



सतर्कता जागरूकता सप्ताह – 2023

Vigilance Awareness Week – 2023

(30th October to 05th November, 2023)



"भ्रष्टाचार का विरोध करें; राष्ट्र के प्रति समर्पित रहें"
"Say no to corruption; commit to the Nation"





“We must work together to build a strong and united India, where every citizen is treated with dignity and respect.”

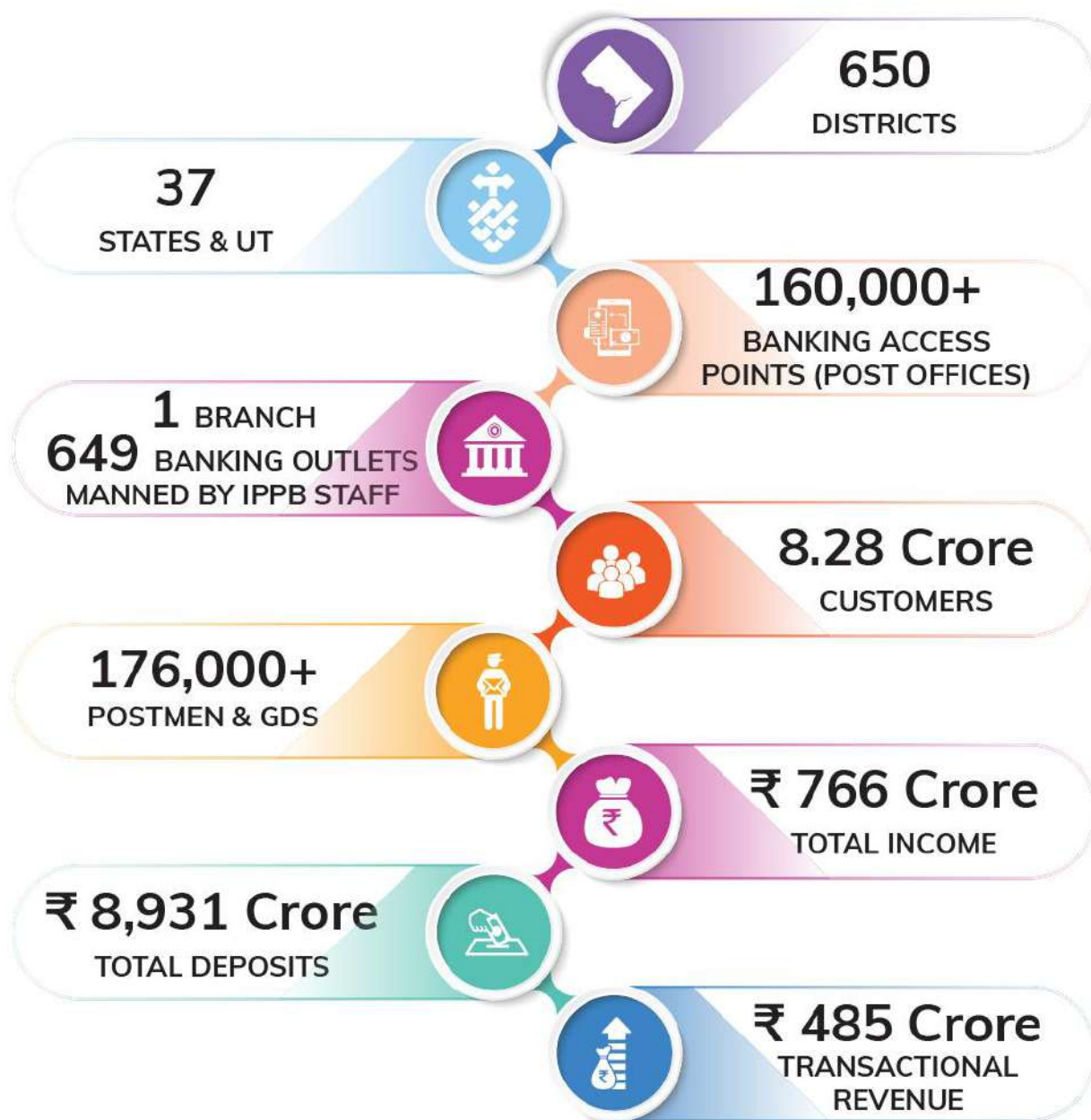




इंडिया पोस्ट
पेमेन्ट्स बैंक

IndiaPost
Payments Bank

Numbers that defines the Bank



(as on 15th January 2024)



राष्ट्रपति
भारत गणतंत्र
PRESIDENT
REPUBLIC OF INDIA

MESSAGE

I am pleased to know that the Central Vigilance Commission is observing Vigilance Awareness Week, 2023 from 30th October to 5th November, 2023 on the theme:

"भ्रष्टाचार का विरोध करें; राष्ट्र के प्रति समर्पित रहें"

"Say no to corruption; commit to the Nation"

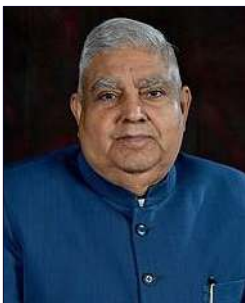
Bringing about transparency and accountability in governance is one of the most important factors in ensuring all-round growth and development of the country. It is the collective responsibility of all the citizens of the country to fight for the ideals of ethics and integrity.

I solicit the participation of all the citizens of the country in joining the Central Vigilance Commission in this initiative. This year, CVC has also undertaken a three-month campaign on preventive vigilance measures.

I am sure that all these efforts will go a long way in spreading awareness and promoting the ideals of ethics and integrity in public life.

(Droupadi Murmu)

New Delhi
October 12, 2023



सत्यमेव जयते

उपराष्ट्रपति
भारत गणराज्य

VICE-PRESIDENT
REPUBLIC OF INDIA

MESSAGE

Happy to know that the Central Vigilance Commission (CVC) is observing Vigilance Awareness Week from 30th October to 5th November 2023 under the theme "Say no to corruption; commit to the Nation".

Corruption erodes the foundation of our democracy and poses a major hindrance to our growth and development. Vigilance Awareness Week serves as a powerful reminder of our collective responsibility to promote a corruption-free society and uphold transparency and ethical conduct in governance. The active participation of all government employees in Vigilance Awareness Week will contribute towards ensuring accountability in administration, which in turn will pave the way for a more virtuous society.

I extend my best wishes to the Central Vigilance Commission and the entire team of Vigilance Officers for their tireless efforts to foster a more ethical administrative ecosystem.

Jagdeep Dhankhar

New Delhi
October 21, 2023



सत्यमेव जयते

प्रधान मंत्री
Prime Minister

MESSAGE

I am happy to learn about the initiative taken by the Central Vigilance Commission (CVC) to hold the Vigilance Awareness Week from October 30 to November 5, 2023. It is befitting that this is observed in the week of Sardar Vallabhbhai Patel's Jayanti - his life's message is about service and integrity.

The theme of the Week – 'Say no to corruption, commit to the nation' reflects one of the foremost priorities of eliminating corruption.

CVC's efforts in combating corruption and its contribution to the nation's socio-economic development are commendable. The Commission's manifold initiatives, including a three-month campaign on measures for preventive vigilance measures bolster its anti-corruption efforts.

For the development of any country or any state, it is necessary to eliminate corruption and ensure transparency in governance. Our commitment to maintaining zero-tolerance towards corruption is unwavering. Over the last 9 years, a number of steps have been taken to curb corruption, as well as to institutionalise honesty.

The people, especially youngsters, have a crucial role in strengthening the fight against corruption. Raising awareness is a particularly important way of catalysing a mass movement in this direction.

All our efforts are aimed at building a New India, which stands for pro-people progress and corruption-free governance. I firmly believe that when the country celebrates 100 years of freedom in 2047, India will be a developed nation. Anti-corruption initiatives play an important role in making this happen.

Best wishes for making Vigilance Awareness Week celebrations a huge success. May these efforts go a long way in enhancing transparency and probity in public life.

(Narendra Modi)

New Delhi

कार्तिक 05, शक संवत् 1945

27th October, 2023



केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION



सतर्कता भवन, जी.पी.ओ. कॉम्प्लेक्स,
ब्लॉक-ए, आई.एन.ए., नई दिल्ली-110023
Satarkta Bhawan, G.P.O. Complex,
Block A, INA, New Delhi-110023
023/VGL/035
सं./No.....
दिनांक / Dated..... 25.10.2023

MESSAGE

Vigilance Awareness Week (30th October to 5th November, 2023)

Central Vigilance Commission is observing Vigilance Awareness Week, 2023 from the 30th October to the 5th November, 2023. Every year, Vigilance Awareness Week is observed as an outreach measure to create greater awareness about the importance of integrity and ethics in public life. The theme for this year is :

**"Say no to corruption; commit to the Nation,
भ्रष्टाचार का विरोध करें; राष्ट्र के प्रति समर्पित रहें"**

As a prelude to Vigilance Awareness Week 2023, the Commission has sought the participation of all Central Government authorities/organisations to undertake a three-month campaign (16th August to 15th November) on preventive vigilance activities as focus areas. As a means of eliciting public participation while also disseminating information on vigilance matters, the Commission has launched a quiz on vigilance matters.

The Commission is also issuing three publications : (i) Best Practices in Vigilance Administration, (ii) Increasing transparency through the use of technology, and (iii) Public Procurement: Challenges and Way Forward . The idea behind these is to disseminate information regarding effective and innovative initiatives undertaken by different organizations to serve as a point of reference and a way forward.

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

(Arvinda Kumar)
Vigilance Commissioner

(Praveen K. Srivastava)
Central Vigilance Commissioner



इंडिया पोस्ट
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[भारत सरकार का उपक्रम | A Govt. of India undertaking]

Message from MD & CEO



Dear IPPBians,

The Vigilance Awareness Week is being observed every year during the week in which the birthday of Sardar Vallabh Bhai Patel (31st October) falls in. This year, Vigilance Awareness Week is being observed from 30.10.2023 to 05.11.2023 with the theme –

“भ्रष्टाचार का विरोध करें; राष्ट्र के प्रति समर्पित रहें”
“Say no to corruption; commit to the Nation”

As occupants of Public Office, we shall be front runners in the efforts towards creating a corruption free environment. Vigilance Awareness Week is a subtle reminder of our duties and responsibilities to encourage all citizens to participate individually and collectively in the fight against corruption. We shall also endeavour to promote integrity, transparency, and accountability in all aspects of public life.

I urge all of you to join the drive to fight corruption, promote a fair & transparent work environment and participate in the Vigilance Awareness Week by taking Integrity Pledge. Let us embrace this Vigilance Awareness Week, as an opportunity to renew our commitment to a corruption free nation.

With Best Wishes

(Easwaran Venkateswaran)
MD & CEO

New Delhi

Date: 30.10.2023

रजिस्टर्ड ऑफिस

इंडिया पोस्ट पेमेंट्स बैंक लिमिटेड
पोस्ट ऑफिस, स्पीड पोस्ट सेंटर बिल्डिंग
मार्केट रोड, नई दिल्ली – 110001

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इंडिया पोस्ट
पेमेन्ट्स बैंक

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Payments Bank

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सतर्कता विभाग
VIGILANCE DEPARTMENT

Message from CVO/ IPPB



Righteousness is the foundation of good governance. The systems and procedures of the organisation must not only be efficient but also ethical, just and fair. The ill-effects of corruption are well known. It undermines our developmental efforts and weakens democratic institutions. The challenge before us is to create an environment in which the honest can work fearlessly and the corrupt are punished promptly.

Corruption includes abuse of authority by those who hold special position in public life. Hence, corruption can be linked to lack of ethical values. Combating corruption is, therefore, not just a matter of making laws, but is deeply rooted in human values, ethics and morality of the individuals, organisations and the society at large. Inculcating ethical and moral values in the citizen - Truthfulness, Honesty, Integrity, Probity, Courage, Uprightness, Respect for and obedience to law, etc. - is the foundation stone of any society's fight against corruption.

To foster probity and integrity in public life, CVC has launched an 'Integrity Pledge' which can be taken electronically by the citizen as well as by organisations. It can be accessed on the CVC's website at www.pledge.cvc.in. By taking the Integrity pledge, citizens commit to uphold highest standards of honesty & integrity by following probity and rule of law in all walks of life, to neither take nor offer bribe, to perform all tasks with honesty and transparency, act in public interest and report any incident of corruption to appropriate authority.

The fight against corruption can be successful with active participation of all employees and other stakeholders. Observance of Vigilance Awareness Week helps in spreading awareness about the same and reiterates our commitment to work towards promotion of honesty and integrity at workplace.

Let us make this "Vigilance Awareness Week- 2023" a great success.

(Sunil Kumar Singh)
Chief Vigilance Officer

New Delhi

Date: 30.10.2023

रजिस्टर्ड ऑफिस

इंडिया पोस्ट पेमेन्ट्स बैंक लिमिटेड
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1. Observance of Vigilance Awareness Week, 2023

Vigilance Awareness Week is one of the Participative Vigilance initiatives of the Central Vigilance Commission in the fight against corruption. It is an awareness building and outreach measure which aims to bring together all the stakeholders. It is observed to create greater sensitivity about the need for ethics and transparency in governance and public administration. The Commission endeavours to promote integrity and eradicate corruption with the active support and participation of all citizens. The Central Vigilance Commission observes Vigilance Awareness Week every year in the week in which the birthday of Sardar Vallabhbhai Patel falls. This year, the Commission has decided that Vigilance Awareness Week would be observed from 30th October 2023 – 5th November 2023.

2. CVC Three-month Campaign for Organizations (16th August 2023 – 15th November 2023)

The Central Vigilance Commission adopts several strategies in effective implementation of its mandate to fight corruption. Observance of Vigilance Awareness Week remains one of the primary tools of preventive vigilance with the focus on building awareness and re-affirming the commitment of everyone to uphold integrity in public governance. The Central Vigilance Commission observes Vigilance Awareness Week every year in the week in which the birthday of Sardar Vallabhbhai Patel falls. This year, the Commission has decided that Vigilance Awareness Week would be observed from 30th October 2023 – 5th November 2023.

As a prelude to Vigilance Awareness Week 2023, the commission has desired that all organizations may undertake a three-month campaign (16th August 2023 – 15th November 2023) with the following preventive Vigilance measures as focus areas:

- a) Awareness building about Public Interest Disclosure and Protection of Informers (PIDPI) Resolution
- b) Capacity Building Programs
- c) Identification and Implementation of Systemic Improvement measures
- d) Leveraging of IT for compliant disposal
- e) Updation of Circulars / Guidelines / Manuals
- f) Disposal of complaints received before 30.06.2023

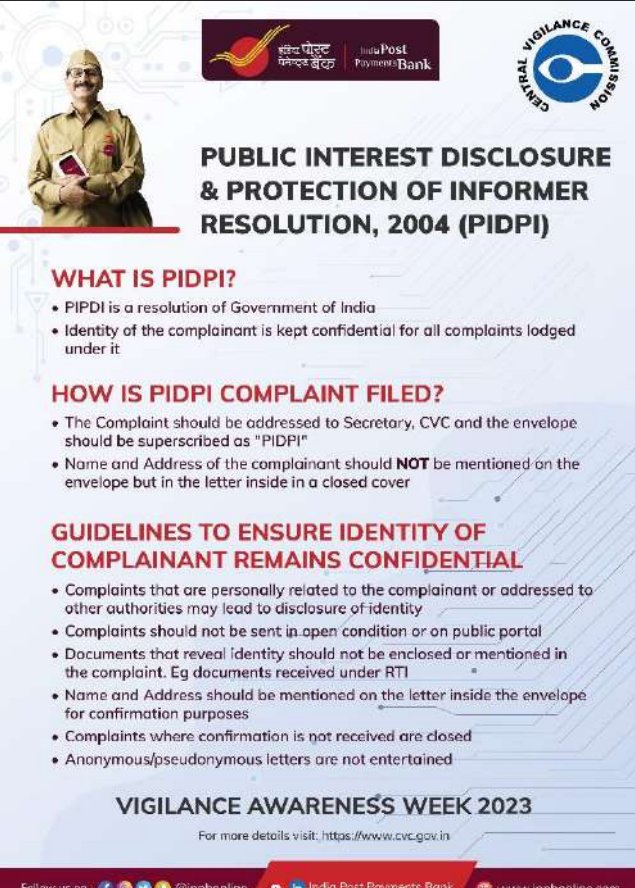
i. Awareness building about Public Interest Disclosure and Protection of Informers (PIDPI) Resolution

Campaigns undertaken to spread awareness of PIDPI

- Display of PIDPI Posters across the India Post Payments Bank's premises.
- Offline & Online Sessions on PIDPI Awareness to all the staff of India Post Payments Bank. The Online session was conducted by CVO/IPPB on 31.08.2023 & 27.09.2023.
- Distribution of flyer on "Raise your voice against un-ethical practices and actions of Public Servants" containing details for making complaint under PIDPI Resolution of GOI and Whistle Blower Policy of IPPB, to all the staff of India Post Payments Bank.
- Posting of PIDPI related messages on Social Media platforms of IPPB i.e. Twitter (now X), Facebook, LinkedIn, Koo and Instagram.

As part of PIDPI Awareness, campaigns and melas were conducted by banking outlets of IPPB during the campaign period. The PIDPI posters were displayed during the awareness campaigns. The correct procedure of filling PIDPI complaint was explained to the customers and staff of IPPB.

a) Distribution of Posters & Flyers



PUBLIC INTEREST DISCLOSURE & PROTECTION OF INFORMER RESOLUTION, 2004 (PIDPI)

WHAT IS PIDPI?

- PIDPI is a resolution of Government of India
- Identity of the complainant is kept confidential for all complaints lodged under it

HOW IS PIDPI COMPLAINT FILED?

- The Complaint should be addressed to Secretary, CVC and the envelope should be superscribed as "PIDPI"
- Name and Address of the complainant should **NOT** be mentioned on the envelope but in the letter inside in a closed cover

GUIDELINES TO ENSURE IDENTITY OF COMPLAINANT REMAINS CONFIDENTIAL

- Complaints that are personally related to the complainant or addressed to other authorities may lead to disclosure of identity
- Complaints should not be sent in open condition or on public portal
- Documents that reveal identity should not be enclosed or mentioned in the complaint. Eg documents received under RTI
- Name and Address should be mentioned on the letter inside the envelope for confirmation purposes
- Complaints where confirmation is not received are closed
- Anonymous/pseudonymous letters are not entertained

VIGILANCE AWARENESS WEEK 2023

For more details visit: <https://www.cvc.gov.in>

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लोकहित प्रकटीकरण एवं मुखबिर संरक्षण (पीआईडीपीआई) सकल्प 2004

पीआईडीपीआई क्या है?

- पीआईडीपीआई भारत सरकार का एक संकल्प है।
- इसके अंतर्गत दर्ज की गई सभी शिकायतों के शिकायतकर्ताओं की पहचान गोपनीय रखी जाती है।

पीआईडीपीआई शिकायत कैसे दर्ज की जाती है?

- शिकायत एक बंद लिफाफे में सचिव, केंद्रीय सतर्कता आयोग को संबोधित होनी चाहिए और लिफाफे के ऊपर "पीआईडीपीआई" (PIDPI) लिखा होना चाहिए।
- शिकायतकर्ता के नाम और पते का उल्लेख लिफाफे पर नहीं होना चाहिए बल्कि बंद लिफाफे के अंदर वाले पत्र पर होना चाहिए।

शिकायतकर्ता की पहचान की गोपनीयता सुनिश्चित करने के लिए दिशानिर्देश

- यदि शिकायत शिकायतकर्ता से व्यक्तिगत रूप से संबंधित है अथवा जो उपरोक्त प्राधिकारी के अतिरिक्त किसी अन्य अधिकारी को संबोधित की गयी है तो पहचान के प्रकटन का जोखिम बढ़ जाता है।
- शिकायत हेतु प्रयुक्त लिफाफा सूखा व हो तथा शिकायत किसी अन्य सार्वजनिक पोर्टल के माध्यम से न प्रेषित की जाये।
- ऐसे दस्तावेज, जो पहचान प्रकट करते हों, को शिकायतपत्र के साथ संलग्न न किया जाये अथवा शिकायतपत्र पर अंकित न किया जाये; उदाहरणार्थ- सूचना के अधिकार के अंतर्गत प्राप्त दस्तावेज।
- शिकायत की पुष्टि हेतु शिकायतकर्ता का नाम एवं पता लिफाफे के अंदर रखे शिकायत पत्र पर अंकित होना चाहिए।
- शिकायत को सम्यक पुष्टि के अभाव में बंद कर दिया जाएगा।
- देवनागरी/छपनागरी पत्रों का संज्ञान नहीं लिया जाएगा।

सतर्कता जागरूकता सप्ताह 2023

अधिक जानकारी के लिए <https://www.cvc.gov.in> पर संदर्भ करें।

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RAISE YOUR VOICE AGAINST UN-ETHICAL PRACTICES AND ACTIONS OF PUBLIC SERVANTS

Complaints

Complaints are important means in unearthing as well as preventing malpractices and corrupt practices. They serve as a tool to empower the stakeholders like citizens, employees and others. It also helps them to actively participate in achievement of national objective of making India corruption free.

