usually not found maintained which contains how decision was taken in a case. The omission of this aspect attracts the chances of malpractices in decision making. In absence of such Notes, fixing up the responsibility of violation of Rules in the case is also difficult.

**Systemic
Improvement
suggested :**

Manual of Office Procedure 2022 issued by Ministry of Railways for the disposal of work be followed in all office processes/dealings especially in areas viz. DAK & Receipts, File Management, Record Management, Guidelines for Noting etc. Every action of the Office must be in consonance with rules, decisions and the decision-making process therefore need to be sufficiently and clearly documented. The practice, therefore, is to record the process in writing, in the form of internal notes and correspondence. This record is required to be systematically kept in files as per a prescribed procedure. The Manual of Office Procedure 2022 issued by Ministry of Railways be followed in maintaining Files & Records to encourage transparency in work and prevention of potential cases of malpractices. Furthermore, a mechanism be also put in place to ensure that Files/Records are being maintained accordingly and regular monitoring and checking be also done for prompt course correction in case of deviation, if any, is observed over period of time.

8. Accountal & Disposal of Scrap in Stores

Observations/ Irregularities

1. Shortage of 06 scrap items, worth Rs. 26.35 lakhs approx., was pointed out by 02 CDMs (custodians) of the Scrap Yard.
2. Process of handing over/Taking over charge of Scrap items in Scrap Yard was not followed among various incumbents.
3. No stock verification of aforesaid 06 shortfall scrap items was conducted by the Shell Depot after detection of the shortage/non traceability.
4. No stock sheet was prepared against the shortage of the aforesaid 06 Scrap items after detection of the shortfall.
5. Before the process of the disposal of the aforesaid 03 non traceable Scrap items, no witness was kept to verify the traceability of items.
6. No details about the shortfall of the items were mentioned in the survey sheets before put up the sheet to survey committee.

Systemic Improvement suggested :

1. There should be immediate Stock verification by Store depot if any item is detected as non-traceable in the Scrap Yard.
2. Process of handing over/taking over charge of Scrap items in Scrap Yard should be followed among various incumbents, in order to fix the responsibility.
3. A proper stock sheet should be prepared against the shortfall quantity.

4. When non traceable items become traceable in the scrap yard, proper witness from the Security, Account and ward in charge from the depot must be taken in a defined manner.
5. Delivery of all scrap material to contractor in scrap yard should be done under CCTV surveillance.

9. Acceptance and handling of rejection of Adhesion Promoting Primer PL No. 33660608 by Stores Depot.

Observations and Systemic Improvement suggested : Preventive check was conducted under Thrust area regarding checking of quality of Adhesion Promoting Primer PL No. 33660608.

1. Significant quantity and amount is involved in procurement of various types of paints and primers and shop floor rejections also happen. Hence, it is recommended that for paint testing, exclusive panel of testing labs (having sufficient numbers and having complete facilities of all types tests) may be prepared at RCF level with approval of GM/RCF.
2. A check list with timelines may be prepared for maintaining sanctity in collection and delivery of samples to empanelled labs indicating all steps stage wise, from collection of samples till delivery of samples to lab including protocol of transportation of samples and their report, fixing responsibility at each stage.

10. Systematic improvement regarding Local purchase of material.

Observations Preventive check was conducted in Stores

**and Systemic
Improvement
suggested :**

Depot (Shell) to check the procurement of Coach Items through Local Purchase & process of collecting quotations from open market.

1. Strictly observing the office procedure especially in the procurement of material through Local purchase and monitoring system be also put in place to check by-passing of rules/procedures.
2. System be established to ensure material is actually received by the concerned custodian of ward before issue to user department.

C!RRUPTION!N

SAY NO

Dos & Donts

Dos and DON'Ts

MEDICAL

RECEIPT, ACCOUNTAL & DISTRIBUTION OF MEDICINES

DO's

1. Check periodically the medical stores personally. Take timely action in respect of expiry date medicines.
2. Ensure sample test for drugs to guard against procurement of sub-standard/spurious drugs.
3. Keep proper accountal of all medicines irrespective of the cost involved.
4. Confirm relationship as per rules before treatment and distribution of medicines to Railway employees' relatives.

ISSUE OF SICK/FIT CERTIFICATE

DO's

1. Follow rigidly the procedure regarding issue of sick/fit certificates and in case of a departure, give specific reasons.
2. Check personally all details, including eligibility and identity of the patients before signing certificate and obtain signatures/LTIs of the persons concerned on the certificates including continuation sick certificates. In case of doubt, refer back to the concerned department.
3. Specify period of sickness, indicating period of absence, if any, and give date on the certificate.
4. Write temporarily 'unfit' indicating reasons, if a case requires so. Give specific date for the return of the employee for re-examination after obtaining glasses in cases of vision tests and after a corrective treatment, where considered necessary.

DON'Ts

1. Avoid issue of certificates of fitness in initial or periodical examinations for categories other than the specifically asked for by the department.
2. Avoid entertaining case of sick employees beyond the permissible period and do not forget to make reference to the higher authority, if the case requires retention on sick list beyond the time limit within your power.
3. Avoid simultaneous use of two sick/fit certificate books.
4. Avoid handling of sick/fit certificate books by other than the nominated hospital staff.
5. Avoid giving a free hand to staff in maintenance of sick/fit certificate books and records.
6. Avoid issuing back dated certificates without specifically recording reasons.
7. Avoid delays in sending the sick/fit certificates of the Railway employees to the department concerned.
8. Avoid issue of certificates of illness in initial or periodical examination for categories other than that specifically asked for by the department.
9. Do not use medical pass (Hospital permit) in a routine manner.

STOCKING AND MAINTENANCE OF RECORDS (MEDICAL)

DO's

1. Preserve all the prescription memos/challan/sick memos month-wise as per schedule.
2. Maintain Drug Register properly. Entries regarding expiry date of medicines should be made in the register. A separate register may be maintained for costly drugs.
3. Get the ground stock of medicines checked periodically by the Pharmacist in-charge.
4. Keep proper accountal of all medicines.
5. Check the ground stock of important items like linen store and follow prescribed procedure for condemnation and disposal.
6. Ensure proper maintenance of Day Book of Receipt of

Medical Stores and make relevant entries in the Stock Register of Medicines for Medical Stores simultaneously. All entries should be attested by Medical Officer concerned.