However, the stakeholders often refrain from bringing to light the corrupt practices due to fear of victimisation. While the Central Vigilance Commission (CVC) prohibits action on anonymous/pseudonymous complaints in order to discourage frivolous complaints and to protect the honest public servants from unnecessary harassment, it has also prescribed detailed provisions to protect the spirited stakeholders, who choose to unearth corrupt practices.

How to make complaint and also ensure secrecy of identity

There are two ways to make a complaint, which guarantees that the identity of the complainant will remain secret.

1. Complaints under PIDPI (Public Interest Disclosure and Protection of Informer) Resolution of Government of India (GOI).
2. Complaints under the Whistle Blower Policy of IPPB.

Complaints under PIDPI Resolution of GOI

The PIDPI resolution provides a framework to act upon the complaints, while also ensuring the secrecy of details of the complainant. Such complaints should be addressed to Central Vigilance Commission and the envelope be superscribed "Complaint under PIDPI Resolution". When such superscription is done on the envelope, the details of sender should not be written on the envelope and even the Post Office will not seek the details of the sender while accepting the envelope as a registered/speed post.

The complainant should write his name and address either in the beginning of the complaint, or at the end in a separate para, so that the same may be easily removed while handing over the complaint for examination. A better way is to write the name and address on a separate paper annexed to the complaint. The text of the complaint should be drafted in such a manner not to give any details or clue of the identity of the complainant.

The complainant must write by post to CVC only, so as to keep his/her identity secret, without writing to multiple authorities.

When such complaints are received by any other authority, e.g. CVO of the organisation, he will send it to CVC without opening the envelope, provided the envelope is superscribed as "Complaint under PIDPI Resolution".

The identity of the sender of each complaint is first verified by the CVC and once it is completed, the complaint is sent by CVC for examination, duly removing details of the sender. From this stage onwards, the identity of the complainant remains unknown to every other agency. This ensures that identity of the complainant remains hidden in the files of CVC and no one else gets to know it. The complainant should not communicate further with CVC, either in physical form or email, which otherwise runs the risk of secrecy of his identity getting compromised.

Anyone can make complaint under this provision and all such complaints must be sent to Central Vigilance Commission. The CVC does not share the details related to identity of complainant to outsiders.

For more information on "Guidelines for Lodging PIDPI Complaint", please visit:
<https://www.cvc.gov.in/?q=citizens-corner/whistle-blower-complaints>

Address for sending PIDPI complaints:

Secretary, Central Vigilance Commission,
Soterika Bhawan, Block-A, GPO Complex,
INA, New Delhi - 110 023

Complaints under the Whistle Blower Policy of IPPB

The India Post Payments Bank (IPPB) has adopted a Whistle Blower Policy on 17.01.2017 to establish a mechanism for employees to report unlawful conduct, malpractices, violation of any legal or regulatory provisions, corruption or misuse of office by any employee of IPPB. It also aims to provide adequate safeguards against victimization of employees coming forward to report such matters.

The complaint can be filed (marked as confidential) and should be in a closed cover and superscribed as "Complaint under Whistle Blower Policy" via letter/post or email along with a brief note having details of the wrongdoing, evidence available etc. The complaint should be in the format as specified in the "Whistle Blower Complaint Form". The identity is not to be written other than first page of the "Whistle Blower Complaint Form".

Following details can be filled in a whistle blower complaint:

- i. Statement of facts,
- ii. Statement detailing acts of commissions/omissions of the person(s) against whom disclosure is made,
- iii. Was this disclosure made to anyone in the past? If yes, when and to whom.

Address for sending Whistle Blower complaints:

The Head Internal Audit,
India Post Payments Bank,
Corporate Office, 2nd Floor, Speed Post Building,
Gole Market, New Delhi - 110001

Phone No. 011-23405630
Email ID: whistleblower@ippbonline.in

If the complaint is made against the Senior Executive or against any Directors, then it may be addressed to:

Chairman, Audit Committee of Board,
C/o Company Secretary,
India Post Payments Bank,
Corporate Office, 2nd Floor, Speed Post Building,
Gole Market, New Delhi - 110001

For more information on "Whistle Blower Policy of IPPB", please visit:
<https://www.ippbonline.com/web/ippb/ippb-whistle-blower-complaints>

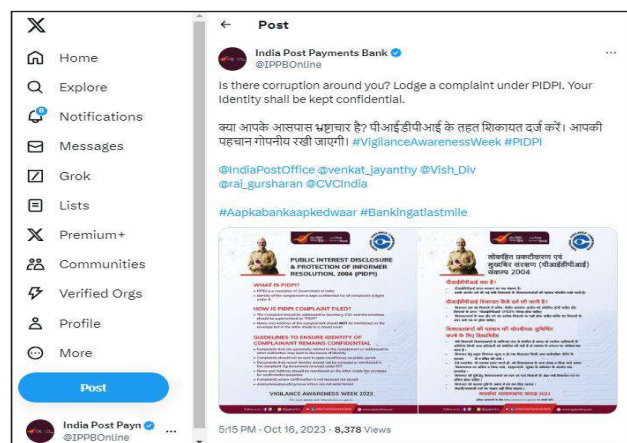
In case of any issue in filing complaint, feel free to contact:



India Post Payments Bank, Vigilance Department
2nd Floor, Speed Post Centre Building, Market Road,
Bhai Veer Singh Marg, New Delhi - 110001, India
Contact No: +91-11- 23485700, E-mail: cvodesk@ippbonline.in

Aapka bank, aapke dwaar

b) PIDPI Campaign on Social Media handle of IPPB



Twitter: <https://x.com/IPPBOnline/status/1713883829037896072?s=20>

LinkedIn: <https://www.linkedin.com/feed/update/urn:li:activity:7119649491456016384>

Instagram:

https://www.instagram.com/p/CydWPMjrqrG/?utm_source=ig_web_copy_link&igshid=MzRIODBiNWFIZA==

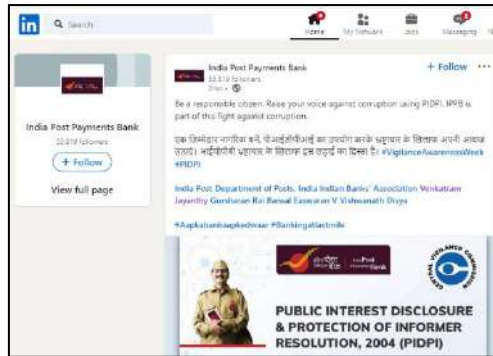
Facebook: <https://www.facebook.com/ippbonline/posts/724289346412000>

Koo: <https://www.kooapp.com/koo/ippbonline/a5fedbcc-e597-4437-9d92-c249e63889d6>



इंडिया पोस्ट
पेमेंट्स बैंक

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Twitter: <https://x.com/IPPBOnline/status/1716369733249884432?s=20>

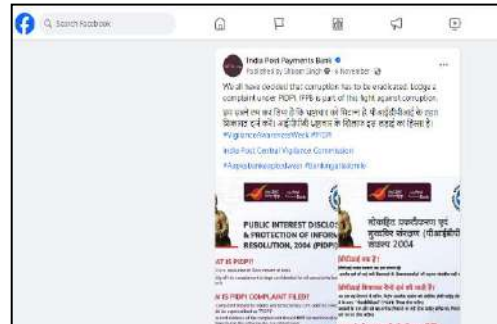
Linkedin: <https://www.linkedin.com/feed/update/urn:li:activity:7122135470259499009>

Instagram:

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Facebook: <https://www.facebook.com/ippbonline/posts/728349226006012>

Koo: <https://www.kooapp.com/koo/ippbonline/12e37d5c-fd5d-4173-835a-f7a9aa359c15>



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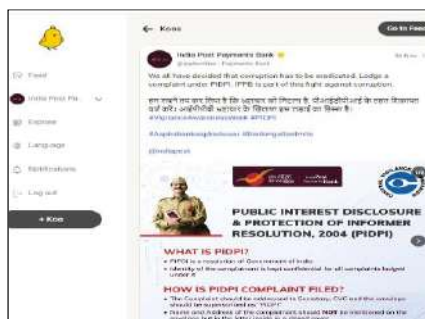
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Koo: <https://www.kooapp.com/koo/ippbonline/63ee397f-24ec-4746-9032-a5c98a64368a>

c) PIDPI Awareness Posters across the Bank



Corporate Office, New Delhi



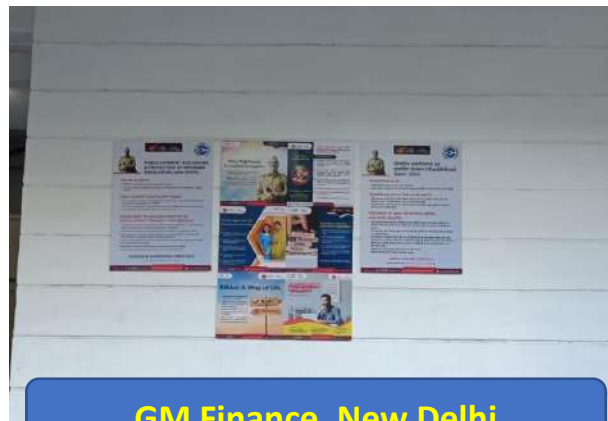
Corporate Office, Mumbai



CPC, New Delhi



CPC, Chennai



GM Finance, New Delhi



Andhra Pradesh



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Bihar



Uttarakhand



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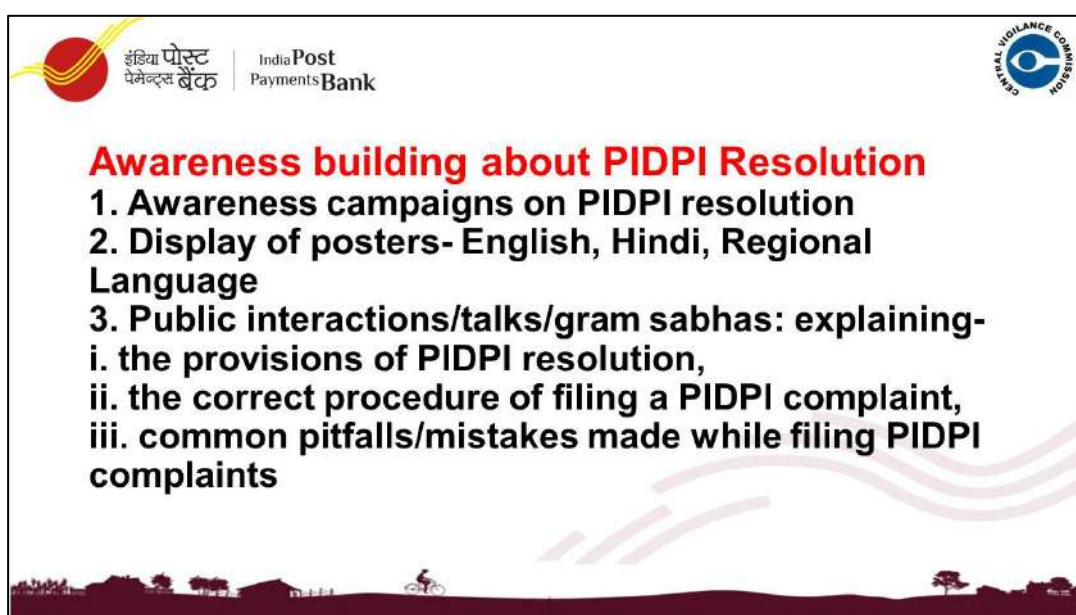
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d) CVO/ IPPB Session on PIDPI Awareness

As part of three-month campaign (16th August, 2023 to 15th November, 2023) as a precursor to Vigilance Awareness Week 2023, an Awareness Session on “PIDPI Resolution” was organised. In this regard, a Virtual Conference (VC) was conducted by the Vigilance Department/IPPB on 31.08.2023 & 27.09.2023 for all the staff of IPPB.

CVO/IPPB addressed the participants on the subject matter along with awareness session on “PIDPI Resolution”.

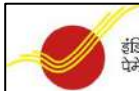
The Presentation Content is as follows:





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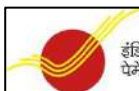
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Awareness building about PIDPI Resolution

1. Awareness campaigns on PIDPI resolution
2. Display of posters- English, Hindi, Regional Language
3. Public interactions/talks/gram sabhas: explaining-
 - i. the provisions of PIDPI resolution,
 - ii. the correct procedure of filing a PIDPI complaint,
 - iii. common pitfalls/mistakes made while filing PIDPI complaints



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PUBLIC INTEREST DISCLOSURE & PROTECTION OF INFORMER RESOLUTION, 2004 (PIDPI)

WHAT IS PIDPI?

- PIDPI is a resolution of Government of India
- Identity of the complainant is kept confidential for all complaints lodged under it

HOW IS PIDPI COMPLAINT FILED?

- The Complaint should be addressed to Secretary, CVC and the envelope should be superscribed as "PIDPI"
- Name and Address of the complainant should **NOT** be mentioned on the envelope but in the letter inside in a closed cover

GUIDELINES TO ENSURE IDENTITY OF COMPLAINANT REMAINS CONFIDENTIAL

- Complaints that are personally related to the complainant or addressed to other authorities may lead to disclosure of identity
- Complaints should not be sent in open condition or on public portal
- Documents that reveal identity should not be enclosed or mentioned in the complaint. Eg documents received under RTI
- Name and Address should be mentioned on the letter inside the envelope for confirmation purposes
- Complaints where confirmation is not received are closed
- Anonymous/pseudonymous letters are not entertained

VIGILANCE AWARENESS WEEK 2023

For more details visit: <https://www.cvc.gov.in>

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लोकहित प्रकटीकरण एवं मुख्यधर संरक्षण (पीआईडीपीआई) संकल्प 2004

पीआईडीपीआई क्या है?

- पीआईडीपीआई भारत सरकार का एक संकल्प है।
- इसके अंतर्गत दर्ज की गई सभी शिकायतों के शिकायतकर्ताओं की पहचान गोपनीय रखी जाती है।

पीआईडीपीआई शिकायत कैसे दर्ज की जाती है?

- शिकायत एक बंद लिफाफे में करनी, फेडीम कार्ड पर अंग्रेजी में संक्षेपित होनी चाहिए और लिफाफे के ऊपर "पीआईडीपीआई" (PIDPI) लिखा होना चाहिए।
- शिकायतकर्ता के नाम और पता का उल्लेख लिफाफे पर नहीं होना चाहिए बल्कि बंद लिफाफे के अंदर बाले पत्र पर होना चाहिए।

शिकायतकर्ता की पहचान की गोपनीयता सुनिश्चित करने के लिए दिशानिर्देश

- यदि शिकायत शिकायतकर्ता से व्यक्तिगत रूप से संबंधित है अथवा जो उपरोक्त प्राधिकारी के अधिकृत लिखी अन्य अधिकारी को संबोधित की गयी है तो पहचान के अंकन का धोरण बंद होना है।
- शिकायत हेतु प्रत्येक शिकायतकर्ता खुला न हो गया शिकायत लिखी अन्य सार्वजनिक पोर्टल के माध्यम से न भेजनी चाहिए।
- ऐसे दस्तावेज, जो पहचान प्रकट करते हों, को शिकायतकर्ता के साथ संलग्न न किया जाये अथवा शिकायतकर्ता पर अंग्रेजी न किया जाये; उदाहरणार्थ- खुला के अधिकार के अंतर्गत प्राप्त दस्तावेज।
- शिकायत की पुष्टि हेतु शिकायतकर्ता का नाम एवं पता लिफाफे के अंदर रखी शिकायत पत्र पर अधिकृत होना चाहिए।
- शिकायत को सफल पत्र के अंतर्गत न बंद कर दिया जाय।
- वेबसाइट/फोन/पत्रों का संलग्न नहीं किया जाय।

सतर्कता जागरूकता सप्ताह 2023

अधिक जानकारी के लिए <https://www.cvc.gov.in> पर जाएं।

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Awareness about PIDPI Resolution



DoPT Resolution No. 89 dated 21st April, 2004, commonly known as **Public Interest Disclosure and Protection of Informers Resolution, 2004**, envisages a mechanism by which a complainant can blow a whistle by lodging a complaint and also seek protection against his victimisation for doing so.

In 2004, in response to a Writ Petition (Civil) No. 539/2003 filed after the murder of Shri Satyendra Dubey, the Supreme Court directed that a machinery be put in place for acting on complaints from whistleblowers till a law is enacted. Pursuant to that, the Government of India notified the Public Interest Disclosure and Protection of Informers Resolution (PIDPI), 2004 which gave the powers to the Commission to act on complaints from whistle-blowers.



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Awareness about PIDPI Resolution



Designated Agency: CVC is the Designated Agency to receive written complaints or disclosure on any allegation of corruption or of misuse of office under PIDPI.

Scope: any allegation of corruption or of misuse of office by:

- any employee of the Central Government or
- of any corporation established by or under any Central Act,
- Government companies,
- societies or local authorities owned or controlled by the Central Government;

Who can complain: Any public servant or a person including an NGO can make written disclosure to the designated agency



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Awareness about PIDPI Resolution



How is PIDPI Complaint Filed?

The Complaint should be addressed to Secretary, CVC and the envelope should be superscribed as "PIDPI".

Name and Address of the complainant should NOT be mentioned on the envelope but in the letter inside in a closed cover. It should be either in the beginning or end of the complaint or in an attached letter.

Sample Envelope:





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Awareness about PIDPI Resolution

Handling of complaints in CVC:

- Complaints are opened in confidential section and separate file for each complaint is created after concealing the name and address of the complainant.
- The complaints which have been addressed to other several authorities not treated as complaint under PIDPI.
- For complaints that are found fit for processing under PIDPI Resolution, a letter is sent to the complainant to obtain confirmation. Prescribed time limit for receiving confirmation is 30 days from date of receipt of Commission's letter by the complainant.
- In case no response within prescribed time limit is received, a reminder is issued giving additional two weeks time. If there is still no response, the complaint is sent to branch concerned of the commission for necessary action under Complaint Handling Policy of the Commission.
- After receiving necessary confirmation from complainant, the complaint is placed before the Screening Committee for decision.
- The Screening Committee is headed by the Secretary and Additional Secretaries of the Commission are members. They examine all the complaints and recommend complaints for Investigation and Report (I & R), Necessary Action or Filing (closure).



Awareness about PIDPI Resolution

How is PIDPI Complaint Filed?

The Department of Posts vide Circular No. 31-01/2021-PO dated 03.03.2021 has directed all post offices not to insist on the name and address of the complainant. It is mandatory for all post offices:

*"Any article, addressed to the CVC as well as CVOs posted with the superscription **"Complaint under The Public Interest Disclosure" or "PIDPI Complaint"** on the outside of the envelope of the article, can be accepted for posting registration and speed post service, without the name and complete address including mobile number & email address of the sender."*

The text of the complaint should be drafted in such a manner not to give any details or clue of the identity of the complainant.

The details or content of the complaint should be specific and verifiable.

The Commission can also take action against complainants making motivated / vexatious complaints under this Resolution.



Awareness about PIDPI Resolution

Guidelines to ensure Identity of complainant remains confidential:

- Complaints that are personally related to the complainant or addressed to other authorities may lead to disclosure of identity.
- Complaints should not be sent in open condition or on public portal.
- Documents that reveal identity should not be enclosed or mentioned in the complaint. Eg: documents received under RTI.
- Name and Address should be mentioned on the letter inside the envelope for confirmation purposes.
- Complaints where confirmation is not received are closed.
- Anonymous/ pseudonymous letters are not entertained



Awareness about PIDPI Resolution



Protection to Complainant:

According to the PIDPI Resolution, 2004 following provisions have been made for protection of Whistle Blowers: -

- **Paragraph 6** – If any person is aggrieved by any action on the ground that he is being victimized due to the fact that he had filed a complaint or disclosure, he may file an application before the designated agency (CVC) seeking redress in the matter, who shall take such action as deemed fit. The designated agency may give suitable directions to the concerned public servant or the public authority as the case may be.
- **Paragraph 7** – Either on the application of the complainant, or on the basis of the information gathered, if the designated agency is of the opinion that either the complainant or the witnesses need protection, the designated agency shall issue appropriate directions to the concerned Government authorities.
- **Paragraph 11** – In the event of the identity of the informant being disclosed in spite of the designated agency's directions to the contrary, the designated agency is authorized to initiate appropriate action as per extant regulations against the person or agency making such disclosure.



Awareness about PIDPI Resolution



	WHISTLE BLOWER POLICY OF IPPB	PIDPI RESOLUTION, 2004 OF GOI
Who can raise complaint	Internal Employees of the organization	Employees, General Public
Against whom complaint can be raised	Unlawful conduct, malpractices, violation of any legal or regulatory provision, corruption or misuse of office by any employee of IPPB.	Against employee of Central Government, Central PSUs, Public Sector Banks, Corporation established by or under any Central Act, Government companies, societies or local authorities owned or controlled by the Central Government for corruption or misuse of office.
Authority to be addressed	The Head Internal Audit, India Post Payments Bank, Corporate Office 2nd Floor, Speed Post Building Gole Market, New Delhi 110001 E-mail ID: whistleblower@ippbonline.in (in certain cases Chairman/ACB)	The Secretary, Central Vigilance Commission Satarkta Bhawan, Block – A, GPO Complex, INA, New Delhi – 110023



Awareness about PIDPI Resolution



	WHISTLE BLOWER POLICY OF IPPB	PIDPI RESOLUTION, 2004 OF GOI
How to address the complaint	The whistle blower's complaint should be addressed via email or letter/post specifically super scribed as 'Complaint under Whistle Blower Policy' in format as specified in "Whistle Blower Complaint Form", to the Designated authority. Whistle Blower Complaint form available on IPPB website (www.ippbonline.com) Following details can be filled in a whistle blower complaint ; i. Statement of facts, ii. Statement detailing acts of commissions/omissions of the person(s) against whom disclosure is made, iii. Was this disclosure made to anyone in the past ? If yes, When and to whom.	- Complaint should be sent via POST only. - The envelop should be superscribed as " Complaint under PIDPI " - The text of the complaint should be drafted in such a manner not to give any details or clue of the identity of the complainant. - The details or content of the complaint should be specific and verifiable



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Awareness about PIDPI Resolution

Sample Letter: The complaint is forwarded by CVC for investigation to the appropriate authority after hiding name and address of the complainant.

To,
The Secretary,
Central Vigilance Commission
Sadarita Bhavan, Block-A,
GPO Complex, INA,
New Delhi - 110 023.

Sub: _____
Content: _____

Thank You,
Yours Sincerely
-Signature-
Name: XYZ
Address: 41 MS Road, Shastri Nagar,
New Delhi-110 0XX

To,
The Secretary,
Central Vigilance Commission
Sadarita Bhavan, Block-A,
GPO Complex, INA,
New Delhi - 110 023.

Sub: _____
Content: _____

Thank You,
Yours Sincerely

Hidden



Awareness about PIDPI Resolution

Common pitfalls/mistakes made while filing PIDPI complaints: Case 1

Not a proper PIDPI complaint	Correct PIDPI complaint
Secretary, CVC New Delhi. Sub: XYZ _____ _____ _____ (Ajay Kumar, Lucknow) Copy to: MD&CEO, CVO, Secretary/DOP, Cabinet Secretary, PMO The identity of complainant may get disclosed.	Secretary, CVC New Delhi. Sub: XYZ _____ _____ _____ (Ajay Kumar, Lucknow) Complainant must write by post to CVC only to keep his/her identity secret without writing to multiple authorities.



Awareness about PIDPI Resolution

Common pitfalls/mistakes made while filing PIDPI complaints: Case 2

Not a proper PIDPI complaint	Correct PIDPI complaint
In my organization XYZ, a project proposal for purchase of Tack-Pack Machine was processed. I have observed serious irregularities in the process. Being a Tender Committee member, I raised certain issues related to performance and price of bidder ABC. In deviation of certain tender conditions, the order was placed on ABC. There is misuse of authority by Mr. RST and Mr. UVW, which led to loss of Rs. xxx by the organization XYZ. The text of the complaint should be drafted in such a manner not to give any details or clue of the identity of the complainant.	In organization XYZ, a project proposal for purchase of Tack-Pack Machine was processed. There are various irregularities in the procurement process, particularly related to performance and price of bidder ABC. In deviation of certain tender conditions, the order was placed on ABC. There is misuse of authority by Mr. RST and Mr. UVW, which led to loss of Rs. xxx by the organization XYZ.



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Awareness about PIDPI Resolution



Common pitfalls/mistakes made while filing PIDPI complaints: Case 3

Not a proper PIDPI complaint	Correct PIDPI complaint
I had participated in tender for Tack-Pack Machine in organization XYZ. Even though my bid was L1, I was not awarded the contract. Mr. RST has asked from me a bribe of Rs.xxx, which I refused. Huge irregularity has happened in the procurement process for Tack-Pack Machine in organization XYZ.	In organization XYZ, a tender for purchase of Tack-Pack Machine was floated. There are various irregularities in the procurement process. Mr. RST has taken bribe from L2 bidder and awarded the contract. The lowest bid was bypassed which led to huge loss for the organization XYZ. There is misuse of public funds.
The text of the complaint should be drafted in such a manner not to give any details or clue of the identity of the complainant.	





Awareness about PIDPI Resolution



Common pitfalls/mistakes made while filing PIDPI complaints: Case 4

Not a proper PIDPI complaint	Correct PIDPI complaint
I had applied to the post of IT consultant advertised by ABC Bank. I fulfil all the eligibility and experience criteria, which are best among all the candidates. However, selection Mr. Vikrant was done, who happens to be nephew of Director Mr. Sukesh of the ABC Bank. Mr. Sukesh was also part of Interview Board during the selection process. There is misuse of authority by Director Mr. Sukesh in the ABC Bank.	In the advertisement for IT consultant in ABC Bank, selection of Mr. Vikrant was done by misuse of authority. Mr. Vikrant happens to be nephew of Director Mr. Sukesh of the ABC Bank. Mr. Sukesh was also part of Interview Board during the selection process. The selected candidate Mr. Vikrant is also not fulfilling the minimum experience criteria. There is misuse of authority by Director Mr. Sukesh in the ABC Bank.
The text of the complaint should be drafted in such a manner not to give any details or clue of the identity of the complainant.	





Awareness about PIDPI Resolution



Common pitfalls/mistakes made while filing PIDPI complaints: Case 5

Not a proper PIDPI complaint	Correct PIDPI complaint
There is huge corruption in organization XYZ. The directors of XYZ have caused huge loss to the organization. No work is done in the organization without payment of bribe. The contracts are awarded with payment of fixed commission. All consultants are relatives of the Directors.	The Directors of the organization XYZ took bribe of Rs. xxx for award of contract to ABC Ltd. In tender of Tack Pack Machine. There are huge irregularities in its tender process. Mr. DFG and Mr. HJK are appointed as consultant in organization XYZ, without any transparent process. Both of them are close relative of Mr. Sukesh, Director of XYZ.
The details or content of the complaint should be specific and verifiable.	

ii) Capacity Building Programs

As a precursor to Vigilance Awareness Week -2023, CVC has decided to take up focus area of capacity building. Considering that resource persons may not be available in many organizations for conducting trainings, it was decided that 2 officers may attend the Training of the Trainers organized by Commission in the following thematic areas:

- System and Procedure of the Organization,
- Public Procurement,
- Cyber hygiene and security,
- Ethics and governance,
- Role of IO/PO in conducting inquiries,

Brief details of training conducted during the campaign period

The officers who got training in the “Training of Trainers” programme organised by the CVC, further imparted training to the IPPB staff. Total 1729 officers / staff had attended the training programs / sessions as per details below:

Sl No.	Training Program / Session	Date of training / session	No. of officers / staff trained
1	Systems and Procedures of the organization	07.10.2023	289
2	Procurement	12.10.2023	334
3	Cyber hygiene and security	25.10.2023	282
4	Ethics and governance	04.11.2023	283
5	IO/PO training	07.11.2023	36
6	PIDPI Awareness	31.08.2023 & 27.09.2023	505
		Total	1729

a. System and Procedure of the Organization (Preventive Vigilance)

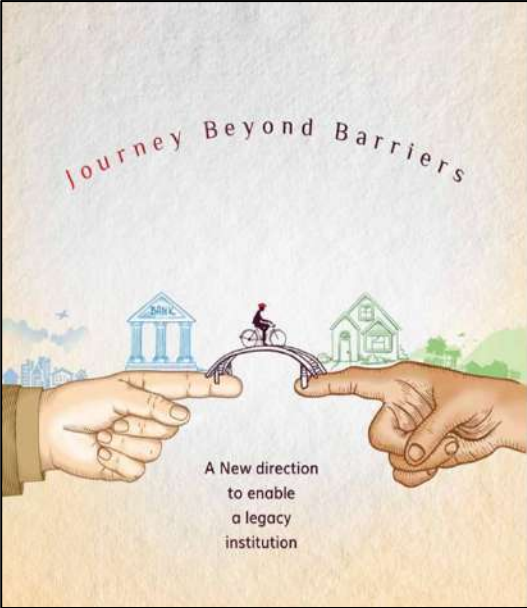
A Capacity Building session on “Preventive Vigilance” was organised for approx. one-hour duration on 07.10.2023 from 3.00 p.m. by the Vigilance Department/IPPB for all the staff of IPPB. Session held in the Board room of Corporate Office for staff at Corporate Office New Delhi and through Virtual Conference (VC) for the staff other than Corporate Office, New Delhi.

Sh. Raj Kumar Dwivedi (Senior Manager) conducted a session on Preventive Vigilance. 41 officers (offline) and 248 officers (online) attended the session.



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Presentation on Preventive Vigilance

**“Say no to corruption;
commit to the Nation”**



Objectives

- ❖ By the end of this presentation, participants will be able to describe:-
 - ❖ Meaning of Vigilance
 - ❖ Factors for corruption/ fraud
 - ❖ Organisational setup and Jurisdiction of Central Vigilance Commission
 - ❖ Role of CVO in the organization
 - ❖ Preventive vigilance and its benefits to the organization
 - ❖ Vigilance Angle
 - ❖ PIDPI Resolution & Whistle Blower Policy of IPPB
 - ❖ “Public Servant” as per Prevention of Corruption Act 1988

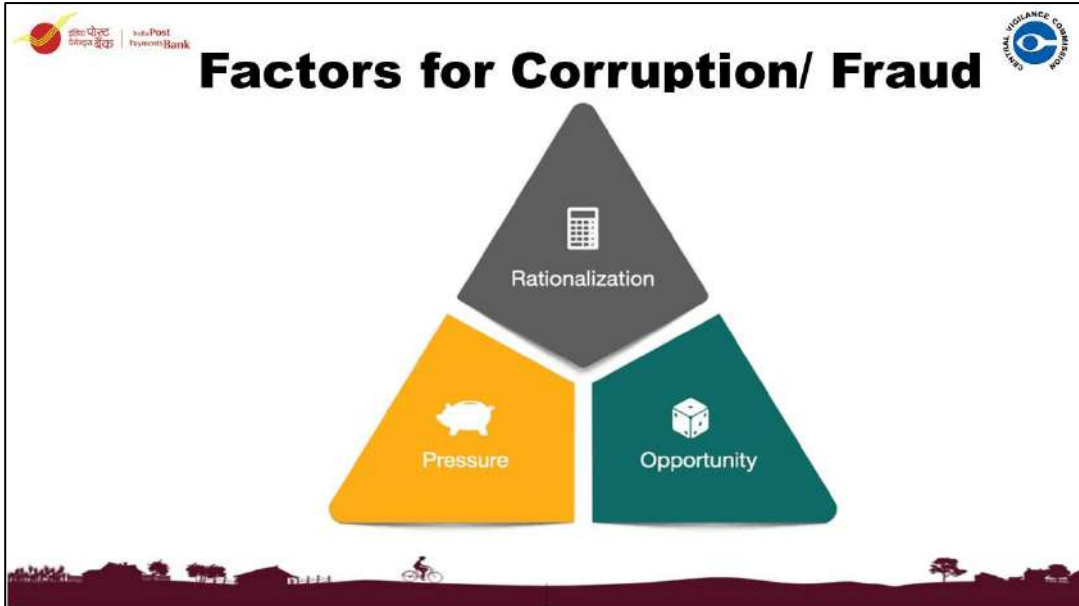


WHAT IS VIGILANCE?

- ❖ **Vigil** -- to be awake or to be observant
- ❖ **Vigilance** – watchfulness and alertness

“**Vigilante**” - A word of Spanish origin meaning “Watchman” or “Guard”.

- Once alertness/ awareness comes, scope of malpractices get automatically reduced/ eliminated.
- Vigilance is an integral part of the management.
- If the vigilance set-up is effective in an organisation, it will certainly ensure the functioning of the other segments in an efficient way.



Pressure

- Social Pressure- Status- Competition to match lifestyle of others
- Financial Problems with an individual
- Lifestyles- Bad Habits- Gambling/ Drugs/ Alcohol
- Economic need or greed
- Competition-Target achievement- Career Ambitions
- Running after fast money

Opportunity

- Poor Document Management System in the organisation
- Improper accounting procedures
- Sharing of Password
- Weak Controls (External & Internal)
- Human nature (trusting others in deviation of procedures)
- Complex organisational structures
- Very high discretionary powers with few individuals
- Improper delegation of powers in the organization
- Absence of proper checks and balances
- Non- rotation of officers working in sensitive posts



Rationalisation

A person justifying his improper deeds:-

- It is for a good purpose and in the interest of the organization
- It is legal and also permissible
- If any loss occurs, it is the bank which will bear as I am just doing my job
- I will do it only once. Will never do this again.
- Nobody is getting personally hurt or suffering any loss
- Management is not honest, why should I?
- Organization owes it to me, I deserve more
- I am following the "oral" directions of superiors
- Interpreting certain guidelines to one's own advantage



Who administers Vigilance functions

(Source: Chapter 1, Vigilance Manual, 2021 CVC)

- Central Vigilance Commission (CVC);
- Administrative Vigilance Division (AVD) in the Department of Personnel & Training (DoPT);
- Central Bureau of Investigation (CBI);
- Vigilance units in the Ministries / Departments of Government of India, Central Public Sector Enterprises and other autonomous organisations;
- Disciplinary authorities; and
- Supervisory officers (Rule 3.4 of IPPB Conduct Rules: *Every Officer shall take all possible steps to ensure the integrity and devotion to duty of all persons for the time being under his/her control and authority.*)



CVC ORGANISATIONAL SET UP

- **Central Vigilance Commission (CVC)** was setup by a resolution Dt.11.02.1964 by Gol on the recommendation of Committee on Prevention of Corruption (**Santhanam Committee**).
- **The Central Vigilance Commission Act, 2003** came into effect from 11th September 2003.
- Central Vigilance Commissioner (Chairperson) and not more than two Vigilance Commissioners (Members) are appointed by the President.
- **Jurisdiction:**
 - ✓ Members of All-India Services & Group A officers,
 - ✓ Officers of the corporations established by or under any Central Act,
 - ✓ Reference made by the Lokpal regarding members of Group B/ C/ D services of the Central Government,
 - ✓ Officers of Scale V and above of Public Sector Banks,
 - ✓ Chief Executives and Executives on the Board and other officers of E-8 and above in respect of Schedule 'A' and 'B' Public Sector Undertakings
 - ✓ Officers in Grade 'D' and above in respect of RBI, NABARD and SIDBI,
 - ✓ Managers and above in General Insurance Companies,
 - ✓ Senior Divisional Managers and above in Life Insurance Corporations





Role of Chief Vigilance Officer (CVO): (Source: Chapter 1, Vigilance Manual, 2021 CVC)

- Acts as an advisor to the chief executive in all matters pertaining to vigilance.
- Provides a link between the organisation and CVC/ CBI.
- Vigilance functions to be performed by the CVO include:
 - ✓ collecting intelligence about the corrupt practices committed, or likely to be committed by the employees;
 - ✓ investigating or causing an investigation to be made into verifiable allegations reported to him;
 - ✓ processing investigation reports for further consideration of the disciplinary authority concerned;
 - ✓ referring the matters to the CVC for advice wherever necessary;
 - ✓ taking steps to prevent improper practices or commission of misconducts;
 - ✓ examining audit, inspection and other reports from the point of vigilance angle, etc.

CVO function can be divided into three categories

- Preventive-** detecting irregularities, analysing and finding out reasons for such irregularities and making effective systemic improvements to curb them.
- Participative-** is aimed at identifying and verifying the occurrence of a lapse.
- Punitive-** identifying the public servants responsible for misconduct and taking appropriate actions.



Why Preventive Vigilance?

- To minimise irregularities, lapses, frauds
- To formulate remedial measures and initiate corrective actions
- To avoid losses
- To prevent damage to Bank's image
- "Prevention is better than cure"- an old saying
- This ensures faith, trust and confidence of public in the organisation



Preventive Vigilance Functions by CVO

(Source: Chapter 2, Vigilance Manual, 2021 CVC)

- To identify **procedure and practices** which provide scope for corruption and require modification.
- To devise suitable steps to **minimize delays** at different stages of procedures.
- To devise adequate methods to ensure discharge of discretionary powers in **transparent and fair manner** and according to laid down guidelines.
- To **educate people** about procedure of dealing with various matters and also to simplify these.
- To **identify sensitive posts** in organization and periodical rotation of officers holding these posts.
- To ensure **internal processes and corresponding controls** with clear responsibility are set out.
- To ensure creation and **updation of manuals** on important subjects like purchase, contracts, procurements, recruitments etc.





Preventive Vigilance Functions by CVO

(Source: Chapter 2, Vigilance Manual, 2021 CVC)

- To **leverage technology** for effective Preventive Vigilance.
- To ensure prompt **observance of conduct rules** relating to integrity covering- statement of assets and acquisitions, gifts etc.
- To **scrutinize immovable property returns** of staff and keep an eye on benami transactions.
- To **scrutinize audit and inspection** reports.
- To prepare list of '**Officers of Doubtful Integrity**' and '**Agreed List**'.
- To conduct **CTE type inspection** in organization (detailed examination of certain procurement cases).
- To tender **advice to the Disciplinary Authority** and Appellate Authority in vigilance cases.



Vigilance Angle: (Source: Chapter 1, Vigilance Manual, 2021 CVC)

Vigilance angle is obvious in the following acts:

- Demanding and / or accepting gratification.
- Obtaining valuable thing, without consideration or with inadequate consideration.
- Obtaining any valuable thing or pecuniary advantage by corrupt or illegal means or by abusing his position as a public servant.
- Possession of assets disproportionate to his known sources of income.
- Cases of misappropriation, forgery or cheating or other similar criminal offences.



Vigilance Angle: (Source: Chapter 1, Vigilance Manual, 2021 CVC)

Other irregularities where circumstances will have to be weighed carefully:

- Gross or willful negligence;
- Recklessness in decision making;
- Blatant violations of systems and procedures;
- Exercise of discretion in excess, where no ostensible public interest is evident;
- Failure to keep the controlling authority / superiors informed of required transactions and issues in time.
- Cause of undue loss or a concomitant gain to an individual or a set of individuals / a party or parties.
- Any undue / unjustified delay in the disposal of a case, perceived after considering all relevant factors, would reinforce a conclusion as to the presence of vigilance angle in a case.





PIDPI Resolution 2004 of GoI





**PUBLIC INTEREST DISCLOSURE
& PROTECTION OF INFORMER
RESOLUTION, 2004 (PIDPI)**

WHAT IS PIDPI?

- PIDPI is a resolution of Government of India
- Identity of the complainant is kept confidential for all complaints lodged under it.

HOW IS PIDPI COMPLAINT FILED?

- The Complaint should be addressed to Secretary, CVC and the envelope should be superscribed as "PIDPI"
- Name and Address of the complainant should **NOT** be mentioned on the envelope but in the letter inside in a closed cover

GUIDELINES TO ENSURE IDENTITY OF COMPLAINANT REMAINS CONFIDENTIAL

- Complaints that are personally related to the complainant or addressed to other authorities may lead to disclosure of identity
- Complaints should not be sent in open condition or on public portal
- Documents that reveal identity should not be enclosed or mentioned in the complaint. Eg documents received under RTI
- Name and Address should be mentioned on the letter inside the envelope for confirmation purposes
- Complaints where confirmation is not received are closed
- Anonymous/pseudonymous letters are not entertained

VIGILANCE AWARENESS WEEK 2023
For more details visit: <http://cvc.gov.in>

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Whistle Blower Policy of IPPB



Whistle Blower Complaint

- Access the Whistle Blower Policy in Quick Links
- In the Policy, Click on the Link (www.ipponline.com/web/ippb/whistle-blower-policy-of-ippb)
- Proceed as suggested.