7. Ensure the check of the records pertaining to the various medical examinations of candidates and patients, issue of certificates, observance of the laid down procedures regarding marking of attendance etc. with particular emphasis on the following items:-
 - i) Proper maintenance, custody and issue of sick & fit certificate books. Issue of certificates should be in chronological order with proper dating and without leaving blank leaves in the book.
 - ii) Thumb impressions or signatures of the employees wherever required.
 - iii) Proper discharge of staff placed on sick list for non-attendance and also intimate to the department concerned immediately.
 - iv) Entries in the sick attendance register and proper marking of attendance as per rules.
 - v) Observance of extant instructions about regularity of the visits of the patient.
 - vi) Prompt entry of medicines in the issue register and case sheets.
 - vii) Maintenance of attendance register of patients and ensure that the entries are correctly and properly made so that they are in conformity with other hospital records.

DON'Ts

1. Do not sign the condemnation register without physical verification of the articles proposed for condemnation and compliance of extant procedure.
2. Avoid leaving blank entries in the Medical Attendance Register.

ISSUE OF MEDICINE

DO's

1. Limit the issues to patients on each occasion to the requisite

course of treatment only.

2. Ensure that time expired medicines are not issued.
3. Preserve drug slips issued by the Doctor properly for prescribed period.
4. Destroy the used disposable syringe & needles in a proper manner to avoid re-usage.
5. Ensure the use of disposable syringes as per instructions to prevent AIDS.
6. Preserve all the prescription memos/challan/sick memos month-wise as per schedule.
7. Ensure entries regarding issue of medicines in the Issue Register as well as case sheets.
8. Dispense correct medicines according to the prescription issued by the Medical Officer.



Policy/Procedure regarding registration of complaints to vigilance department

1. ANONYMOUS AND PSEUDONYMOUS COMPLAINTS

1.1 The pre-requisite for investigation of a complaint, is that the complaint should be signed and contain the name and address of the complainant. Any complaint that does not bear the name and address of the complainant is an anonymous complaint. A complaint which does not bear the full particulars of the complainant or is unsigned or is not subsequently acknowledged by a complainant as having been made is pseudonymous complaint.

Pseudonymous complaints will be referred to the complainant for confirmation/ genuineness verification and if no response is received from the complainant within 15 days of sending the complaint, a reminder will be sent. After waiting for 15 days of sending the reminder, if still no response is received, the said complaint may be filed as pseudonymous as per CVC's Circular No. 07/11/2014 dated 25.11.2014, DoPT OM No. 104/76/2011-AVD.I dated 18.10.2013 and CVC's Circular No.03/03/16 dated 07.03.2016.

1.2 The procedure for handling anonymous/pseudonymous complaints has been modified in view of the fact that complainants who desire to protect their identity now have the protection of the Public Interest Disclosure & Protection of Informers Resolution 2004 (PIDPIR). Relevant instructions on this have been issued vide DOPT OM No. 104/76/2011-AVD.I dated 18.10.2013.

1.3 No action will be taken on anonymous/pseudonymous complaints in line with Commission's Circular No. 12/09/20 dated 24.09.2020 and such complaints will be filed only.

2. ACTION AGAINST PERSONS MAKING FALSE COMPLAINTS

2.1 If a complaint against a public servant found to be Malicious, vexatious or unfounded, it will be considered seriously and action may be taken against the complainant for making a false complaint.

2.2 Under Section 182 of the Indian Penal Code, 1860, a person making false complaint can be prosecuted. Section 182 reads as follows:

"Whoever gives to any public servant any information which he knows or believes to be false, intending thereby to cause, or knowing it to be likely that he will thereby cause, such public servant:

- a) to do or omit anything which such public servant ought not to do or omit if the true state of facts respecting which such information is given were known by him, or
- b) to use the lawful power of such public servant to the injury or annoyance of any person, shall be punished with imprisonment of either description for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both.

2.3 If the person making a false complaint is a public servant, Departmental action may be taken against him as an alternative to prosecution.

2.4 Under section 195(1) (a) of Code of Criminal Procedure, 1973 a person making a false complaint can be prosecuted on a complaint lodged with a court of competent jurisdiction by the public servant to whom the false complaint was made or by some other public servant to whom he is subordinate.

2.5 In respect of complaints received by the Commission, while dealing with the matters if it comes across any such false complaint, the Commission may advise the administrative authority concerned about appropriate action to be taken. Regarding complaints received by the Departments/organization, the administrative authorities may also, at their discretion, seek the advice of the Commission in respect of such cases involving public servants.

3. WITHDRAWAL OF COMPLAINTS

Some of the complainants, after confirming the complaints made by them, make a request for withdrawing the same or stopping the inquiry/investigation by the Commission/organization. It is to be noted that once a complainant confirms the complaint and action has been initiated for

inquiry/investigation by the Commission/organization, it is not permissible to withdraw/stop such enquiry/investigation even if the complainant withdraws his complaint. The allegations contained in the complaint have to be taken to its logical conclusion irrespective of complainant's request for.

4. **COMPLAINTS BY EMAIL**

Signed complaints containing verifiable allegations, involving prima facie vigilance angle, is conveyed via enclosures of an email shall be sent for genuineness verification by post and handled like other written complaint. Allegations plainly exchanged in the main body of an e-mail without any signed enclosure, such complaints shall not be given cognizance and simply filed as per Railway Board Vigilance letter No. 2019/V-1/IRVM/1/2 dated 29.07.2022



Vinod Pal
CVO-RCF

Role of Preventive Vigilance in combating corruption

Every year “Vigilance Awareness Week 2024” is observed during the week on which birthday of Sardar Vallabhbhai Patel falls in. This year Vigilance Awareness Week is being observed from 28th October to 3rd November. Observance of Vigilance Awareness Week gives us an opportunity to reflect on the importance of vigilance in the working of Government Organisation like Indian Railways to ensure Integrity, Transparency and Accountability. This year's theme, “**Culture of Integrity for Nation's Prosperity**” “सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि” emphasizes the need for developing a culture of Integrity to help build India as a prosperous nation in the world.

Through Preventive Vigilance we try to build a culture of integrity and accountability in our organisation and achieve the highest level of efficiency and productivity. The focus on preventive vigilance during Vigilance Awareness Week 2024 is an opportunity for us to reflect on how we can safeguard our organization from unethical practices through proactive measures.

Corruption can be defined as dishonest and fraudulent conduct by those in power, especially involving money. It is the misuse of power or money to obtain resources or services through illegal means.

Rather than waiting for corruption to occur and acting afterward, preventive vigilance emphasizes constant monitoring, assessment, and the establishment of fool-proof systems that minimize opportunities for corruption. Preventive vigilance is not just a tool to combat corruption—it is a mindset that fosters accountability,

ethical behaviour, and efficiency. It involves identifying areas most prone to corruption and provide education to all stake holders on how to safeguard against the pitfalls through ethical practices.

Procurement is one of the most sensitive areas, especially when it involves large volumes of materials. Adopting of e-procurement systems has brought transparency and accountability in the procurement process by minimizing the manual intervention thus bringing fairness in the procurement process and reducing the risk of favouritism or manipulation. Continuous audits and checks must be in place to monitor compliance with rules.

The effective management of raw materials, spare parts, and other supplies is crucial for achieving production targets. Implementing real-time inventory tracking systems can reduce the risk of pilferage, wastage, or improper stock utilization. Preventive vigilance in inventory management ensures that all resources are accounted for and used efficiently.

Quality is one of the core functions in the manufacture of high-quality passenger coaches. Implementing preventive measures in the production process in the form robust inspection system, quality audits—will help in turning out the coaches of the highest standard. It is therefore important to ensure transparency in quality check process.

Financial transactions related to procurement, payroll, or contracts, must be conducted with the utmost integrity. Use of online financial management systems and strict adherence to the rules are necessary to ensure that all payments are traceable, authorized, and transparent. Vigilance in financial matters will prevent any misappropriation of funds.

Promoting a culture of ethical behaviour among employees is key to effective preventive vigilance. Regular ethics training, capacity-building workshops, and awareness campaigns help employees understand the importance of integrity. While systems and procedures are critical, the conduct of employees is equally important. Preventive vigilance includes building a culture where ethical behavior is promoted and rewarded.

Technology is a powerful tool in the fight against corruption. The use of digital systems for monitoring, e-tendering, data analytics etc play a significant role in enhancing vigilance. Automation in inventory and procurement systems, reduces the scope for human error and manipulation, making processes more robust and transparent.

While systems and technologies are essential, the success of preventive vigilance largely depends on the active participation of employees and stakeholders. Every employee has a role to play in maintaining ethical standards. Regular communication about the importance of vigilance, integrity, and ethics are effective in instilling a culture of transparency. Preventive vigilance is not the sole responsibility of the internal vigilance department, external stakeholders viz suppliers, contractors, and other stakeholders should be encouraged to report any suspicious activity or malpractice they come across.

This Vigilance Awareness Week 2024, let us all reaffirm our commitment to integrity, transparency and Accountability while performing our official work. By embedding preventive vigilance in every aspect of our work, from procurement to production, RCF can continue to contribute to the success of Indian Railways.

सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि

(Culture of Integrity for National Prosperity)

सत्यनिष्ठा (Integrity) का वास्तविक अर्थ क्या है, इसे परिभाषित करने और याद रखने में हमारी सहायता करने के लिए I-N-T-E-G-R-I-T-Y शब्द के प्रत्येक अक्षर का एक विशेष अर्थ बनाया है जो मुझे मार्गदर्शन करने में मदद करता है, और मुझे आशा है कि यह आपकी भी मदद करेगा।

"I" = initiative (पहल):- सही काम करने की पहल करें।

"N" = "Nurturing" (पोषण):- अपने कार्यों की गुणवत्ता के माध्यम से दूसरों का पोषण करें।

"T" = "Teamwork" (टीम वर्क) :- टीम वर्क स्वयं से पहले सेवा है।

"E" = "Excellence" (उत्कृष्टता):- हम जो कुछ भी करते हैं उसमें उत्कृष्टता दिखाई देनी चाहिए।

"G" = "Giving" :- अपने कार्य का 110 प्रतिशत देना सुनिश्चित करें।

"R" = "Respect" (सम्मान):- एक-दूसरे का सम्मान करें।

"I" = "Intelligence" (बुद्धिमत्ता) अपने काम को किसी से बेहतर जानकर बुद्धिमान बनें।

"T" = "True" (सच्चा):- आप में जो सबसे अच्छा है उसके प्रति सच्चे रहें।

"Y" = "Yours" (आपके लिए):- अपने काम को ईमानदारीपूर्वक अपना मान कर करें।

यदि हम पहल करते हैं, दूसरों का पोषण करते हैं, टीम के खिलाड़ी बनते हैं, उत्कृष्टता के लिए प्रयास करते हैं, अपने कार्य का 110 प्रतिशत देते हैं, एक-दूसरे का सम्मान करते हैं, अपनी नौकरी जानते हैं और अपने कार्यों में सबसे आगे ईमानदारी रखते हुए खुद को और एक-दूसरे के प्रति सच्चे रहते हैं, तो हम अपने व्यक्तिगत और व्यावसायिक जीवन में सुदृढ़ता और पूर्णता प्राप्त करेंगे। कोई फर्क नहीं पड़ता कि आपका प्रयास क्या है, आप जो कुछ भी करते हैं उसमें I-N-T-E-G-R-I-T-Y रखें। इसप्रकार सत्यनिष्ठा की संस्कृति से आप राष्ट्र की समृद्धि में अपना महत्वपूर्ण योगदान दे सकते हैं।

"जय हिन्द"

(नरिंद्र कुमार)
उप निरीक्षक/रेसुब,
अग्निशमन शाखा/रेडिक
कपूरथला पंजाब
कर्मचारी संख्या 081826

"साइबर क्राइम का बढ़ता खतरा: हाल के वर्षों में एक बड़ी चिंता"

आज कल साइबर क्राइम समाज के लिए एक बहुत बड़ी समस्या बन गया है। डिजिटल युग में, जैसे-जैसे तकनीक और इंटरनेट का इस्तेमाल बढ़ रहा है, वैसे-वैसे साइबर क्राइम भी बढ़ रहा है। सरकारी डेटा के अनुसार, पिछले पांच वर्षों में साइबर क्राइम की घटनाएँ बढ़ गई हैं, जो कि इस समस्या की गंभीरता को दर्शाता है।

साइबर क्राइम में ऐसे कई अपराध शामिल होते हैं जो इंटरनेट या कंप्यूटर सिस्टम का इस्तेमाल करके किए जाते हैं। इनमें हैकिंग, फ़िशिंग, आइडेंटिटी थेफ्ट, फाइनेंशियल फ्रॉड, और रैनसमवेयर अटैक शामिल हैं। जैसे-जैसे लोग ऑनलाइन गतिविधियाँ जैसे शॉपिंग, बैंकिंग, और सोशल नेटवर्किंग करने लगे हैं, साइबर अपराधी इन प्लेटफार्मों की कमजोरियों का फायदा उठाते हैं। इससे व्यक्तिगत और वित्तीय जानकारी की सुरक्षा पर खतरा बढ़ गया है।