	WHISTLE BLOWER POLICY OF IPPB	PIDPI RESOLUTION, 2004 OF GOI
Who can raise complaint	Internal Employees of the organization	Employees, General Public
Against whom complaint can be raised	Unlawful conduct, malpractices, violation of any legal or regulatory provision, corruption or misuse of office by any employee of IPPB.	Against employee of Central Government, Central PSUs, Public Sector Banks, Corporation established by or under any Central Act, Government companies, societies or local authorities owned or controlled by the Central Government for corruption or misuse of office.
Authority to be addressed	The Head Internal Audit, India Post Payments Bank, Corporate Office 2nd Floor, Speed Post Building Gole Market, New Delhi 110001 E-mail ID: whistleblower@ipponline.in (In certain cases Chairman/ACB)	The Secretary, Central Vigilance Commission Satarkta Bhawan, Block – A, GPO Complex, INA, New Delhi – 110023



	WHISTLE BLOWER POLICY OF IPPB	PIDPI RESOLUTION, 2004 OF GOI
How to address the complaint	The whistle blower's complaint should be addressed via email or letter/post specifically super scribed as 'Complaint under Whistle Blower Policy' in format as specified in "Whistle Blower Complaint Form", to the Designated authority. Whistle Blower Complaint form available on IPPB website (www.ippbonline.com) Following details can be filled in a whistle blower complaint: - Statement of facts, - Statement detailing acts of commissions/omissions of the person(s) against whom disclosure is made, - Was this disclosure made to anyone in the past ? If yes, When and to whom.	- Complaint should be sent via POST only. - The envelop should be superscribed as " Complaint under PIDPI " - The text of the complaint should be drafted in such a manner not to give any details or clue of the identity of the complainant. - The details or content of the complaint should be specific and verifiable




PREVENTION OF CORRUPTION ACT, 1988

- The Prevention of Corruption Act is the main anti-corruption legislation in India, that addresses bribery and corruption offences committed by the "public servants".
- **Section 46A of the Banking Regulation Act, 1949 (amended in 1994):** *Chairman, director, etc., to be public servants for the purposes of Chapter IX of the Indian Penal Code.—Every chairman who is appointed on a whole-time basis, managing director, director, auditor, liquidator, manager and **any other employee of a banking company** shall be deemed to be a **public servant** for the purposes of Chapter IX of the Indian Penal Code.*
- A 2016 SC judgment in case of Global Trust Bank, extended the application of Prevention of Corruption Act to **private bank employees** too.
- *Discharge of duties in which the State, the public or the community at large has an interest has been brought within the ambit of the expression 'public duty'. Performance of such public duty by a person who is holding an office which requires or authorize him to perform such duty is the sine qua non of the definition of the public servant contained in Section 2(c)(viii) of the PC Act. (Para 5 of Central Bureau of Investigation, Bank Securities & Fraud Cell vs Ramesh Gelli and Others, Criminal Appeal Nos. 1077-1081 of 2013, Supreme Court)*




Vigilance- Some Maxims

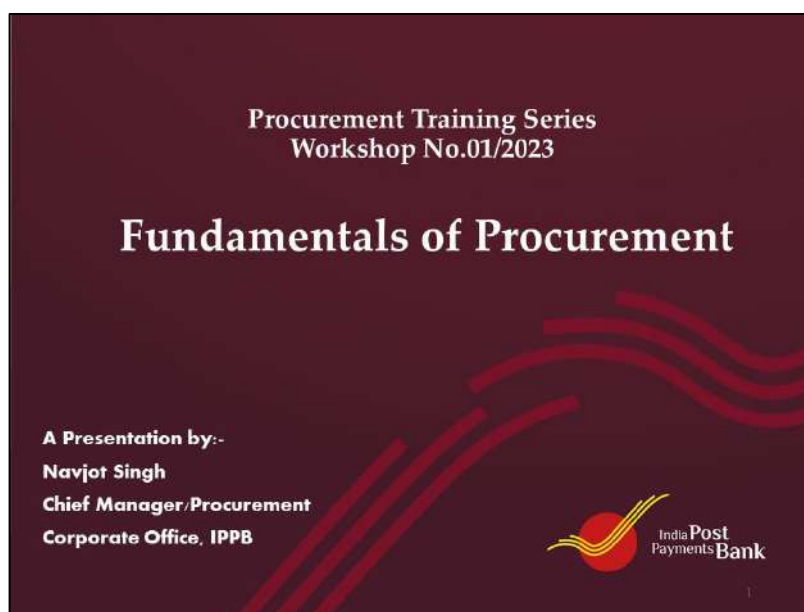
- ❖ Always distrust to trust- Don't trust anyone at first sight.
- ❖ Remember "There is no free lunch". No one offers you something for nothing in return.
- ❖ Don't try to bypass any process flow.
- ❖ Don't encourage deviation/ violation of systems and procedures to achieve some goals.
- ❖ Job Rotation on sensitive posts
- ❖ Watch the standard of living of colleagues.
- ❖ Always have a substitute for each desk work.
- ❖ **Know Your Employee (KYE) & Know Your Partner (KYP)**
- ❖ Be careful before obeying any **Oral** instructions.



b. Public Procurement

A Capacity Building session on “Public Procurement” was organised for approx. one-hour duration on 12.10.2023 from 3.00 p.m. by the Vigilance Department/IPPB for all the staff of IPPB. Session held in the Board room of Corporate Office for staff at Corporate Office New Delhi and through Virtual Conference (VC) for the staff other than Corporate Office, New Delhi.

Sh. Navjot Singh, Chief Manager, Procurement Deptt. conducted a session on Public Procurement. 36 officers (offline) and 298 officers (online) attended the session.





Contents

1. Introduction to Procurement
2. Modes of Procurement
3. Details about Direct Purchase/Local Purchase Committee
4. Details about Estimation
5. Details about Vendor Management
6. Brief of Procurement Policy-IPPB

Organization Structure



Introduction to Procurement

- Public procurement is big business worldwide.
- The European Union spends about 14 percent of GDP on public procurement
- For India, public procurement is estimated to be more than 20 percent of GDP.
- Public procurement involves the purchase of goods, services and works by governments and its agencies/offices.



Introduction to Procurement

- The basic aim is to achieve just the right balance between costs and requirements
- The entire process of procurement (from the time the need for an item, facility or services is identified till the need is satisfied) is designed to achieve such a right balance



Five R's of Procurement

1. Right Quality-No more or No Less
2. Right Quantity-Material is money (Nor too frequent nor Too large)
3. Right Price- The price should be just right for the quality, quantity and other factors involved. Therefore, not necessarily L1 or cheapest.
4. Right Time & Place- Not too early nor Too Late
5. Right Source- Must have right technical and financial capability.



Concepts of Cost and Value – Value for Money

- VfM means the effective, efficient, and economic use of resources, which may involve the evaluation of relevant costs and benefits, along with an assessment of risks, non-price attributes
- VfM is achieved by attracting the widest competition by way of optimal description of need; Terms of Reference (ToR); appropriate sizing of requirement; selection of an appropriate mode of procurement and bidding system.





How Public procurement is different from Personal/ Private purchase

Fundamental principles of Public procurement:

All procuring authorities must abide by and be accountable for

Transparency : to do only that which it had professed to do as pre-declared in the relevant published documents and not to do anything that had not been so declared. Thus ensuring Fairness & Equality with competition

Professionalism: responsibility and accountability to ensure professionalism, economy, efficiency, effectiveness and integrity in the procurement process.

Broader Obligations Principle: Purchase preference to MSE, Mill Order Compliance, reservations of certain goods from CPSE/Govt organisations as per guidelines

Extended Legal Responsibilities Principle : To comply with the laws relating to Governance Issues like Right to Information (RTI) Act ,etc.

Public Accountability Principle : For all above principles, Procuring authorities are responsible for several statutory/Official bodies of India over and above in addition to administrative accountability

In nutshell, ownership and accountability shall be demonstrated by all officials involved in any form of Public Procurement for their actions.

Standards (Canons) of Financial Propriety

- i. Every officer is expected to exercise the same vigilance in respect of expenditure incurred from public moneys as a person of ordinary prudence would exercise in respect of expenditure of his own money.
- ii. The expenditure should not be prima facie more than the occasion demands.
- iii. No authority should exercise its powers of sanctioning expenditure to pass an order which will be directly or indirectly to its own advantage.
- iv. Expenditure from public moneys should not be incurred for the benefit of a particular person or a section of the people.

Modes of Procurement

- Direct Purchase
- Local Purchase Committee
- Tendering



How to buy anything in own department

- Purchase value upto Rs 25,000 (DP)*
- Purchase value between Rs 25,000 to Rs 5,00,000 (LPC#/Tendering)
- Purchase value upto Rs 5,00,000 (Tendering)

**In approval, self declaration for price reasonability must.*

**In approval, committee declaration for price reasonability must.*

Therefore, in any form of procurement, before recommending ordering, price reasonability must be established on record.



A. Direct Purchase

- Can be done without obtaining formal quote.
- Also called Petty Purchase

Done for :-

- ✓ Off- the shelf items
- ✓ Low quantity, Low value
- ✓ Immediate requirement.



B. LPC/Committee Purchase

- Value between Rs 25k to Rs 5Lakhs
- Committee constituted of three members
- Minimum 3 quotes to be obtained for each line item
- The committee will survey the market(Actual) to ascertain the reasonableness of rate, quality and specifications and identify the appropriate supplier.
- Fast track, simple mode of Procurement.
- In larger cities, the presence of reputed Shopping Malls may also be included in the market survey. Reputed internet shopping portals may also be explored.



B. LPC/Committee Purchase

FORMAT

INDIA POST PAYMENTS BANK LTD CORPORATE OFFICE, 2ND FLOOR, SPEED POST CENTRE BHAI VEER SINGH MARG, GOLF MARKET, NEW DELHI					
QUOTATION					
S. No.	Description of material	Quantity required	Unit	Unit Rate (in Rs.)	Remarks
1	AS SHEET 75 GSM (500 Pages)	100	REAM		
2	WRAPPING TAPE BROWN 50MM WIDTH	300	NO		

Terms & Conditions:-			
1.	GST % (Extra/Inclusive)		Contact Nos.
2.	Mention Validity of Offer (in days)	-	Email id
3.	Delivery Terms: FOR Destination or Ex works	-	
4.	Delivery Schedule (in days)	-	
5.	Payment Terms: Immediate after receipt and acceptance of material through NEFT	-	Signature (Name and seal)
6.	Any other term	-	Date

- Proper comparison on FOR basis under same terms of reference to be recorded by committee for all quotations.
- PO shall be issued on Basic rates and GST to be mentioned extra as applicable. Extra payable to be clearly mentioned as per the quotation, if any.
- Payment invoice shall be forwarded after receipt and acceptance of purchases. Ensure timely release of payment, so that in future vendor services can be availed.

C. Tendering



RAISING INDENT FOR GOODS/SERVICES

9.1. Indenting Process

9.1.1. Role of Indenting Department for preparing indent

9.1.1(a) Indent of Goods- Detailed technical specification, Scope of supply, Installation/commission details (if applicable), quantity, BOQ if applicable, delivery timeline, PAC justification (if applicable), estimates & Approval of indent from competent authority.

9.1.1(b) Indent of Services (including consultancy)- Scope of work, SLA including penalties, Special payment terms (if any), BOQ if applicable, Duration of contract, PAC justification (if applicable), estimates & Approval of indent from competent authority).



Policy Provisions

Delegation of Powers in respect to Tendering in Procurement Process.			
A. Approving Authority for Indent and for Award of Contract in STE/Nomination-ESC. (Executive Steering Committee)			
B. Approving Authority for Indent OTE / LTE*			
SMG V	TEG VI	TEG VII	MD & CEO
upto 1 Crores	1 Crore to 5 Crores	5 Crores to 10 Crores	Above 10 Crores

*Approving authority for the purpose of Indent will be officer of the concerned department

Technical Specifications

- The procuring authority should ensure that specifications are developed to **ensure VfM, level playing field and wide competition in procurement**
- Set out the required technical, qualitative and performance characteristics to meet just the bare essential needs of the procuring entity without including superfluous and non-essential features, which may result in unwarranted expenditure
- Call vendor meeting through authorised dealers, OEM. Understand their offering, do market survey, internet survey of same/similar scope, study other organization's tender and accordingly prepare requirement
- See if same/similar item has been procured in past in the organization, then refer tender file
- Speak to officials from other banks/organizations

Estimation

- The estimated cost in the indent is a vital element in various procurement processes, approvals and establishing reasonableness of prices at the time of evaluation of the bids. Therefore, it should be worked out in a realistic and objective manner.
- BUDGETARY QUOTATIONS (TRY TO TAKE ATLEAST TWO)
 - ✓ The source of above quotations shall be either OEM/ authorized dealer only.
 - ✓ Must qualify in standard pre qualification terms - Like, they should have supplied similar item in the past
- LPP –Must not be more than an year old
- If certain test requirement, Manpower, Installation charges, etc. –pricing to be included in estimation
- Anything we want in material specification (additional to standard offering), same shall be included in the estimates.
- For price variation over a period, certain indices can be utilized from Office of Economic Advisor/RBI bulletin like fuel & power, labor, inflation from previous to current month.



VENDOR MANAGEMENT

- After award of contract, signing of master service agreement at the earliest without any deviation & also verifying PBG.
- With respect to scope of work/supply, necessary records shall be maintained by user department.
- Quantity receipt records along with acceptance details shall be stored.
- In long term/ service contracts, regular & timely feedback of vendor performance with respect to scope/SLA shall be communicated to service providers. Records shall be maintained.
- Single file of all records including payment forwarding with penalty calculations
- For awarding experience letter to vendor, HOD- approval shall be taken and such requests shall form part of vendor file.
- On successful completion of tenure, PBG to be returned.
- All email communications records to be maintained in vendor file. Always helps in dispute resolution.

PROCUREMENT POLICY IPPB 2023

IPPB has Board approved Procurement Policy.

During recent revision, some major changes to align with Manuals of Procurement are as following:-

- ✓ Delegations of Powers for tendering with TPC formation charter. Made part of Policy document.
- ✓ Value of LPC raised from 2.5 Lakhs to 5 Lakhs
- ✓ Expression of Interest – Provision introduced
- ✓ Role of Indenting department added
- ✓ Para on judicious preparation of Estimates added
- ✓ Advance Payments provisions added
- ✓ Definition of Resultant single tender introduced
- ✓ Negotiation clause updated in line with CVC norms

GeM (Government e-Marketplace)

GeM (Government e-Marketplace)

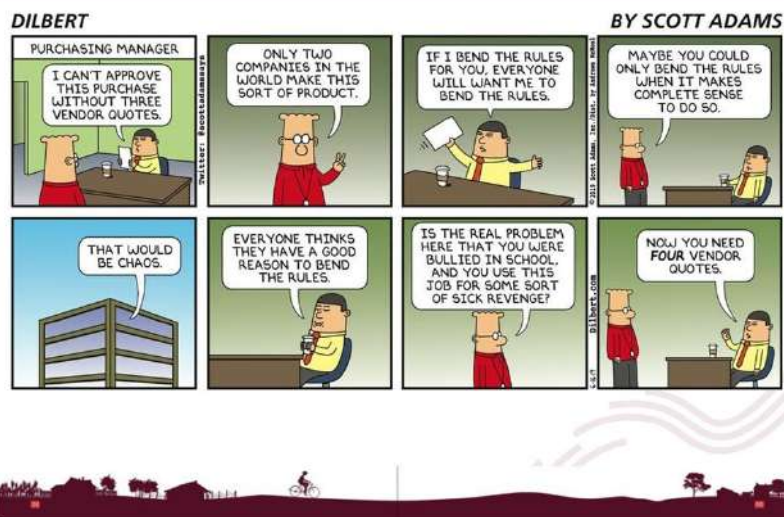
GeM has reached an all-time high of **₹2 LAKH CRORE GMV** in a single Financial Year (2022-23)

GeM has partnered with Axis My India, which is reaching out to select buyers and sellers to capture their overall feedback on GeM. We would be glad if you could spare you.

Public Procurement Learning references

- Manuals of Procurement of Goods
- Manual of Procurement of Consultancy & Other Services

ANY QUESTIONS PLEASE ????



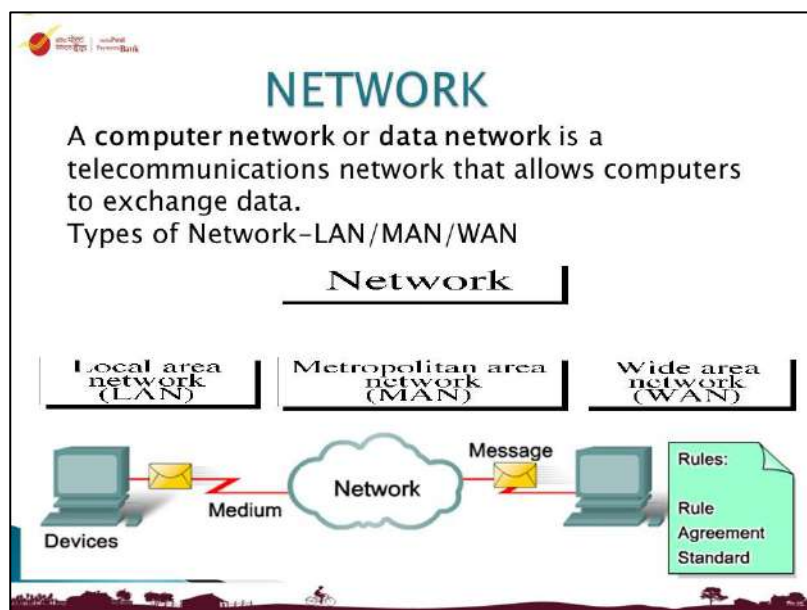
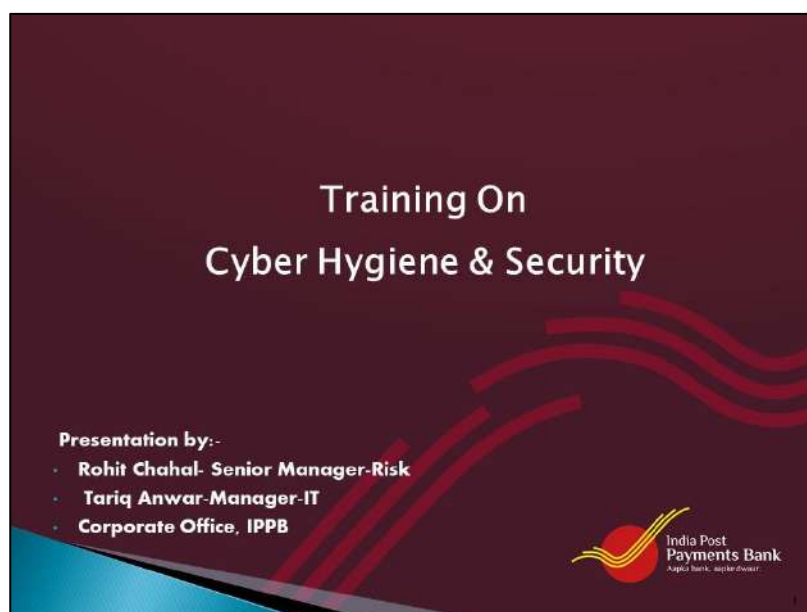
Thank You

Procurement Team-IPPB

c. Cyber Hygiene and Security

A Capacity Building session on “Cyber Hygiene and Security” was organised for approx. one-hour duration on 25.10.2023 from 3.00 p.m. by the Vigilance Department/IPPB for all the staff of IPPB. Session held in the Board room of Corporate Office for staff at Corporate Office New Delhi and through Virtual Conference (VC) for the staff other than Corporate Office, New Delhi.

Sh. Rohit Chahal (Senior Manager) and Sh. Tariq Anwar (Manager) conducted a session on Cyber Hygiene and Cyber Security. 21 officers (offline) and 261 officers (online) attended the session.





Security related to Systems

Operating System Security

1. **Patching the Operating System**- A patch is a piece of software designed to update a computer program or its supporting data, to fix or improve it. This includes fixing security vulnerabilities and other bugs, such patches are usually called bug fixes. They improve the usability and performance
2. **Updating Windows Operating System**
3. **Password Policies**-In many operating systems, the most common method to authenticate a user's identity is to use a secret passphrase or password. A secure network environment requires all users to use strong passwords, which have at least eight characters and include a combination of letters, numbers, and symbols.
4. **USE Security Tools for Windows Operating System**- Malicious Software Removal Tool/ Microsoft Baseline Security Analyzer/ Microsoft Security Compliance Manager Tool (SCM): / UrlScan Security Tool
5. **PC Locker Pro**
PC Locker Pro is a Freeware that locks and protects the computer when user leaves.

NIELIT, New Delhi 12/21/2023



Wi-Fi Security Tips

- Change Default Administrator Passwords (and Usernames)
- Turn on Wireless Network Encryption
- Stop Auto-Connecting to Open Wi-Fi Networks
- Use Firewalls and Security Software
- Turn Off the Network During Extended Periods of Non-Use
- Use another layer of encryption when possible.