नेशनल क्राइम रिकॉर्ड ब्यूरो (NCRB) के अनुसार, भारत में पिछले पांच वर्षों में साइबर क्राइम के मामले में भारी वृद्धि देखी गई है। 2019 में, लगभग 44,546 साइबर क्राइम मामले दर्ज किए गए थे। यह संख्या 2020 में 50,000 से अधिक हो गई और 2021 तक यह और बढ़कर 60,000 तक पहुँच गई। 2022 में, यह संख्या 70,000 से भी अधिक हो गई, जो कि साइबर अपराधियों की बढ़ती हुई क्षमता और सुरक्षा के लिए खतरणाक संकेत है।

इंडियन कंप्यूटर इमरजेंसी रिस्पॉन्स टीम (CERT-In) के डेटा के अनुसार, 2022 में 14 लाख (1.4 मिलियन) से ज्यादा साइबर सुरक्षा घटनाएँ रिपोर्ट की गईं, जो कि रिकॉर्ड है। इनमें से अधिकांश मामले वित्तीय धोखाधड़ी से जुड़े हुए थे, जहाँ फ़िशिंग अटैक सबसे आम तरीके थे। फ़िशिंग अक्सर झूठी ईमेल या संदेशों के जरिए होता है जो लोगों को संवेदनशील जानकारी जैसे पासवर्ड या क्रेडिट कार्ड विवरण देने के लिए बहकाते हैं।

COVID-19 महामारी ने इस समस्या को और भी बढ़ा दिया है, क्योंकि रिमोट वर्क और ऑनलाइन सेवाओं की तरफ बढ़ने से नए वल्नरेबिलिटीज खड़े हो गए हैं। बहुत से लोग और संस्थाएँ इस तेजी से होने वाले परिवर्तन के लिए तैयार नहीं थीं, जो उन्हें साइबर अटैक का शिकार बनाने में सहायक बना रहा। डिजिटल प्लेटफार्मों का बढ़ता हुआ इस्तेमाल, जैसे शिक्षा, शॉपिंग, और बैंकिंग के लिए, साइबर अपराधियों को नई संभावनाएँ प्रदान कर रहा है।

इस बढ़ती हुई समस्या से निपटने के लिए, भारत सरकार ने कई पहलों को लागू किया है। 2021 में, नेशनल साइबर सुरक्षा रणनीति का परिचय दिया गया था ताकि देश के साइबर सुरक्षा ढाँचे को मजबूत किया जा सके। यह रणनीति महत्वपूर्ण सूचना बुनियादी ढाँचे की सुरक्षा करने, नागरिकों के बीच साइबर खतरों के प्रति जागरूकता बढ़ाने, और कानून प्रवर्तन एजेंसियों की क्षमताओं को बढ़ाने के लिए है। इसके अलावा, "साइबर स्वच्छता केंद्र" जैसी पहलों को लॉन्च किया गया है ताकि

उपयोगकर्ताओं को सुरक्षित ऑनलाइन प्रथाओं के बारे में शिक्षित किया जा सके और उनके उपकरणों की सुरक्षा के लिए उपकरण प्रदान किए जा सकें।

संक्षेप में, पिछले पांच वर्षों में साइबर क्राइम की बढ़ती घटनाएँ एक महत्वपूर्ण चुनौती प्रस्तुत करती हैं, जिसका तुरंत ध्यान देने की आवश्यकता है। व्यक्तियों और संगठनों को इन खतरों से सुरक्षित रखने के लिए व्यापक साइबर सुरक्षा उपाय अपनाने चाहिए। जनता की जागरूकता बढ़ाकर, निवारक रणनीतियों को लागू करके, और नवीनतम साइबर खतरों के बारे में सूचित रहकर, हम सभी के लिए एक सुरक्षित डिजिटल वातावरण बनाने के लिए मिलकर काम कर सकते हैं।

साइबर क्राइम को रोकने के लिए तकनीकी उपायों, उपयोगकर्ता जागरूकता और संगठनात्मक नीतियों का संयोजन आवश्यक है। साइबर क्राइम को रोकने के मुख्य तरीके निम्नलिखित हैं:

1. मजबूत पासवर्ड और प्रमाणीकरण: जटिल, अद्वितीय पासवर्ड का उपयोग करने के लिए प्रोत्साहित करें और अतिरिक्त सुरक्षा के लिए मल्टी-फैक्टर प्रमाणीकरण (MFA) सक्षम करें।
2. नियमित सॉफ्टवेयर अपडेट: ज्ञात कमजोरियों और शोषणों के खिलाफ सुरक्षा के लिए सॉफ्टवेयर, ऑपरेटिंग सिस्टम और एंटीवायरस प्रोग्राम को अद्यतित रखें।
3. फ़ायरवॉल और एन्क्रिप्शन: संदिग्ध ट्रैफ़िक की निगरानी और अवरुद्ध करने के लिए फ़ायरवॉल का उपयोग करें, और संवेदनशील डेटा को एन्क्रिप्ट करें ताकि प्रसारण के दौरान अनधिकृत पहुँच से रोका जा सके।
4. उपयोगकर्ता जागरूकता और प्रशिक्षण: उपयोगकर्ताओं को फ़िशिंग हमलों, सोशल इंजीनियरिंग और सुरक्षित ब्राउज़िंग आदतों के बारे में शिक्षित करें ताकि धोखाधड़ी या मैलवेयर का शिकार होने की संभावना कम हो सके।
5. बैकअप और पुनर्प्राप्ति योजनाएँ: डेटा का नियमित बैकअप लें और रैनसमवेयर या डेटा हानि के प्रभावों को कम करने के लिए एक मजबूत आपदा पुनर्प्राप्ति योजना बनाएं।
6. एक्सेस नियंत्रण: उपयोगकर्ता अनुमतियों को सीमित करने के लिए भूमिका आधारित एक्सेस नियंत्रण (RBAC) को लागू करें, यह सुनिश्चित करते हुए कि केवल अधिकृत व्यक्तियों को महत्वपूर्ण प्रणालियों और डेटा तक पहुँच प्राप्त हो।
7. निगरानी और घटना प्रतिक्रिया: असामान्य गतिविधियों के लिए नेटवर्क की निरंतर निगरानी करें और उल्लंघनों या हमलों को जल्दी से संबोधित करने के लिए एक स्पष्ट घटना प्रतिक्रिया योजना तैयार करें।

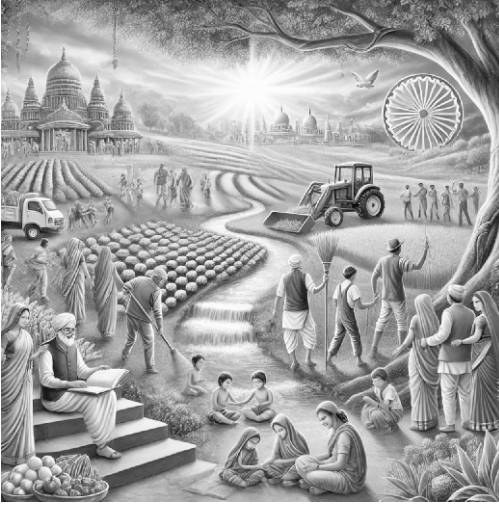
VIPIN KUMAR YADAV
Sr. PROGRAMMER (IRVINS)
RAILWAY BOARD

‘सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि’

अंतरात्मा की चीख पुकारे,
सही-गलत में फर्क ही क्या है?
किससे पूछें, कौन बता पाएगा?
सत्यनिष्ठा के पथ पर चले जो व्यक्ति,
वही इस असमंजस को समझ पाएगा।
जिसने चुना न पथ कठिन, सत्य का,
भव्य महल तो बना डाले।
दीवारें सजीली, परदे भी रंगीन लगा डाले,
ईयरफोन भी खरीदे बहुत ही महंगे,
यल हज़ार, पर असहज फिर भी पछताते हैं,
जब दे उंगली कानों में,
अंतरमन की नॉइज़ न कैसल कर पाते हैं।



चोर भी होंगे, चौकीदार भी होंगे,
चतुर चालाक बेईमान भी होंगे।
साधन युक्त, बड़े ही धनवान भी होंगे,
फिर भी प्रतिष्ठित, आदरणीय,
पूज्यवान कहलाएंगे।
पर अफसोस,
अंतरमन की नॉइज़ न कैसल कर पाएंगे।
अटूट ईमानदारी और मजबूत नैतिक सिद्धांतों
को जीवनशैली बनाएंगे,
तभी सत्यनिष्ठ कहलाएंगे,
सत्यनिष्ठा की संस्कृति को जब हम अपनाएंगे।
कुछ मूल्यों का ध्यान होगा रखना,
कुछ सिद्धांत ऐसे अपनाने हैं।
परिश्रम से न भागें हम,
मेहनत में रहना सबसे आगे है।



सत्यनिष्ठा और अनुशासन
 को जीवन शैली बनाना है।
 सेवा भाव हो देश के खातिर,
 सुधार सदैव करते रहना है।
 पारदर्शिता, नैतिकता को
 अपना उत्तरदायित्व बनाना है,
 सामूहिक प्रयास और टीम वर्क से
 भारत को विकसित बनाना है।
 अंतरात्मा भी कहती है यही,
 जब मूल्य बनेंगे सत्य परायण।
 देश बड़ेगा तत्पर तत्पर,
 शिक्षा हो मूल्यों पर आधारित,
 विकास देश का हो निर्धारित।
 पर्यावरण की होगी सुरक्षा,
 स्वास्थ्य रहेगा जच्चा-बच्चा।
 सब खुद ही खुद का करेंगे आंकलन,
 तभी हो सकता है संभवा।
 सुनिश्चित राष्ट्र की हो समृद्धि,
 अंतरिक्ष तक हो शान वृद्धि।
 प्रयास होगा सकारात्मक सबका,
 सत्यनिष्ठा का संकल्प हो पक्का।
 हो चाहे जल, थल, वायु या आकाश,
 रचना है अब नया इतिहास।
 सबका साथ, सबका विकास,
 सबका सम्मान।
 विश्वगुरु भारत, देश महान।

प्रशांत कुमार (Emp No. 467112)
 C&M Supdt. RCF

जैसी करनी वैसी भरनी

हमारे समाज में ये कहावतें बहुत प्रचलित हैं कि जैसी करनी वैसी भरनी, जैसे के तैसा, जो बोओगे वही काटोगे तथा बोआ पेड़ बबूल का तो आम कहां ते होए आदि-आदि । ये कहावतें हमें यही बताती हैं कि हमें अपने कर्मों के अनुसार भुगतान करना पड़ता है । हमें बुरे कर्म करने से बचना चाहिए और हमेशा अच्छे कर्म करने चाहिए । केवल कहावतें ही नहीं बल्कि सभी धर्मग्रंथ भी हमें यही उपदेश देते हैं हमें सद्कर्म करने चाहिए । लेकिन फिर भी इंसान नाम का यह प्राणी झूठ, फरेब, धोखा, रिश्वतखोरी, जमाखोरी तथा चोरी आदि करने से बाज नहीं आता है । वह अपने लिए तथा अपने परिवार की सुख-सुविधाओं व ऐशपूर्ण जिंदगी जीने के लिए हर नैतिक व अनैतिक तरीके से धन कमाने की धुन में लगा रहता है । जबकि वो यह भलिभांति जानता है कि उसे इसके दुष्परिणाम भुगतने पड़ सकते हैं । समाज में किए गए अपराध, रिश्वतखोरी, चोरी आदि की सजा देने के लिए कानून है। यूं ही नहीं कहा जाता है कि कानून के हाथ बड़े लंबे हैं और दृष्टि पैनी । लेकिन जहां कानून के हाथ नहीं पहुंच पाते या नज़र नहीं पड़ी वहां किसी और की नज़र पहुंच जाती है । इंसान यह भूल जाता है कि यदि वह कानून की नज़रों से एक बार बच भी जाए तो उस परमपिता परमेश्वर की नज़रों से बचा नहीं जा सकता है । चाहे आप बंद दरवाजे में या टेबल के नीचे रिश्वतखोरी जैसे अपराध करते हैं उसकी नज़रें हमेशा ही आप पर हैं । ऐसे कमाए हुए धन से कुछ पल के लिए तो संतुष्टि मिलेगी पर भविष्य में पता नहीं क्या परिणाम भुगतने पड़ें । हो सकता है आपकी औलाद आवारा निकल जाए, परिवार में किसी को बीमारी लग जाए या बुढ़ापे में वही बच्चे आपका साथ न दें । जानबूझ कर किए गए बुरे काम की तो सजा मिलती ही है कभी-कभी अनजाने में हुई भूल के परिणाम भी भुगतने पड़ें हैं जैसे गलती से रेड लाइट पार कर जाने पर भी चालान देना पड़ता है । यहां में एक आपबीती का जिक्र करना चाहती हूं ।