Wi-Fi Security Tips

- Choose a strong and unique password for your wireless network
- Turn Off Sharing
- Run Anti-Virus Software
- A strong network administrator password will boost your Wi-Fi security
- Disable Remote Access
- A firewall can help secure your Wi-Fi network

Files and Folder Security

- **Create a Compressed Folder**-Compressed folders are useful for reducing the file size of one or more large files, thus freeing disk space and reducing the time it takes to transfer files to another PC over the Internet or network. A compressed folder is denoted by a zipped folder icon. Example- Winzip, 7-zip, winrar.
- **Securing file and folder using third party utility**- None of the version of Windows operating system allows to lock individual folders with passwords. User can't password protect folders without the help of third-party tools in Windows operating system. Users who would like to lock folders with passwords to protect their data go for third-party utilities. There are tools from popular software companies for folder locking. Example- **Lock-A-Folder application**

Use bit locker for drive



Back Up and Restore

Backup and Restore is a component of Microsoft Windows introduced in Windows Vista and included in later versions that allow users to create backups and restore from backups created earlier. It is a replacement of NTBackup, which was included in previous Windows versions.

Back Up

A backup is a copy of electronic data that gets stored separately from the original files. If the original data gets corrupted, damaged, deleted, or lost, you can recover and/or restore the data using the backup. Backups are necessary because data has value. Whether the data is sentimental, commercial, or legal, backups act as a way to secure sensitive details.

Advantages of Backups

Backups represent a simple form of disaster recovery . The main advantage of taking is to recover data after its loss, be it by data deletion or corruption. The secondary purpose of backups is to recover data from an earlier time



Back Up and Restore

Methods of Backing up data

There are many ways that user can take back up their data.

- USB stick
- External hard drive
- Network Attached Storage
- Cloud Storage

Restore

Restore is a feature in Microsoft Windows that allows the user to revert their computer's state (including system files, installed applications, Windows Registry, and system settings) to that of a previous point in time, which can be used to recover from system malfunctions or other problems



Antivirus Software

- Antivirus software was originally developed to detect and remove computer viruses
- Antivirus software will scans the file on your computer programs and comparing specific bits of code against information in its database and if it finds a pattern duplicating one in the database, it is considered a virus, and it will quarantine or delete that particular file It will also scan computer for behaviors that may signal the presence of a new, unknown malware

Windows Firewall

Windows Firewall is a Microsoft Windows application that filters information coming to a system from the Internet and blocking potentially harmful programs. When using a public network, Windows Firewall can also secure the system by blocking all unsolicited attempts to connect to your computer.



E-Mail and E-Mail Security

- Email is short for 'Electronic mail' and was designed as a program used to exchange messages that are stored within a computer
- Electronic mail (email or e-mail) is a method of exchanging messages ("mail") between people using electronic devices. Email first entered limited use in the 1960s and by the mid-1970s had taken the form now recognized as email
- A user can also send non-text files such as images, videos, and sound files through the mail as attachments. *Inline images are also possible*
- Emails work in the same functionality as that of traditional postal mail. An email account functions the same way as a mailbox in which the message is stored until it is read by the user
- E-Mail Protocols – (SMTP, IMAP, POP)
- SMTP stands for Simple Mail Transfer Protocol. It was first proposed in 1982. It is a standard protocol used for sending e-mail efficiently and reliably over the internet.
- IMAP stands for Internet Mail Access Protocol. It was first proposed in 1986.
- POP POP stands for Post Office Protocol. It is generally used to support a single client. There are several versions of POP, POP3 is the current standard



E-Mail and E-Mail Security

Countermeasures

- Do not click on any link received through mails, always type or use the bookmarks
- Do not send sensitive information like passwords or banking pins through emails to anyone.
- Contact the bank/organization in case of any suspicious transaction.
- Change passwords at least once in 2 months and avoid using the same password for multiple Websites.
- Update the system with security patches and anti-virus signatures.
- Set Internet browser security settings to "high".
- Avoid visiting links containing "@" sign in the URL.
- Always make sure that financial or commerce Websites contains "HTTPS" before the URL.
- Log out properly from all open accounts, such as email and online banking etc.
- Close the browser after completing any transaction.





Cyber Crime

Anything done to a person or group of persons which is harmful and disastrous by using the internet or a Computer as a tool / weapon is called Cyber Crime.

Cyber crimes can involve criminal activities that are traditional in nature, such as theft, fraud, forgery, defamation and mischief, all of which are subject to the Indian Penal Code.

The following are the list of cyber crime



Email Hacking	Domain Hacking
Website Hacking	Email Threat
Copyright Infringement	Obscene Email
	Phishing
Social Profile Hacking	Net Extortion
Obscene email	Pornography
Cyber Stalking	Trademark Abuse
E-commerce frauds	Spoofing
Banking Fraud	Online Defamation
Credit Card Fraud	
Software Piracy	Abusive Email
Virus or Trojan attack	Abusive Chat



According to the United Nation:
"Cyber Crime spans not only state but national boundaries as well."

In **narrow** sense: "Any illegal behavior directed by means of electronic operations that targets the security of computer system and the data processed by them."

In a **broader** sense: Any illegal behavior committed by means of, or in relation to a computer system or network, including such crimes as illegal possession and offering or distributing information by means of computer system or network.



AI Voice Based frauds

News / TECHNOLOGY / News / Phone Call Scam in India: Over 45% victims of AI fraud calls lost over Rs 50,000 [Read More](#)

Phone Call Scam in India: Over 45% victims of AI fraud calls lost over Rs 50,000

The cost of falling for an AI voice scam can be significant, with 48 per cent of Indians who lost money saying it cost them over Rs 50,000.

Home > World News > Artificial Imposter: 47% Of Indian Phone Users Have Experienced AI Voice Scams, Highest In 19

WORLD:

Artificial Imposter: 47% of Indian phone users have experienced AI voice scams, highest in the world

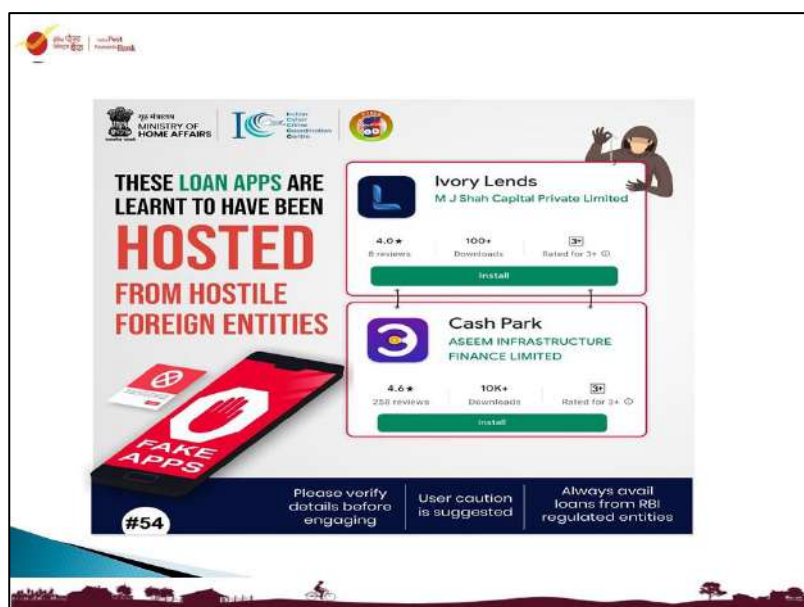
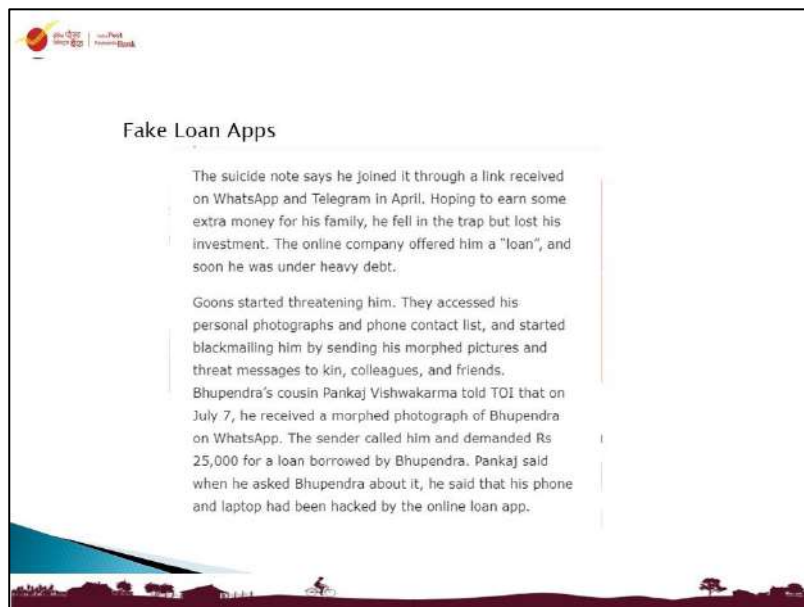
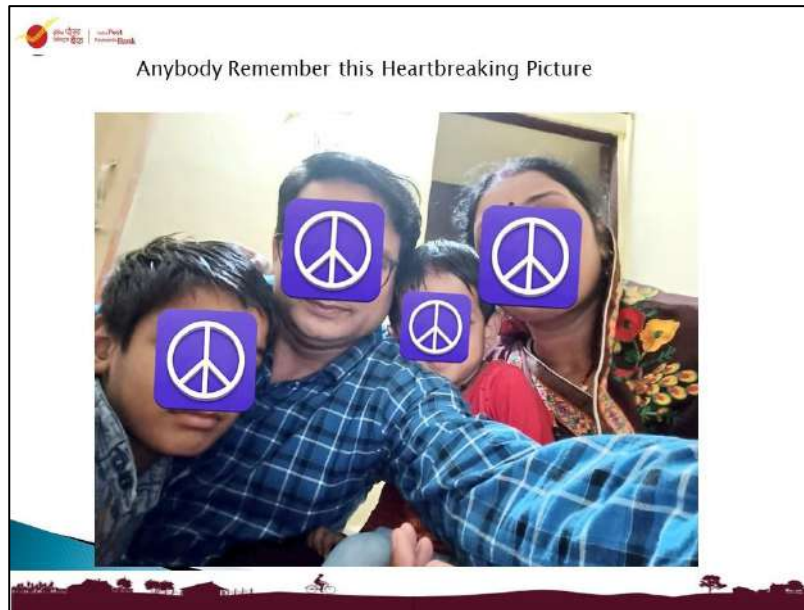
About half of Indian adults, or 47%, have experienced AI voice scams, nearly double the global average of 25%. Furthermore, nearly 60% of adults say they can't differentiate between a real and an AI-generated voice.

AI Voice Based frauds

First, set a verbal 'codeword' with your children, family members, or trusted close acquaintances that only they will understand. Make a strategy to always ask for it whenever they phone, text, or email for assistance, especially if they are elderly or fragile.

Also, make it a habit of always checking the source – pause, and consider if it's a call, text, or email from an unknown sender, or even if it's from a number you recognise. Is that what they sound like? Hang up and phone the individual directly, or attempt to confirm the facts before replying or giving money.

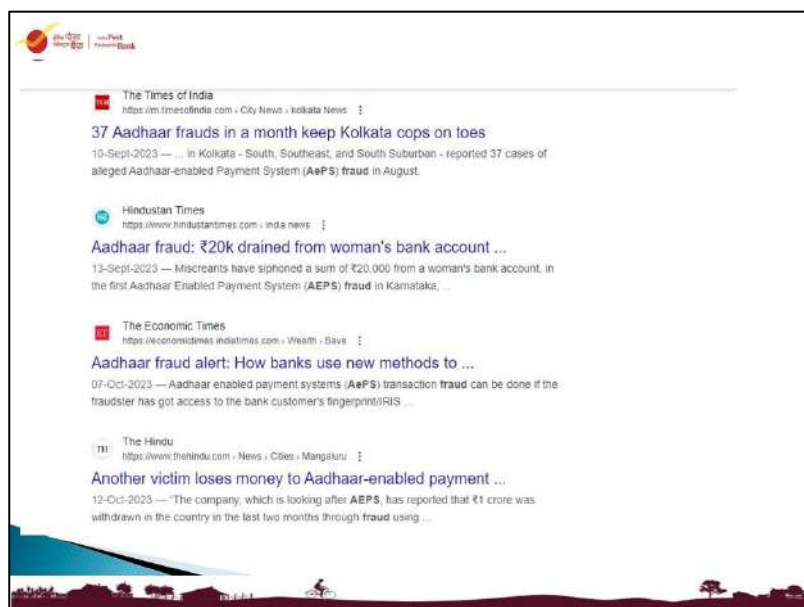
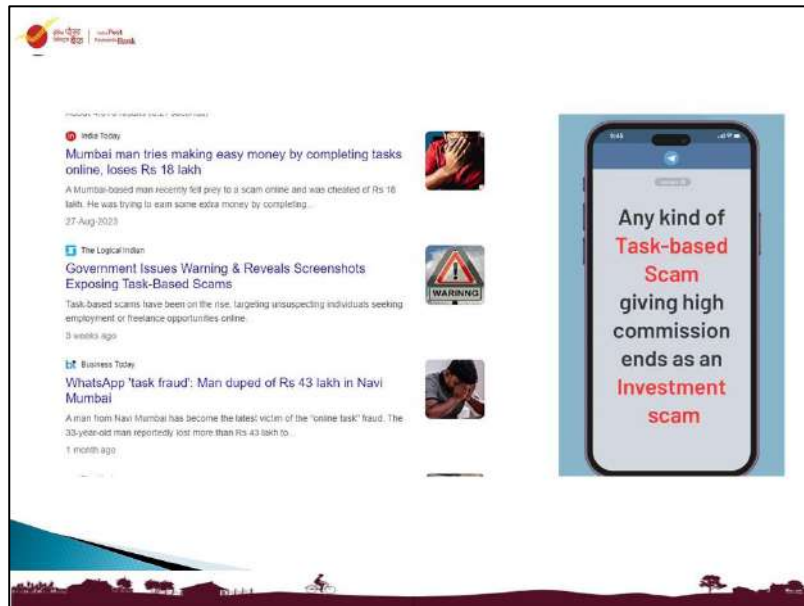
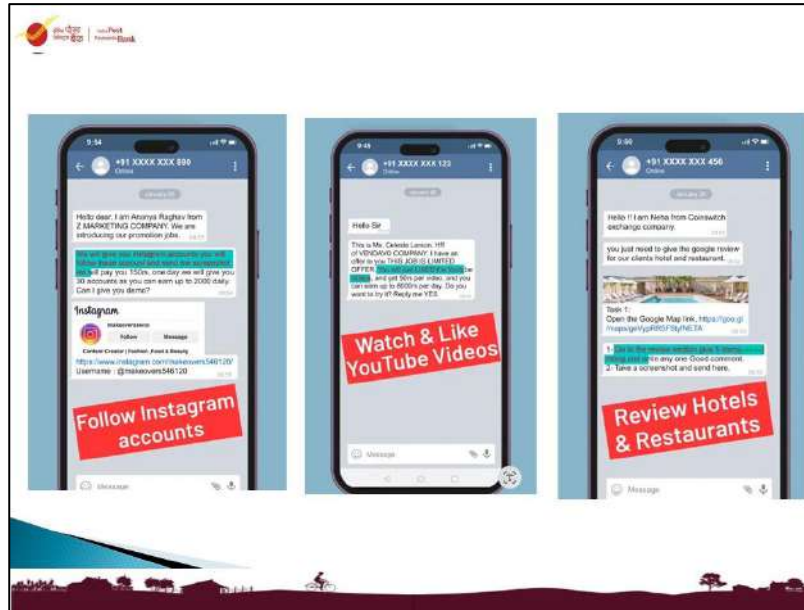
AI Voice Based frauds





इंडिया पोस्ट
पेमेंट्स बैंक

IndiaPost
Payments Bank



How to lock Aadhaar biometrics online

Step 1: Visit the Uidai website or visit direct link
<https://resident.uidai.gov.in/bio-lock>
 Step 2: Click on 'My Aadhaar' tab and under the 'Aadhaar services', click on 'Aadhaar lock/unlock'.
 Step 3: Enter Aadhaar number or VID
 Step 4: Enter Captcha and click on Send OTP
 Step 5: Enter OTP received on your registered mobile number
 Step 6: Click the 'Enable' button after entering the four-digit security code displayed on the screen.

What if your Facebook Account is hacked

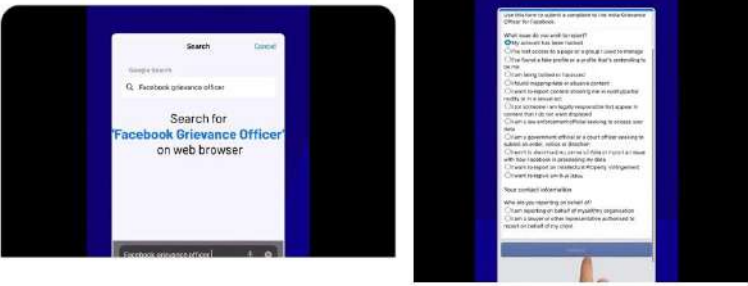


What if your Facebook Account is hacked



What if your Facebook Account is hacked

Facebook Grievance officer



What if your Facebook Account is hacked



WhatsApp Unknown Callers

First, a video call is made from unknown number.

you will see a woman or a man on the other side undressing or indulging in sexual conversations..

The screenshots of the video call or recording are being taken by the fraudster..

These screenshots are used to threaten the victim.

The victims are blackmailed to pay money online, threatening they would circulate screenshots of them indulging in online sexual activities..

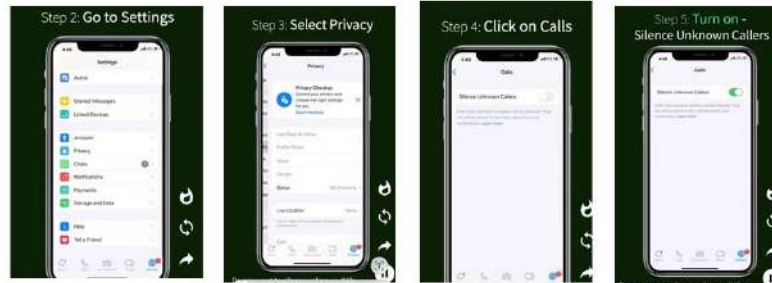




इंडिया पोस्ट
पेमेंट्स बैंक

India Post
Payments Bank

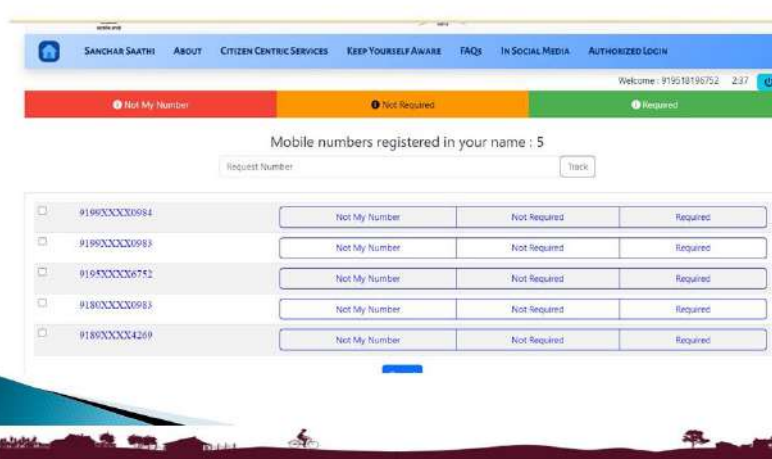
Silence Unknown WhatsApp Callers



SANCHAR SAATHI Portal



SANCHAR SAATHI Portal





इंडिया पोस्ट
पेमेन्ट्स बैंक

India Post
Payments Bank



Request for blocking lost/stolen mobile
गुम / चोरी हुए मोबाइल को ब्लॉक करने के लिए अनुरोध
CEIR service is now available for all India subscribers. रॉई-आई-एन-आर सेवा अब सभी भारतीय ग्राहकों के लिए उपलब्ध है।
All (*) marked fields are mandatory. # सभी (*) चिह्नित फ़िल्ड अनिवार्य हैं।

Device Information

मोबाइल जानकारी

Mobile Number 1 मोबाइल नंबर 1
+91 Mobile Number 1

Mobile Number 2 मोबाइल नंबर 2
+91 Enter if dual sim mobile

IMEI 1 आईएचईआई 1
Enter 15 digit IMEI Number

IMEI 2 आईएचईआई 2
Enter if dual sim mobile

Device Brand मोबाइल कंपनी
Select

Waiting for confirmation.



Thank You !!