आज से लगभग 30 वर्ष पुरानी बात है जब मैं नई दिल्ली में सेवारत थी । मेरे पिता जी मुझसे मिलने आए । वो हमेशा शीशगंज गुरुद्वारा अवश्य जाया करते थे । हम दोनों गुरुद्वारा गए और वहां से रुमाला साहिब तथा फूलों की माला खरीदी । दुकानदार द्वारा पैसे वापिस करने पर पिताजी ने बिना गिने वह पॉकेट में रख लिए और हम माथा टेकने भीतर चले गए । वापिस बाहर आकर हमने आँटो लिया और नई दिल्ली स्टेशन के लिए निकल पड़े क्योंकि हमें कपूरथला आने के लिए ट्रेन पकड़नी थी । स्टेशन पहुंच कर जब आँटो वाले को पैसे देने लगे तो उन्होंने पाया कि दुकान वाले ने

शायद दस रुपए अधिक वापिस कर दिए थे। अब वापिस इतनी दूर पैसे लौटाने तो हम जा नहीं सकते थे, तो यह कहकर रख लिए कि दुकानदार सारा दिए अधिक दाम पर सामान बेचता ही रहता है, अब उसने खुद ही गलत हिसाब कर दिया तो हम इसमें क्या करें। जैसे ही ट्रेन आई हम उसमें चढ़ने लगे तो किसी ने मेरे पिताजी की पॉकेट मार ली। पर्स में रेलवे पास, आई कार्ड, पैसे तथा कुछ अन्य जरूरी कागजात थे। हम केवल पछताकर रह गए।

हम ये न समझें कि केवल कार्यालय, दुकान व मॉल में ही सीसीटीवी कैमरा लगा होता है और सभी जगह लिखा होता है कि आप कैमरे की निगरानी में हैं। उस नीली छतरी वाले के कैमरे का डाइमेंशन बहुत ही बड़ा है। हम 24 घंटे उसकी निगरानी में रहते हैं। इस बात को यह छोटी सी कथा सिद्ध करती है। इसी बात को समझाने के लिए एक बार एक संत ने अपने शिष्य को एक पंछी दिया और कहा कि तुम किसी ऐसे स्थान पर जाकर इसका वध कर दो, जहां इस घटना को कोई न देख रहा हो। वह शिष्य कई दिनों तक पंछी को लेकर घूमता रहा और फिर वैसे ही संत के पास वापिस लौट आया। संत के पूछने पर उसने बताया कि ऐसा कोई स्थान नहीं मिला जहां मुझे कोई न देख रहा हो। जहां कोई अन्य नहीं था वहां भी यह पंछी मुझे देख रहा था, मेरी अंतरात्मा इसे देख रही थी। हम दोनों की आत्मा एक दूसरे को देख रही थी, तो फिर मैं ये अपराध कैसे कर पाता। हम सभी में उस ईश्वर का निवास है तो फिर हम कैसे अपराध कर सकते हैं।

इसलिए हम सभी को यह हमेशा ध्यान रखना चाहिए कि बुरे कर्म का नतीजा बुरा है तो क्यों न हम अच्छे कार्य ही करें। जितना हो सके दूसरों का भला करें। यदि हम किसी ऐसे पद पर कार्यरत हैं जो जन संपर्क में आता है, हम दूसरों के कार्य संवार सकते हैं तो अवश्य ही निःस्वार्थ भाव से दूसरों के कार्य अविलंब करें। जितनी हो सकें दुआएं कमाएं, जो आपका भला करेंगी। इससे आपका नाम भी होगा, संतुष्टि का भाव रहेगा और चैन की नींद सो सकेंगे तथा ईश्वर की भी आप पर अपार कृपा बरसेगी। अपनी जरूरतें पूरी करने के लिए रिश्वत लेने व चोरी करने की आवश्यकता नहीं पड़ेगी। आपकी ईमानदारी के परिणामस्वरूप सभी जरूरतें स्वतः ही पूरी होती जाएंगी। अपने बच्चों को अच्छे संस्कार दें ताकि वो भी भविष्य अच्छे नागरिक बन सकें।

कुलजिंदर कौर

अधीक्षक/राजभाषा, हिंदी अनुभाग

जैसे को तैसा

एक बार की बात है किसी गाँव में एक किसान रहता था। जो कि दूध से दही और मक्खन बनाकर उसे बेचकर अपना जीवनयापन करता था। एक दिन उसकी पत्नी ने उसे मक्खन तैयार करके दिया, वो उसे बेचने के लिए अपने गाँव से शहर की तरफ रवाना हो गया। वे मक्खन गोल-मोल पेड़े की शक्ल में बना हुआ था और हर पेड़े का वजन एक किलोग्राम था। शहर में किसान ने उस मक्खन को रोज की तरह एक दुकानदार को बेच दिया और दुकानदार से चायपत्ती, साबुन, चीनी, रसोई का तेल वगैरह खरीदकर वापस अपने गाँव जाने के लिए रवाना हो गया। उस किसान के जाने के बाद उस दुकानदार ने मक्खन को फ्रीजर में रखना चाहा और अचानक उसे ख्याल आया कि क्यों न इनमें से एक पेड़े का वजन जाँचा जाए, वजन तोलने पर पेड़ा 900 ग्राम का निकला। हैरत और निराशा से उसने सारे पेड़े तोल डाले मगर किसान के लिए हुए सभी पेड़े 900-900 ग्राम के ही निकले। ठीक अगले हफ्ते फिर किसान हमेशा की तरह मक्खन लेकर जैसे ही दुकानदार की दहलीज पर चढ़ा। दुकानदार ने किसान से चिल्लाते हुए कहा धोखेबाज शख्स से कारोबार करना, पर मुझसे नहीं। 900 ग्राम मक्खन को पूरा एक किलो कह कर बेचने वाले शख्स की वो शक्ल भी देखना गवारा नहीं करता।

किसान ने बड़ी ही विनम्रता से दुकानदार से कहा, "मेरे भाई मुझसे नाराज मत होना। हम तो गरीब और बेचारे लोग हैं, हमारे पास माप-तोल के लिए बाट खरीदने की हैसियत कहाँ, आपसे जो एक किलो चीनी लेकर जाता हूँ उसी को तराजू के एक पलड़े में रखकर दूसरे पलड़े में उतने ही वजन का मक्खन तोलकर ले आता हूँ। इसमें मेरी कोई गलती नहीं है।" "जो हम दूसरों को देंगे, वही लौटकर आएगा.....

फिर चाहे वो इज्जत, सम्मान हो, या फिर धोखा..... !!!

अतः हम जो दूसरों को देते हैं, बदले में हमें वही मिल जाता है। यही संसार का नियम है।

धनविंदर कौर
वरि. इंजीनियर, सू.प्रोद्यो.

बचपन

बचपन कब आया, कब बीत गया
पता ही न चला ।
कब जवानी के संग जोड़ गया,
पता ही न चला ।
कब ज़िद करना छोड़, जिम्मेदारी समझने लगा,
पता ही न चला ।
कब ख्वाहिशें अपनी छोड़, ख्वाहिशें अपनों की पूरी करने ,
पता ही न चला ।
न जाने कब इस भागती दुनिया की दौड़ में शामिल हो गया,
पता ही न चला ।
जब समझ पाता कुछ तब तक कब आदत में ढल गया,
पता ही न चला ।
दुनिया से कुछ अलग करने की सोच, कुछ और ही कर गया,
पता ही न चला ।
अब न आएगा वो बचपन दोबारा, इसी याद में आंखें कब नम
पता ही न चला ।

प्रविन कुमार
प्रशिक्षु तकनीशियन ।

कविता - "सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि"

आज हमारे बीच खड़ी है ,बनकर भूख तमाशा ,
रोजगार के बिना खड़ा है,नव जन लिए हताशा ,
देख रहा वो प्रजातंत्र को,मन में लेकर आशा ,
भ्रष्टाचार का उन्मूलन ही, देगा उन्हें दिलासा ।

मेहनत और आदर्श से फलता ,उद्योग ,कृषि,व्यापार ,
नैतिकता और पारदर्शिता,करता सपना साकार,
जागरूक हो देश की जनता ,लक्ष्य लिए चलना है ,
यही मन्त्र है स्वावलम्बन का ,जिसको ले बढ़ना है।

सत्य के प्रति निष्ठा जब हो, तभी राष्ट्र है फलता ,
सत्यनिष्ठा की संस्कृति से, बड़े उत्पादन,गुणवत्ता,
गुणवत्ता और उत्पादन से ,व्यापार लाभ बढ़ता है ,
अर्थतंत्र जब सबल बने तब,देश सुखी बनता है ।

सत्यनिष्ठा की संस्कृति को,आओ हम अपनाएं,
खुशहाली का मूलमंत्र यह ,जन जन में फैलाएं,
खुशहाली से रोजगार, मिलता है हम समझाएं ,
शिक्षा,रोटी,स्वास्थ्य,सुरक्षा ,जन जन तक पहुंचाएं।

-प्रवीण कुमार
एस एस ई,गुणवत्ता विभाग

ईमानदारी और सच्चाई

आप सभी ने "ईमानदार लकड़हारे" की कहानी तो सुनी ही होगी। यह एक सरल और प्रेरक कहानी है जो ईमानदारी और सच्चाई का महत्व सिखाती है। इस कहानी के माध्यम से बताया गया है कि ईमानदारी हमेशा सम्मान और पुरस्कार दिलाती है।

ईमानदारी जाहिर तौर पर सही और आसान के बीच चुनाव का मामला है। यह हर उस चीज में प्रकट होती है जो व्यक्ति करता है- विचार, व्यवहार और क्रियाएँ। यह व्यक्ति के रोज़मर्रा के व्यवहार, चाहे वह गुप्त हो या प्रत्यक्ष, और निर्णय लेने से ज़्यादा संबंधित है।

ईमानदारी एक समृद्ध राष्ट्र की बुनियाद है। जब लोग और संस्थाएँ ईमानदारी से काम करते हैं, तो वे एक ऐसा समाज बनाते हैं जो विश्वास, जवाबदेही और पारदर्शिता पर आधारित होता है। यह समाज के विकास और देश की प्रगति के लिए ज़रूरी है। ईमानदारी से फैसले लेना नैतिकता को बढ़ावा देता है और सही दिशा में समाज का मार्गदर्शन करता है।

ईमानदारी की संस्कृति से कई फायदे होते हैं। इससे नागरिकों, सरकारों और संस्थानों के बीच आपसी विश्वास बढ़ता है। इससे समाज में एकजुटता, स्थिरता और आर्थिक विकास को बढ़ावा मिलता है। जब जवाबदेही और पारदर्शिता होती है, तो सरकारें और संस्थान बेहतर काम करते हैं और सही नीतियाँ बनाते हैं। ईमानदारी से चलने वाले देश में व्यापार भी अच्छे से फलता-फूलता है, जिससे विदेशी निवेश आता है और आर्थिक विकास होता है। इसके अलावा, ईमानदारी से आपसी सम्मान और समझ बढ़ती है, जिससे समाज में शांति और सद्भावना का माहौल बनता है।

हालाँकि, ईमानदारी को कई चुनौतियों का सामना करना पड़ता है। भ्रष्टाचार ईमानदारी को कमजोर करता है और समाज में असमानता और अन्याय बढ़ाता है। स्वार्थ और व्यक्तिगत लाभ की चाहत भी ईमानदारी को कमज़ोर करती है। अगर जवाबदेही नहीं होती, तो बेईमानी को बढ़ावा मिलता है। इन समस्याओं को हल करने के लिए हमें ईमानदारी की संस्कृति को विकसित करना ज़रूरी है।

ईमानदारी को बचपन से ही शिक्षा के ज़रिए सिखाया जा सकता है। नेता अगर ईमानदार हों और पारदर्शी तरीके से काम करें, तो समाज को एक अच्छा उदाहरण मिलता है। इसके अलावा, संस्थानों में सुधार करना और बेईमानी के खिलाफ कड़े कदम उठाना ज़रूरी है। नागरिकों को भी इसमें भाग लेना चाहिए और अपने नेताओं को जवाबदेह बनाना चाहिए।

अंत में, ईमानदारी की संस्कृति एक समृद्ध और खुशहाल राष्ट्र के लिए बहुत ज़रूरी है। अगर हम इसकी अहमियत को समझें, चुनौतियों का सामना करें और ईमानदारी को बढ़ावा दें, तो हम एक बेहतर और उज्ज्वल समाज का निर्माण कर सकते हैं, जिससे आने वाली पीढ़ियों के लिए अच्छा भविष्य सुनिश्चित हो सके।



अगर आप किसी चीज़ के लिए खड़े नहीं होते हैं तो आप किसी भी चीज़ के लिए गिर जाएंगे।"

"जिज़ासा के साथ सुनो। ईमानदारी से बोलो। निष्ठा के साथ काम करो।"

रमनदीप सिंह
वरि. अनुभाग अधिकारी/लेखा

“Integrity is directly proportional to good health”

People with integrity live a peacefully & happy life as they don't have to lie to others to save the truth. This makes them guilt-free which in turn makes them to lead happy life.