OCTOBER IS THE NATIONAL CYBER SECURITY AWARENESS MONTH
Let us spread the message for a safer cyberspace

DIAL 1930 FOR ONLINE FINANCIAL FRAUD
REPORT ANY CYBERCRIME AT WWW.CYBERCRIME.GOV.IN

d. Ethics and Governance

A Capacity Building session on “Ethics and Governance” was organised for approx. two-hour duration on 04.11.2023 from 3.00 p.m. by the Vigilance Department/IPPB for all the staff of IPPB. Session will be held in the Lobby Corporate Office for staff at Corporate Office New Delhi and through Virtual Conference (VC) for the staff other than Corporate Office, New Delhi.

Sh. Sunil Kumar Singh (CVO/IPPB) conducted a session on Ethics & Governance. 85 officers (offline) and 198 officers (online) attended the session.

Ethics and Governance

(Vigilance Awareness Week-2023)
04.11.2023

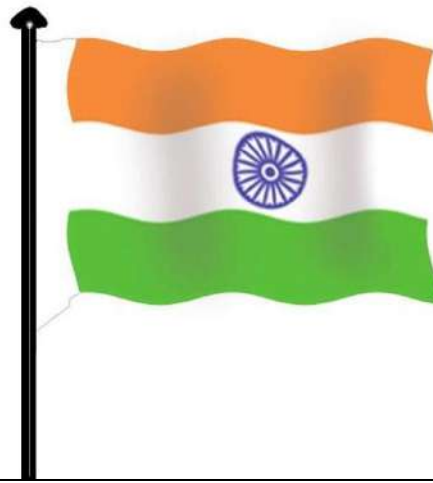
Sunil Kumar Singh, CVO/IPPB



Activity: नमस्ते Exercise



Indian Flag



Dharma



What is Ethics?

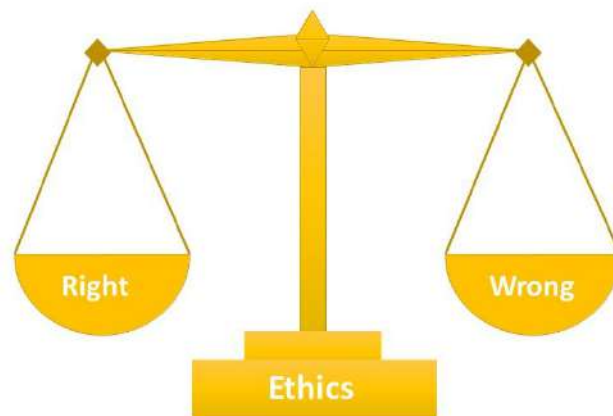
- Ethics is a branch of philosophy dealing with questions of:
 - "What ought to be done?"
 - "What ought not to be done"
- Ethics is the study and philosophy of human conduct with emphasis on the determination of right and wrong.
- It is a set of moral Principles/ values which governs the conduct of an individual or an organization.



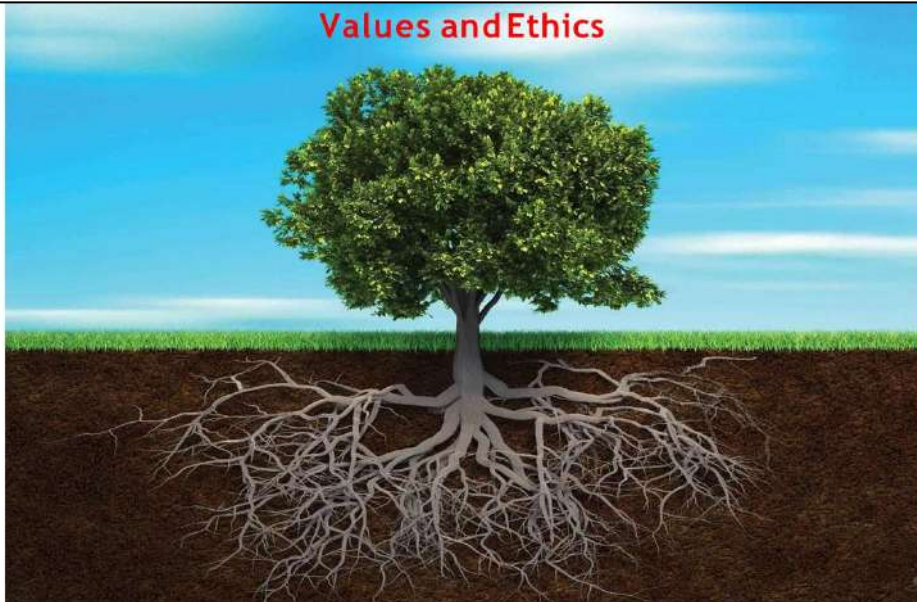
Understanding Ethics...

- Duty
- Having concerns of 'Others'
- Giving
- Service
- Universal Values
- Behavior-oriented
- Knowing the Self
- Spirituality at Work
- Ethics - Personal, Group and Organisational

Ethics



Values and Ethics





When we lead a Value Based
Life, then it is said we are
living ethically.



Indian Theories on Ethics

धर्म एव हतो हन्ति धर्मो रक्षति रक्षितः

“Kill Dharma and you will kill yourself;
save Dharma and you save yourself”

Why Ethics in the Organisation?

It is essential:

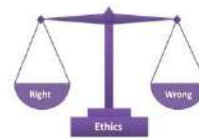
- For improved accountability
- For better governance
- For sustained growth of an organization
- For fairness and transparency
- To enhance Integrity
- To bring discipline
- For enhanced professionalism

**Integrity of an organization is recognized from
the integrity of the employees.**



3 Levels of Ethics

- Follow Rules
- Understand the rationale of rules
- Demonstrate 'Mangalkarak' Behaviour

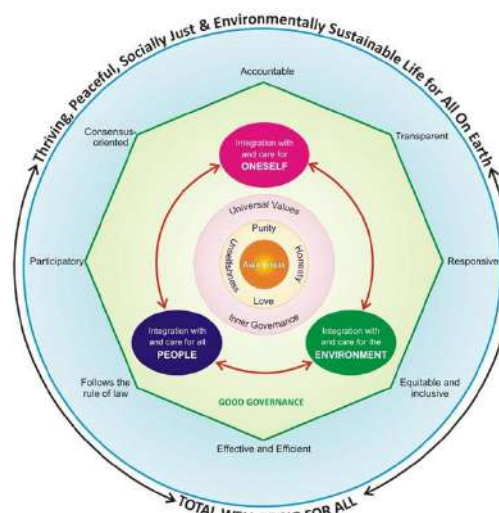


Ethical Responsibilities for Officials

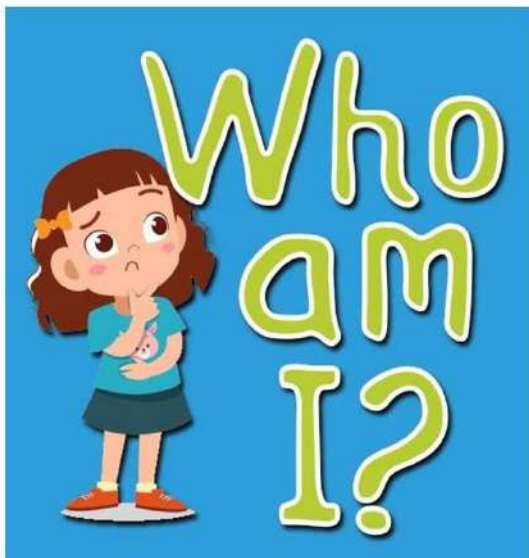
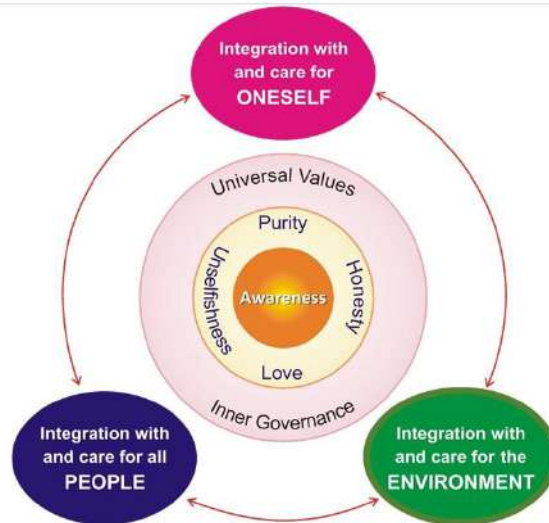
- **Rule No. 1:** You are responsible for your own actions
- **Rule No. 2:** You are not “just following orders”
- **Rule No. 3:** You cannot blame others (co-workers, clients) for your unethical behavior



Framework of Ethical Governance



Framework of Ethical Governance



Practicing InnerListening

- Take time every day to sit in silence, to listen to the voice of love and truth that speaks in your heart, without pretenses or defenses.
- Write the thoughts down. These thoughts can be measured against your absolute principles.





The Daily Practice

Inner listening has three components...

Correction

Connection

Direction



Innocence
Vs
Ignorance

19

Dharma: Treating work as duty



20



Treating work as duty

कर्मण्येवाधिकारस्ते मा फलेषु कदाचन।
मा कर्मफलहेतुर्भूर्मा ते सङ्गोऽस्त्वकर्मणि ॥2.47॥

*karmany-evādhikāras te mā phaleṣhu kadāchana
mā karma-phala-hetur bhūr mā te saṅgo 'stvakarmaṇi*

Four instructions regarding the science of work:

- (i) Do your duty, but do not concern yourself with the results.
- (ii) The fruits of your actions are not for your enjoyment.
- (iii) Even while working, give up the pride of doership.
- (iv) Do not be attached to inaction.

Story:

Vyadh Geeta (व्याध गीता)

from: Mahabharata, Vana Parva, Chapter 210
(as told to Yudhisthira by Sage Markandeya)

Three Characters:

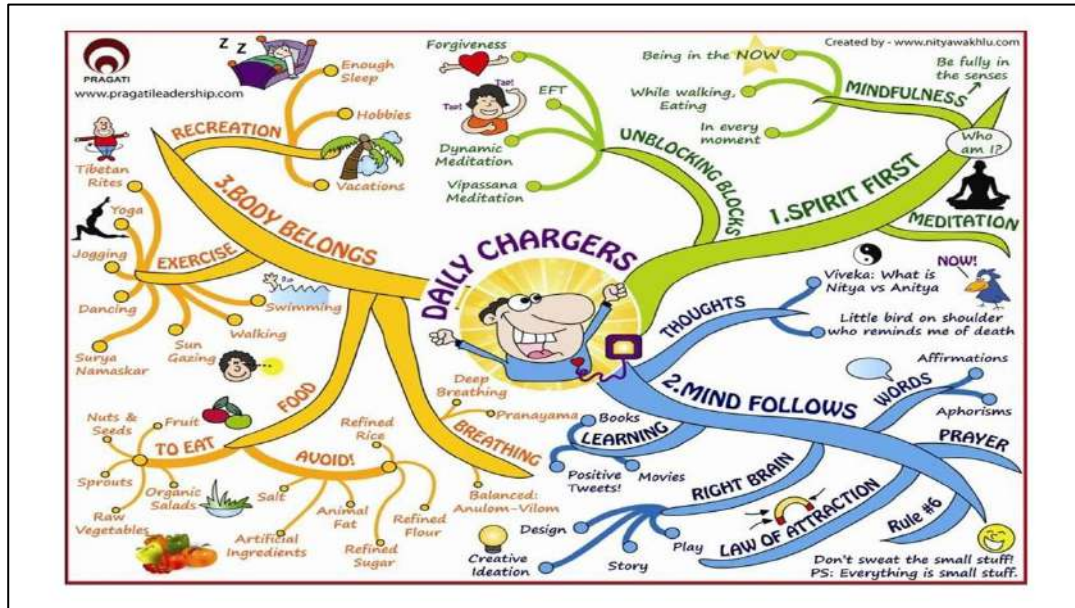
- 1. A Young Sage (sanyasi)
- 2. A dutiful housewife
- 3. A Vyadha (butcher)

(The vyadha teaches that "no duty is ugly, no duty is impure" and it is only the way in which the work is done, determines its worth.)

Activity:

Being in the present





Inter Generational Equality

and

Public Trust

25

I will be a Humming Bird





Administration of Pledge

27

मैं निष्ठापूर्वक शपथ लेता हूँ कि
मैं सहृदय दूसरों को समय तथा सेवाएँ दूँगा;
मैं बिना किसी भेद-भाव के परिवार, संगठन तथा
राष्ट्र निर्माण में सदा योगदान करूँगा;
मैं जड़-चेतन, दृश्य-अदृश्य सभी के लिए
प्रकृति की रक्षा करूँगा;
मैं सद्भाव, सहिष्णुता तथा सरलता का ईमानदारी
से परिचय दूँगा;
मैं स्वयं के चरित्र तथा व्यक्तित्व अखंडता को
स्वस्थ रखूँगा;
मैं हर सम्भावित कार्य के लिए तत्पर रहूँगा तथा
हर समय आनन्दित रहकर दूसरों को खुशियाँ दूँगा.

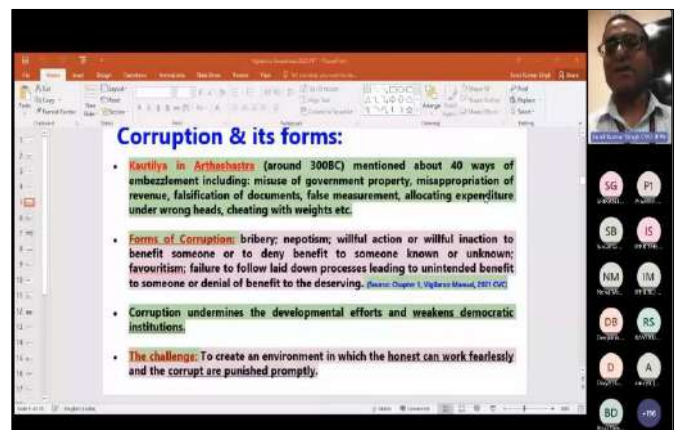
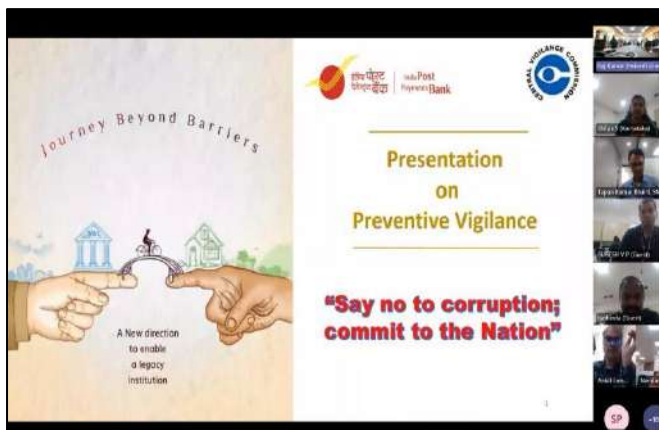
28

Thank You

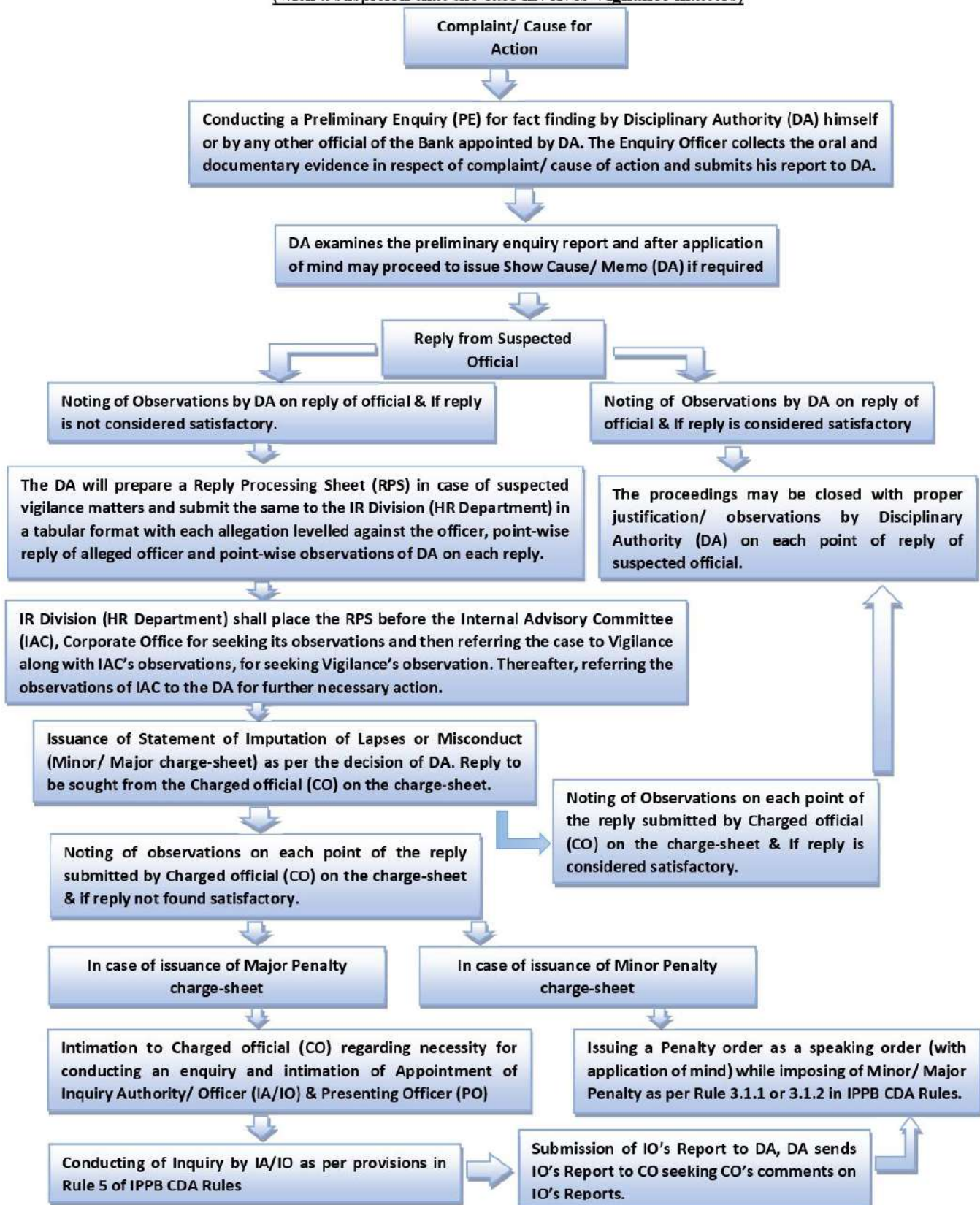
e. Role of IO/PO in conducting inquiries

A Capacity Building Workshop on IPPB Conduct Discipline and Appeal (CDA) “Role of IO/PO in conducting inquiries” was organised for approx. one-hour duration on 07.11.2023 from 3.30 p.m. by the Vigilance Department/IPPB for all the staff of IPPB. The Session was conducted held in the Board room of Corporate Office for staff at Corporate Office New Delhi and through Virtual Conference (VC) for the staff other than Corporate Office, New Delhi.

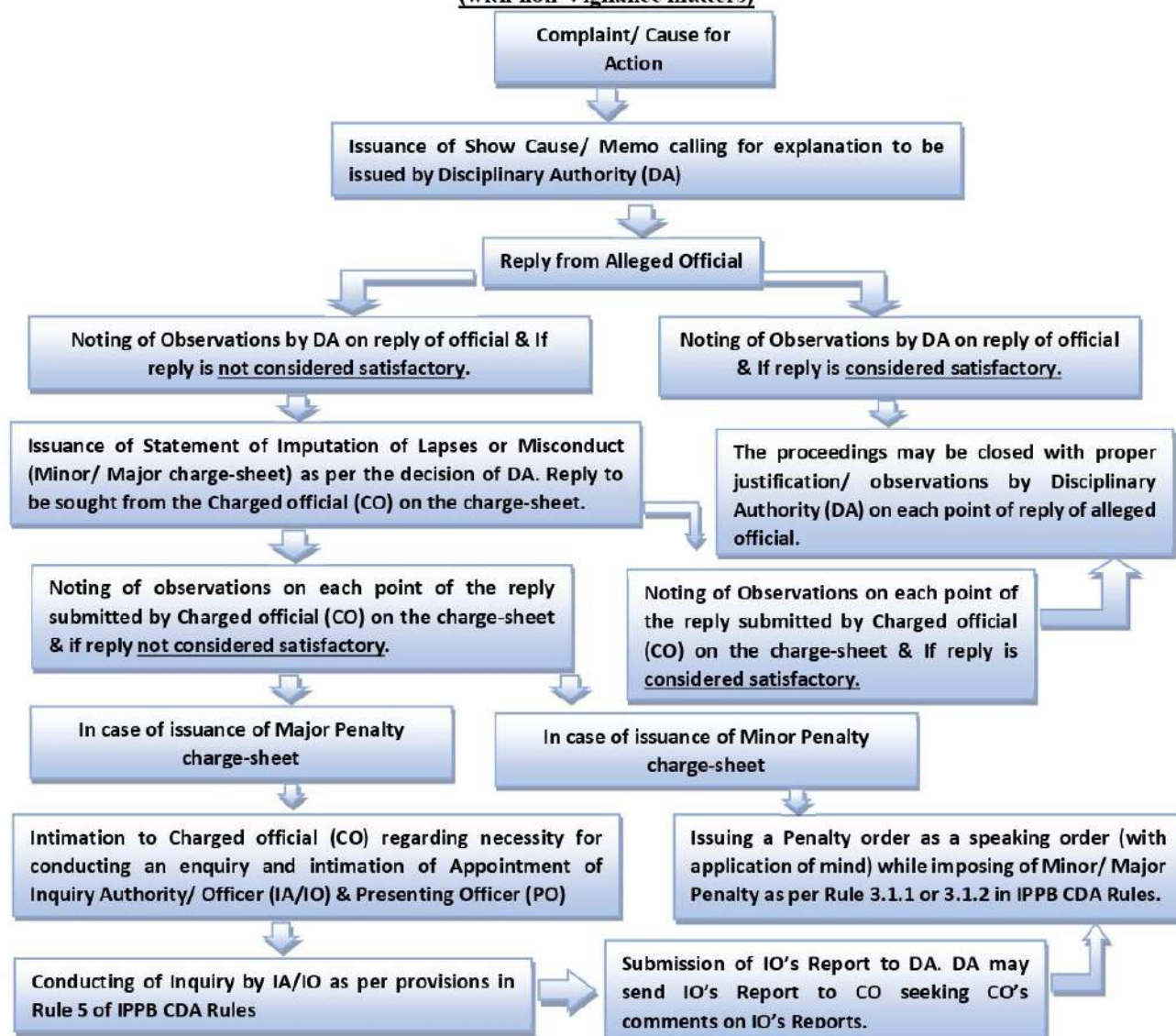
Sh. Neeraj Kumar Jha, Chief Human Resource Officer, IPPB conducted a session on “Conduct Discipline and Appeal Rules” for Senior Management of IPPB. 16 officers (offline) and 20 officers (online) attended the session.



Sample Flow chart on Procedure for Handling Disciplinary Proceedings
(with a suspicion that the case involves Vigilance matters)



**Sample Flow chart on Procedure for Handling Disciplinary Proceedings
(with non-Vigilance matters)**



Indicative list of suspected Vigilance Matters:

1. Any Fraud Case Reported.
2. Any criminal case Reported by a Law Enforcement Agency (LEA).
3. Any employee involved in taking pecuniary benefit by virtue of his office.
4. Any other matter where embezzlement or misappropriation of public money is involved.

Indicative list of non -Vigilance Matters:

1. Employee on Unauthorized absence/ Loss of Pay or proceeding on leave not sanctioned by the Leave Sanctioning Authority.
2. Disobeyance/ Non-observance/ Violation of Written Instructions of the Reporting Authority/ Senior Official/ Bank (issued through Circulars, Advisories, Office Orders, etc.)
3. Any other related or incidental matter.

Note: The above two lists are both indicative and non-exhaustive.

3. Activities during Vigilance Awareness Week 2023 (30th October to 05th November, 2023)

The activities conducted during Vigilance Awareness Week (VAW) – 30th October to 5th November, 2023 are as follows:

S.No.	Date	Activities
I	30.10.2023	Integrity Pledge
II	31.10.2023	Session on “Vigilance Awareness” by CVO, IPPB attended by all the staff members (Offline & Online)
III	01.11.2023	Activity Day for Circles / Branches for Vigilance activities.
IV	02.11.2023	Essay Writing Competition (English & Hindi)
V	03.11.2023	Offline Quiz Competition (For all staff)
VI	04.11.2023	Session on “Ethics and Governance” by CVO, IPPB for all staff members (Offline & Online)
VII	04.11.2023	Drawing / Painting Competition for Children of all IPPB Staff.

i. Day One activity (30.10.2023) Integrity Pledge

“OBSERVANCE OF VIGILANCE AWARENESS WEEK 2023”

The observance of VAW-2023 commenced with the taking of integrity pledge (copy of the pledge attached) by all staff members on 30.10.2023 Monday at 11.00 A.M. The pledge has been administered by the Senior Most Executives present on the occasion. Staff are also advised to take online pledge at <https://pledge.cvc.nic.in/> as a citizen and obtain a certificate from CVC.



Integrity Pledge for Citizens (Annexure A)

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.

नागरिकों के लिए सत्य निष्ठा प्रतिज्ञा

मेरा विश्वास है कि हमारे देश की आर्थिक, राजनीतिक तथा सामाजिक प्रगति में भ्रष्टाचार एक बड़ी बाधा 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 सत्य निष्ठा के उच्चतम मानकों के प्रति वचनबद्ध होना चाहिए तथा भ्रष्टाचार के विरुद्ध संघर्ष में साथ देना चाहिए।

अतः, मैं प्रतिज्ञा करता हूँ की:-

- 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 रीति से करूँगा;
- जनहित में कार्य करूँगा;
- अपने निजी आचरण में ईमानदारी दिखाकर उदाहरण प्रस्तुत करूँगा;
- भ्रष्टाचार की किसी भी घटना की रिपोर्ट उचित एजेंसी को दूँगा।

Integrity Pledge for Organizations (Annexure B)

We believe that corruption has been one of the major obstacles to economic, political and social progress of our country.

We believe that all stakeholders such as Government, citizens and private sector need to work together to eradicate corruption.

We acknowledge our responsibility to lead by example and the need to put in place safeguards, integrity frameworks and code of ethics to ensure that we are not part of any corrupt practice and we tackle instances of corruption with utmost strictness.

We realize that as an Organization, we need to lead from the front in eradicating corruption and in maintaining highest standards of integrity, transparency and good governance in all aspects of our operations.

We, therefore, pledge that:

- We shall promote ethical business practices and foster a culture of honesty and integrity;
- We shall not offer or accept bribes;
- We commit to good corporate governance based on transparency, accountability and fairness;
- We shall adhere to relevant laws, rules and compliance mechanisms in the conduct of business;
- We shall adopt a code of ethics for all our employees;
- We shall sensitize our employees of laws, regulations, etc. relevant to their work for honest discharge of their duties;
- We shall provide grievance redressal and Whistle Blower mechanism for reporting grievances and fraudulent activities;
- We shall protect the rights and interests of stakeholders and the society at large.



संगठनों के लिये सत्यनिष्ठा प्रतिज्ञा

हमारा विश्वास है की हमारे देश की आर्थिक, राजनीतिक तथा सामाजिक प्रगति में भ्रष्टाचार एक बड़ी बाधा है। हमारा 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।

इस दिशा में स्वयं को एक उदाहरण के रूप में प्रस्तुत करने तथा रक्षोपाय, सत्य निष्ठा ढांचा तथा नीति संहिता स्थापित करने के अपने उत्तरदायित्व को हम स्वीकार करते हैं ताकि यह सुनिश्चित हो सके कि हम किसी भी भ्रष्ट आचरण का हिस्सा नहीं हैं तथा भ्रष्टाचार के दुष्टांतों पर हम अत्यधिक शक्ति से कार्रवाई करते हैं।

हम मानते हैं कि भ्रष्टाचार उन्मूलन करने में तथा अपने कार्यों के सभी पहलुओं में सत्य निष्ठा, पारदर्शिता तथा सुशासन का उच्चतम मानक बनाए रखने के लिए, एक संगठन होने के नाते हमें सामने से नेतृत्व करना होगा।

अतः, हम प्रतिज्ञा करते हैं की:-

- हम नीतिपरक कार्य पद्धतियों को बढ़ावा देंगे तथा ईमानदारी और सत्यनिष्ठा की संस्कृति को प्रोत्साहन देंगे;
- हम ना तो रिश्त देगे और ना ही रिश्त लेंगे;
- हम पारदर्शिता, जिम्मेदारी तथा निष्पक्षता पर आधारित निगमित सुशासन की प्रतिज्ञा करते हैं;
- हम कार्यों के संचालन में संबंध कानूनों, नियमावलियों तथा अनुपालन प्रक्रियाओं का पालन करेंगे;
- हम अपने सभी कर्मचारियों के लिए एक नीति संहिता अपनाएंगे;
- हम अपने कर्मचारियों को, उनके कर्तव्यों के ईमानदार निष्पादन के लिए, उनके कार्य में संबंध नियमों, विनियमों आदि के बारे में सुग्राही बनाएंगे;
- हम समस्याओं तथा कपट पूर्ण कार्यकलापों की सूचना देने के लिए समस्या समाधान तथा पर्दाफाश तंत्र का प्रबंध करेंगे;
- हम संबंधित पक्षों एवं समाज के अधिकारों तथा हितों का संरक्षण करेंगे।

a. Corporate Office & CPC: Administration of Integrity Pledge





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b. Circle Offices/ Branches: Administration of Integrity Pledge



Bihar Circle



Chhattisgarh Circle



Gujarat Circle



Himachal Pradesh Circle



Jammu & Kashmir Circle



Jharkhand Circle



Karnataka Circle



Kerala Circle



Madhya Pradesh Circle



Maharashtra Circle



North East Circle



New Delhi Circle



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India Post
Payments Bank



Odisha Circle



Rajasthan Circle



Tamil Nadu Circle



Telangana Circle



Uttar Pradesh Circle



West Bengal Circle



Total no. of employees who have undertaken e-pledge	Total no. of customers who have undertaken e-pledge	Total no. of citizen who have undertaken e-pledge
568	158	202

II. Day Two activity (31.10.2023): Session on “Vigilance Awareness” by CVO/IPPB

On 31.10.2023 i.e., second day of Vigilance Awareness Week-2023, CVO/IPPB has conducted a session on “Vigilance Awareness” to all the staff of India Post Payments Bank, through Offline and Online mode. The copy of presentation was also shared with all the staff

Vigilance Awareness

(Vigilance Awareness Week-2023)
31.10.2023

Sunil Kumar Singh, CVO/IPPB

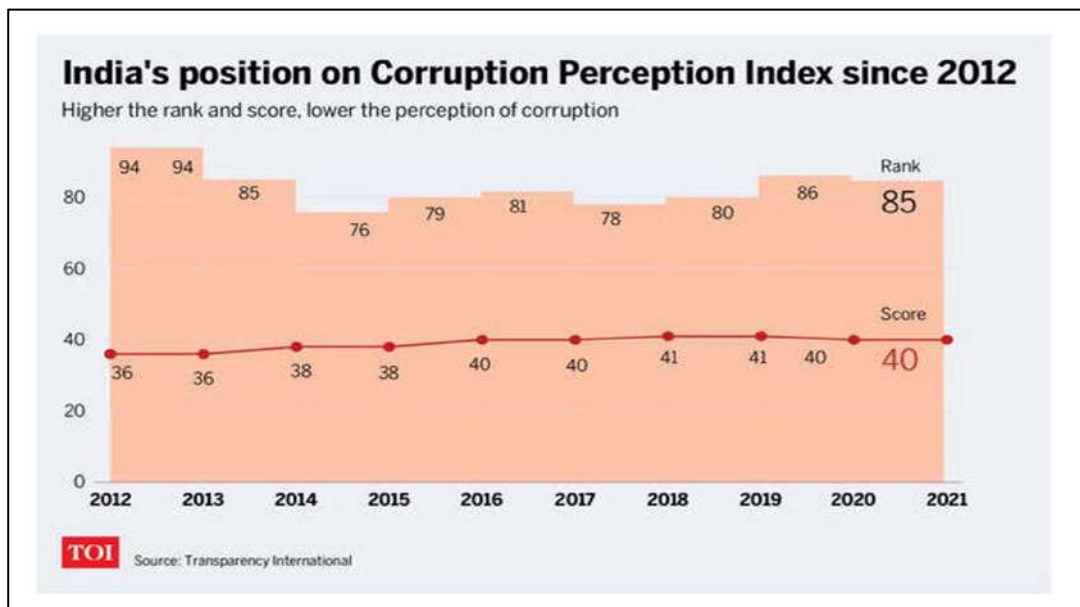


Revisiting the Integrity Pledge: (taken on 30.10.2023)

- 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 realize 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 behavior;
- ✓ To report any incident of corruption to the appropriate agency.



Corruption & its forms:

- **Kautilya in Arthashastra** (around 300BC) mentioned about 40 ways of embezzlement including: misuse of government property, misappropriation of revenue, falsification of documents, false measurement, allocating expenditure under wrong heads, cheating with weights etc.
- **Forms of Corruption:** bribery; nepotism; willful action or willful inaction to benefit someone or to deny benefit to someone known or unknown; favouritism; failure to follow laid down processes leading to unintended benefit to someone or denial of benefit to the deserving. (Source: Chapter 1, Vigilance Manual, 2021 CVC)
- Corruption undermines the developmental efforts and weakens democratic institutions.
- **The challenge:** To create an environment in which the honest can work fearlessly and the corrupt are punished promptly.



Santhanam Committee:

(Source: Chapter 10, Vigilance Manual, 2021 CVC)

During a debate in Parliament in June, 1962 Members of Parliament expressed concern over corruption in public administration and sought remedial measures.

In response, a Committee was set up under Shri K. Santhanam, Member of Parliament which identified four major causes of corruption, namely:

- (i) administrative delays,
- (ii) Government taking upon itself more than what it could manage by way of regulatory functions,
- (iii) scope for personal discretion in the exercise of powers vested in different categories of Govt. servants, and
- (iv) cumbersome procedures in dealing with various matters which were of importance to citizens in their day-to-day affairs.

CVC formation: Santhanam Committee: (Source: Chapter 1, Vigilance Manual, 2021 CVC)

The Central Vigilance Commission was set up by the Government of India by a Resolution, dated 11.2.1964 in pursuance of the recommendations made by the Committee on Prevention of Corruption (popularly known as Santhanam Committee).

Further, it was in pursuance of the directions of the Hon'ble Supreme Court in the case of Vineet Narain vs. Union of India, that the Commission was accorded statutory status with effect from 25.8.1998 through "The Central Vigilance Commission Ordinance, 1998".

Subsequently, the CVC Bill was passed by both Houses of Parliament in 2003 and the President gave assent on 11th September 2003. Thus, the Central Vigilance Commission Act, 2003 came into effect.



What is Vigilance : (Source: Chapter 1, Vigilance Manual, 2021 CVC)

- An oversight mechanism
- Vigilance is defined as watchfulness and alertness.
- Vigilance administration in any organisation is an integral function like any other function of management, such as finance, personnel, operation, marketing, material, and contracts, etc.
- If the vigilance set-up is effective in an organisation, it will certainly ensure the functioning of the other segments in an efficient way.

Vigilance functions: (Source: Chapter 1, Vigilance Manual, 2021 CVC)

- Vigilance administration comprises of **preventive** and **punitive** anti-corruption measures.
- Preventive:** detecting irregularities, analysing and finding out reasons for such irregularities and making effective systemic improvements to curb them. (Preventive and pro-active vigilance)
- Punitive:** identifying the public servants responsible for misconduct and taking appropriate actions. (Punitive vigilance)

According to the “10-80-10 Rule,”
you can assume that:



10% of people will never commit fraud no matter the circumstances

80% of people might commit fraud given the right combination of pressure, opportunity, and rationalization

10% of people are actively looking for opportunities to commit fraud

Source: National Association of State Auditors, Comptrollers and Treasurers (NASACT)

Objective:

1. Redeem the faith of Honest,
2. Educating the fence sitters,
3. Punishing the hard-core corrupts

Who administers Vigilance functions:

(Source: Chapter 1, Vigilance Manual, 2021 CVC)

- Central Vigilance Commission (CVC);**
- Administrative Vigilance Division (AVD) in the Department of Personnel & Training (DoPT);**
- Central Bureau of Investigation (CBI);**
- Vigilance units in the Ministries / Departments of Government of India, Central Public Sector Enterprises and other autonomous organisations;**
- Disciplinary authorities; and**
- Supervisory officers** (Rule 3.4 of IPPB Conduct Rules: Every Officer shall take all possible steps to ensure the integrity and devotion to duty of all persons for the time being under his/her control and authority.)



Role of Chief Vigilance Officer (CVO):

(Source: Chapter 1, Vigilance Manual, 2021 CVC)

- Acts as an advisor to the chief executive in all matters pertaining to vigilance.
- Provides a link between the organisation and CVC/CBI.
- Vigilance functions to be performed by the CVO include:
 - ✓ collecting intelligence about the corrupt practices committed, or likely to be committed by the employees;
 - ✓ investigating or causing an investigation to be made into verifiable allegations reported to him;
 - ✓ processing investigation reports for further consideration of the disciplinary authority concerned;
 - ✓ referring the matters to the CVC for advice wherever necessary;
 - ✓ taking steps to prevent improper practices or commission of misconducts;
 - ✓ examining audit, inspection and other reports from the point of vigilance angle, etc.

Jurisdiction of CVC:

(Source: Chapter 1, Vigilance Manual, 2021 CVC)

- Advice in vigilance matters (in terms of Sec 8 of CVC Act, 2003) of Officers of Scale V & above of PSBs
- Composite cases: all officers irrespective of level, if involved along with Scale V & above officer
- Difference of opinion: in cases of difference of opinion between the DA and the CVO with regard to the action to be taken against officers who are not within the jurisdiction of the CVC, if these differences cannot be resolved with the intervention of the Secretary of the Ministry/Department.
- PIDPI complaints: any employee

Vigilance Angle:

(Source: Chapter 1, Vigilance Manual, 2021 CVC)

Vigilance angle is obvious in the following acts:

- Demanding and / or accepting gratification.
- Obtaining valuable thing, without consideration or with inadequate consideration.
- Obtaining any valuable thing or pecuniary advantage by corrupt or illegal means or by abusing his position as a public servant.
- Possession of assets disproportionate to his known sources of income.
- Cases of misappropriation, forgery or cheating or other similar criminal offences.



Vigilance Angle: (Source: Chapter 1, Vigilance Manual, 2021 CVC)

Other irregularities where circumstances will have to be weighed carefully:

- Gross or willful negligence;
- Recklessness in decision making;
- Blatant violations of systems and procedures;
- Exercise of discretion in excess, where no ostensible public interest is evident;
- Failure to keep the controlling authority / superiors informed of required transactions and issues in time;
- Cause of undue loss or a concomitant gain to an individual or a set of individuals / a party or parties.
- Any undue / unjustified delay in the disposal of a case, perceived after considering all relevant factors, would reinforce a conclusion as to the presence of vigilance angle in a case.

Revisiting the Integrity Pledge:

- I believe that corruption has been one of the major obstacles to economic, political and social progress of our country.
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- I realize 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:

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- ✓ To act in public interest;
- ✓ To lead by example exhibiting integrity in personal behavior;
- ✓ To report any incident of corruption to the appropriate agency.

Rule of Law:

The Rule of Law means that everyone, including the government, must obey the law.

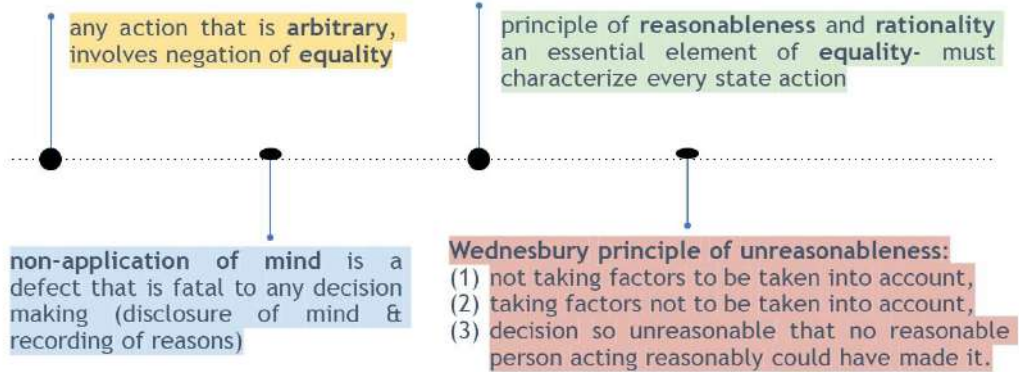
No one is above the law, and everyone is treated equally under the law.

This ensures that there is order and stability in society, and that people have basic rights and freedoms protected by the law.

Article 14 of the Constitution of India: Equality before law- The State shall not deny to any person equality before the law or the equal protection of the laws within the territory of India.