Integrity makes the person free of guilt as one who is loyal & honest will never run away never run away from admitting mistakes.

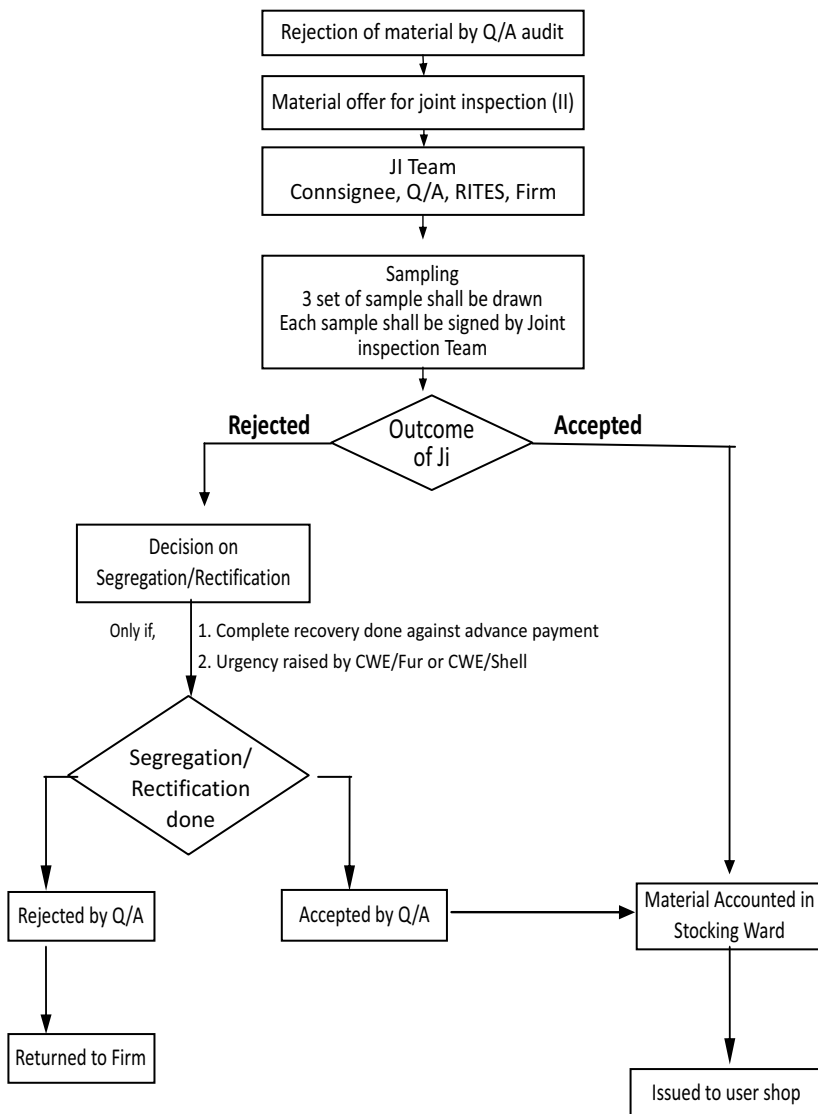
A person with integrity is always respected in society as the Character of the person is clean.

There is no specific place to learn integrity, but the three prime areas for a child to learn are family & school & religion.

(Rajesh Kak)

AFA/RCF

Flow chart for procedure of handling of rejection of pre-inspected items



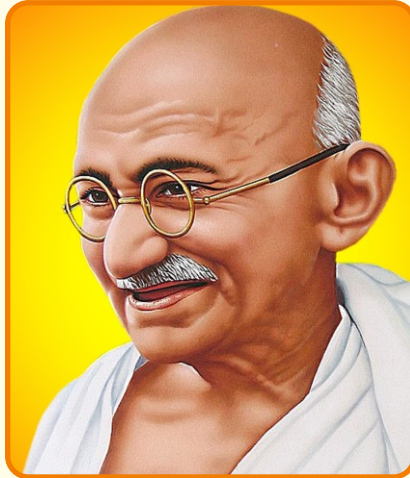
Statistical information of performance of Vigilance Department RCF

		2021	2022	2023
Preventive Checks				
(a) No. of Preventive checks Conducted		51	32	12
(b) No of Staff taken up under DAR				
Gazetted	Major	Nil	Nil	Nil
	Minor	Nil	Nil	Nil
	Adm. Action	Nil	Nil	3
Non Gazetted	Major	02	Nil	2
	Minor	Nil	Nil	1
	Adm. Action	Nil	Nil	12
Complaints				
(a) No of Complaint investigated		13	14	14
(b) No of staff taken up under DAR				
Gazetted	Major	02	2	Nil
	Minor	Nil	Nil	1
	Adm. Action	Nil	Nil	2
Non Gazetted	Major	03	9	4
	Minor	Nil	Nil	6
	Adm. Action	03	Nil	9
No . of Penalties issued during the Year				
Gazetted	Major	01	Nil	Nil
	Minor	01	Nil	1
	Adm. Action	01	Nil	1
Non Gazetted	Major	02	1	3
	Minor	04	Nil	3
	Adm. Action	04	Nil	5

SAVING DURING THE YEAR 2023

RS. 93.13 lacs

Seven Principles of Public Life



- ⇒ **Selflessness**
- ⇒ **Integrity**
- ⇒ **Objectivity**
- ⇒ **Accountability**
- ⇒ **Openness**
- ⇒ **Honesty**
- ⇒ **Leadership**



सतर्कता जागरुकता सप्ताह

सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि

28th October to 3rd November 2024

रेल डिब्बा कारखाना, कपूरथला
RAIL COACH FACTORY, KAPURTHALA