Transparency in working: (a practical toolkit)



Leading by example

यद्यदाचरति श्रेष्ठस्तत्तदेवेतरो जनः ।
स यत्प्रमाणं कुरुते लोकस्तदनुवर्तते ॥ 3/21॥

*yad yad ācharati śhreshṭhas tat tad evetaro janah
sa yat pramāṇam kurute lokas tad anuvartate*

"Whatever actions great persons perform, common people follow.
Whatever standards they set, all the world pursues."

(Key words: Conduct, Position, Responsibility, Accountability)

Integrity in personal behavior

मनसा (Thoughts)

वाचा (Speech)

कर्मणा (Action)

Reporting any incident of Corruption:



PIDPI Complaints:

- DoPT's Resolution No. 89 dated 21st April, 2004, commonly known as PIDPI (Public Interest Disclosure and Protection of Informers) Resolution, 2004, envisages a mechanism by which a complainant can blow a whistle by lodging a complaint and also seek protection against his victimization for doing so.
- CVC is the designated agency to receive PIDPI complaints from whistle blowers. CVC has the responsibility of keeping the identity of the complainant secret.
- The envelope should be addressed to Secretary, Central Vigilance Commission and should be super-scribed "Complaint under The Public Interest Disclosure".
- Commission will not entertain anonymous / pseudonymous complaints

Film on PIDPI Resolution



Awareness about PIDPI Resolution

	WHISTLE BLOWER POLICY OF IPPB	PIDPI RESOLUTION, 2004 OF GOI
Who can raise complaint	Internal Employees of the organization	Employees, General Public
Against whom complaint can be raised	Unlawful conduct, malpractices, violation of any legal or regulatory provision, corruption or misuse of office by any employee of IPPB.	Against employee of Central Government, Central PSUs, Public Sector Banks, Corporation established by or under any Central Act, Government companies, societies or local authorities owned or controlled by the Central Government for corruption or misuse of office.
Authority to be addressed	The Head Internal Audit, India Post Payments Bank, Corporate Office 2nd Floor, Speed Post Building Gole Market, New Delhi 110001 E-mail ID: whistleblower@ippbonline.in (in certain cases Chairman/ACB)	The Secretary, Central Vigilance Commission Satarkta Bhawan, Block - A, GPO Complex, INA, New Delhi - 110023

Awareness about PIDPI Resolution

	WHISTLE BLOWER POLICY OF IPPB	PIDPI RESOLUTION, 2004 OF GOI
How to address the complaint	The whistle blower's complaint should be addressed via email or letter/post specifically super scribed as 'Complaint under Whistle Blower Policy' in format as specified in "Whistle Blower Complaint Form", to the Designated authority. Whistle Blower Complaint form available on IPPB website (www.ippbonline.com) Following details can be filled in a whistle blower complaint ; - Statement of facts, - Statement detailing acts of commissions/omissions of the person(s) against whom disclosure is made, - Was this disclosure made to anyone in the past? If yes, When and to whom.	- Complaint should be sent via POST only. - The envelop should be superscribed as "Complaint under PIDPI" - The text of the complaint should be drafted in such a manner not to give any details or clue of the identity of the complainant. - The details or content of the complaint should be specific and verifiable

Revisiting the Integrity Pledge

I, therefore, pledge:

- ✓ To follow probity and rule of law in all walks of life;
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Thank You





III. Day Three activity (01.11.2023): Activity Day for Circles / Branches for Vigilance activities.

1. Activities / events organised within the organisation

On 01.11.2023 i.e. third day of Vigilance Awareness Week- 2023, various activities were conducted across the IPPB branches. Banners, Posters were displayed at IPPB branches and pamphlets were distributed to the participants attending various Financial Literacy camps, Interactive session on Vigilance Awareness held at Melas, Gram Sabhas and workshops / sensitization programmes held at branches as well as DOP premises

Table a): Conduct of competitions

Name of State	City / Place	Specify program (Debate / Elocution / Panel discussion etc.)	No. of participants	Remarks
New Delhi (Pan India Participation)	Participated by all the IPPB Staff posted pan India and Children of IPPB staff.	Hindi Essay Writing competition on "भ्रष्टाचार से लड़ने के लिए सदाचारी बने रहें" & "व्यावसायिक सत्यनिष्ठा"	10	Top 3 participants awarded with Prize and Appreciation Certificates
		English Essay writing competition on "Professional Integrity" and "Stay righteous to combat corruption"	23	
		Drawing Competition Category: For Children having DOB on or after 01.11.2013. Topic/Theme "India of my Dreams / मेरे सपनों का भारत".	33	
		Drawing Competition: Category: For Children having DOB between 01.11.2005 to 31.10.2013. Topic/Theme "Me, My Parents and our IPPB / मैं, मेरे अभिभावक और हमारा IPPB"	10	
New Delhi	Corporate Office New Delhi	Quiz Contest: Inter- departmental Quiz competition participated by 15 departments of IPPB, out of which 4 departments qualified for final round.	45	Top 2 teams awarded prizes

Table b): Other Activities

Sl. No.	Activities	Details
1.	Distribution of Pamphlets / Banners	Banners on “Vigilance Awareness Week” displayed at Corporate office, all Circle Offices and Branches. Flyer on “Raise your voice against un-ethical practices and actions of Public Servants” containing details for making compliant under PIDPI Resolution of GOI and Whistle Blower Policy of IPPB, distributed to all the staff of IPPB. Pamphlets on “PIDPI Awareness” distributed at Branches to participants of various Awareness Camps and Seminars.
2.	Conduct of Workshop / Sensitization programmes	Offline & Online Sessions on PIDPI Resolution Awareness conducted for all the staff of IPPB. The Online session was conducted by CVO/IPPB on 31.08.2023 & 27.09.2023. Seminar also conducted at Patna and Malkangiri by IPPB Branches.

Table c): "Awareness Gram Sabhas"

Name of State	Name of city / town / village	Name of Gram Panchayat where "Awareness Gram Sabha" was held	Details of activities conducted (date of activities may also be mentioned)	No. of public / citizens participated
Bihar	Buxar	Rajpur	Awareness Camp 02/11/2023	50
Bihar	Purnea	Jageli	Awareness Camp 02/11/2023	20
Odisha	Chhotaraypur Ganjam	Chhotaraypur	Awareness Camp 30/10/2023	30
Odisha	Patangi, Koraput	Patangi	Awareness Camp 04/11/2023	70
Himachal Pradesh	Kandaghat SO	Kandaghat	PIDPI & Vigilance Awareness Week camp	50
	Total	5 Locations		220
Other Branches / Circle Offices also conducted similar programmes on Vigilance / PIDPI Awareness.				

Table d): Seminars/Workshops

Name of State	Name of city / town / village	Name of Seminar/Workshop Organised	Details of activities conducted	No. of public / citizens participated
Bihar	Patna	Vigilance & PIDPI Awareness	Seminar with DOP and IPPB staff on 02/11/2023	10
Odisha	Malkangiri	Vigilance & PIDPI Awareness	Seminar with DOP and IPPB staff on 04/11/2023	15
	Total	2 Locations		25
Other Branches / Circle Offices also conducted similar programmes on Vigilance / PIDPI Awareness.				

OTHER ACTIVITIES

Sl. No	Activities	Details
1.	Display of Banners/Posters etc	Banners on “Vigilance Awareness Week” displayed at Corporate office, all Circle Offices and Branches. PIDPI Posters displayed across the India Post Payments Bank’s premises.
2.	No. of grievance redressal camps held	Grievance Redressal Camps held by all Branches and Circle Offices.
3.	Use of Social Media	PIDPI related messages posted on Social Media platforms of IPPB i.e. Twitter (now X), Facebook, LinkedIn, Koo and Instagram. Messages on “Vigilance Awareness” also posted on Social Media.

PIDPI Awareness Campaign - Andhra Pradesh Circle



**Gram Sabha at Purnea & Buxar
Branch – Bihar Circle**

**Gram Sabha at Kaithal & Rewari Branch –
Haryana Circle**



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Gram Sabha at Chamba & Dehra Branch – Himachal Pradesh Circle



PIDPI Awareness, New Delhi Circle



PIDPI Awareness, Odisha Circle



PIDPI Awareness, Punjab Circle



IV) Essay Writing Competition (English & Hindi)

On 02.11.2023 i.e. fourth day of the Vigilance Awareness Week -2023, Essay writing competition in English & Hindi was conducted for staff of IPPB. Topic for Hindi Essay writing competition was “भ्रष्टाचार से लड़ने के लिए सदाचारी बने रहें” & “व्यावसायिक सत्यनिष्ठा” and Topic for Essay writing competition in English was “Professional Integrity” and “Stay righteous to combat corruption”. Total 10 people participated in Hindi Essay competition and 23 people participated in English Essay competition. Top 3 from each English & Hindi have been selected and prizes distributed. They were also recognized with an appreciation certificate.

The Winners of the Essay writing competition Hindi– VAW 2023

Topic of the Essay (Hindi)	Position	Emp. Name	Emp. ID	Designation	Branch/Office
भ्रष्टाचार से लड़ने के लिए सदाचारी बने रहें	First	Sh. Pramod Kumar Gaur	101350	Senior Manager	Churu City Branch (Rajasthan Circle)
व्यावसायिक सत्यनिष्ठा	Second	Sh. Atul Kumar	100607	Senior Manager	Sales Department (Corporate Office)
भ्रष्टाचार से लड़ने के लिए सदाचारी बने रहें	Third	Sh. Rohit Kumar Verma	401317	Executive	Bhopal Branch (MP Circle)

The Winners of the Essay writing competition English– VAW 2023

Topic of the Essay (English)	Position	Emp. Name	Emp. ID	Designation	Branch/Office
Professional Integrity	First	Ms. Binisha Boruah	100981	Assistant Manager	Operations Dept. (Corporate Office)
Stay righteous to combat corruption	Second	Sh. Siddhartha Rajak	100993	Manager	Bhagalpur (Bihar Circle)
Stay righteous to combat corruption	Third	Sh. Bhoopathy C M	100482	Manager	CPC - Chennai

Top 5 English Essays are as follows

1. Participant Name: Ms. Binisha Banua
Dept: Operations

Emp ID -100981
Designation: Assistant Manager

Topic: Professional Integrity

Introduction:

Integrity is the practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values. In ethics, integrity is regarded as the honesty and truthfulness or earnestness of one's action.

Integrity is one of the essential values an employer always seeks in their employees. So professional integrity is when a person adopts his value and integrity to his chosen profession and job

Integrity is the elementary value for any profession. It is important for all those who exhibit strong moral and ethical principles. It deals with exhibiting fairness and honesty in all professional and personal relations. It is considered as a personal choice which is uncompromising under any kind of circumstances. It ensures correct actions and stands in stark contrast to hypocrisy.

Integrity forms the building block of ethical conduct and competency. It can be seen at three different levels and all are essential for an individual's professional survival:

Personal Integrity

It stands for showing accountability for all personal actions and conducting all personal relationships fairly and honestly.

Professional Integrity

It is conducting of one's professional duties and obligations with complete honesty in conformity with the professional code of ethics.

Institutional Integrity

It is wider concept and is driven by mission-and-vision statements of an organisation the established code of conduct and the products. It stands for cementing ethical conduct throughout the organization through personal example, management practices and ethical training.

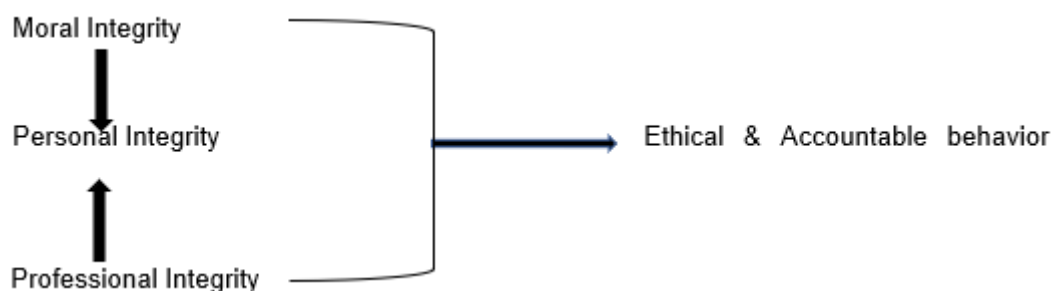
As we know, integrity is one of the essential values an employer always seeks in their employees. So, professional integrity is when a person adopts his values and integrity to his chosen profession and job. Sound moral and ethical beliefs and basic honesty are highly valued characteristics in an employee. Such an employee behaves morally with his co-workers, his superiors and all other stakeholders at the organization.

Key Behaviours of Professional Integrity

- Maintains confidentiality of sensitive information.
- Guards the handling of sensitive or high-risk information appropriately.
- Demonstrates sensitivity to surrounding and acts accordingly in conversations.
- Demonstrates behaviors that are consistent with standards for professional and ethical conduct.
- Follows up with a manager after identifying unethical conduct.
- Adheres to the standard of ethical conduct and compliance
- Maintains composure at all times.
- Refrains from behavior that fosters the appearance of conflict of interest.
- Familiarizes oneself with the pertinent rules and regulations that govern their area of responsibility.
- Applies rules and regulations in a consistent, non-biased manner

Having personal integrity implies acting in ways that fit one's philosophy and one's related values and principles, and professional integrity involves acting in accordance with the social and moral standard of the profession.

These two aspects of integrity imply being true to oneself, and being an effective professional role model.



Conclusion

Ethics set the standard that govern our professional behavior and personal behavior. To conduct the first steps are to ask ourselves how we define success and to understand that integrity calls on us to act in a way that is consistent with our words. Integrity is a quality every man worth his salt aspires to. It gives the courage to keep one's word and one's promises, regardless of the consequences.

So, honesty and being true in every aspect of life is the key to a successful career.

2. Participant Name: Sh. Siddhartha Rajak Emp ID -100993
Branch: Bhagalpur (Bihar Circle) Designation: Manager

Topic: Stay Righteous to combat corruption

Corruption has always been a challenge for the mankind since primal age of history. The instance of corruption at a moral level can be witnessed in the biblical event of Eve's eating of forbidden fruit on the influence of Satan followed by their removal from Garden of Eden being banished. Since ages human being has always been allured by the different types of corruptions. This age-old persistent problem both at personal and professional level is the key challenge to the society till date. In banking sector, we can also observe the same at multiple levels and in several forms. Corruption not only hinders the growth of any community, society or economic state but also curbs the trust factor of any society. Staying righteous both at an individual level and at professional, institutional level is very significant to fight corruption.

Corruption, as commonly used in daily colloquial level is perceived as only when some major event such as fraud, scam or bribery is brought to the light. But it has some other forms too, it might be that those fraud may not be something of very severe in nature, but their implication and consequences lead to the penultimate large-scale corruption. Nepotism, minor bribery both at receiving and giving ends, violation of rule of law, undue advantage and favoritism, moral corruption during policy /decision making are few examples of corruption in a day to day situation.

Keeping the focus on the niche of banking sector we can further categorize the corruption apart from individual level corruption. But the traits of all such

corruption are same. If we take the example of a very commonly perceived corruption of Indian banking scenario where we can see the instances of disbursing loans under the influence of bribe or external pressure without proper due diligence – this very instance is nothing but succumbing to the greed a natural vice which can be curbed by correct moral education of being righteous in all paths of life. For this instance not only the institutional corruption is responsible but the very fact that we as a citizen do not understand the significances of ethical and righteous lifestyle is also key factor. We as a society often treat the one who has given bribe as petty offender but both the parties should be held equally responsible in order to create a society of ideal values. Money laundering, insider trading, frauds at financial level, cybercrimes are all different crucial challenges of banking sector.

The repercussion of corruption involves citizens, professionals and society at large. The erosion of trust factor between citizens and institutions is one of the devastating consequences. Inequality and injustice are the bi-product of a corrupt society. The well connected and resourceful can enjoy the path of corruption getting the maximum misutilization of public infrastructure, resource whereas the commoners, can never get their destined. Injustices being created at micro and large level of society can only be corrected if we as citizen, as an individual take the righteous path in all the way of life.

We should promote ethical practices, reward the integrity at every level. We should aspire for such environment where being ethical, being righteous does not create a sense of pride for the person who is choosing not to be corrupt. Only true value system, proper awareness and education can create a society where being righteous comes spontaneously to a person, one does not need to make effort out of his/ her way or being overwhelmed by the sense of pride of being righteous. We should also aspire to make our society transparent, accountable, questionable, answerable in all the verticals of our system. The whistleblowing policies, reformative awareness among grass root level of society can change our society. We at every individual level can take the path of being righteous. We should aspire to be the change and bring the change within ourselves that we wish to see in our society as justly and anonymously said,

“A righteous man is to do right no matter what the consequences is.”

3. Participant Name: Sh. Bhoopathy C M Emp ID -100482
Dept: Operations, CPC - Chennai Designation: Manager

Topic: Stay Righteous to Combat Corruption

Introduction

Corruption is a pervasive and destructive force that plagues societies across the world. It erodes trust in institutions, hampers economic growth and undermines the principal of justice and equality. To combat corruption effectively, individuals must play a crucial role in staying righteous and upholding ethical standard. This essay explores the importance of personal righteousness in the fight against corruption.

The nature of corruption

Corruption takes many forms from bribery and embezzlement to nepotism and favoritism. At its core corruption is the misuse of power for personal gain. It is a cancer that weakens the fabrics of society and undermines the principles of justice, fairness and accountability.

The role of righteousness

Personal righteousness is the foundations of any effort to combat corruption. It refers to an individual's commitment to ethical behavior, honesty and integrity.

Staying righteous means adhering to the moral code that places honesty transparency and accountability at the forefront of one's actions. When individuals maintain high ethical standards, they set an example for others and create a culture that is less susceptible to corruption.

The importance of personal righteousness in the fight against corruption cannot be overstated. Some reason for why personal righteousness is crucial. Ethical leadership whistle blowing, moral compass, cultivating a culture of Integrity,

Any consistently demonstrating the personal righteousness, individuals contribute to the creation of a culture of integrity where corruption is less tolerated and more easily identified and condemned.

There are some ways to strong righteous and combat corruption.

Educate our self

If we want to eradicate the corruption, first we need to stay away from the corruption. Also we need to learn the various forms of corruption and their impact on society. Understanding the consequences of corruption shall motivate ourselves to stay righteous.

Lead for example

Be the role model for ethical behaviors in our family, workplace and community. Our actions should inspire & influence others to do the same.

Report corruption

If we realise any kind of corruption need to report through proper channels. Whistleblowing may be a challenging task but it is a critical step in exposing and combating the corruption.

Transpiring

Always support the policies and initiatives that promote transparency
Promote ethics training: Encourage organizations to provide ethics training and promote a culture of integrity among employees.

Conclusion

Corruption is a formidable adversary but personal righteousness is a powerful weapon against the corruption.

Staying righteous in our personal and professional lives is the first and most essential step in the fight against the corruption.

We can collectively work towards a world where corruption is less prevalent, and justice and fairness prevail.

4. Participant Name: Sh. Vivek Soni
Branch: Mungeli (Chhattisgarh Circle)

Emp ID -101148
Designation: Manager

Topic: Stay Righteous to Combat Corruption

The menace of corruption & means to combat it has been discussed since long. There had already been public discourse on this evil of corruption which exists at all three levels Viz moral, social & professional. But, before we dive into ways & means of dealing with this, let's understand it first.

Corruption denotes any action which is wrong & not expected in a particular situation & is done basically to gain illicit benefits out of that. It is deviation from the righteous path. It exists at moral, social & professional spheres. Though, only professional corruption is normally talked about but other two are also very important & are often the way to deal with the third one. At moral level, one tends to do corruption by way of wrong behavior like lying, egoism, wrong thinking, Indifference to other's difficulties etc. These are done to satisfy one's false ego. But these eat into one's self-respect & prestige in one's own eyes. Societal corruption tends to corrupt the society like throwing garbage into open is not the expected social value or action & will slowly deteriorate the whole society's environs. Likewise, in the professional sphere, if one is inhibited by any sort of fear or greed, he will tend to do corruption. He will deviate from "what to be done" to "what to be done to protect or satisfy me". And the ultimate loss of all these will be country's or world at large as the development will be severely impeded.

One of the biggest fears that any thinking individual has is the institutionalization of corruption in one's personal life & public life. There has to be some way to stop reaching such debacle. This must not become a way of life. Though, many steps have been taken to combat this Viz sensationalization of public, simplifying laws, use of technology etc., but these are akin to fighting it from outside. But when the devil exists inside, these steps will not be sufficient. Change must start from inside & from oneself. As, the saying goes "Be the change you want to see in world"

The teaching regarding combating corruption must start right from childhood. A child's character-building time is his childhood.

Lessons 'of this age will remain with him till last. A child must be encouraged to remain on righteous path come what may.

As was done in earlier gurukul system, moral education must be given prime focus as a country's foundations lie on the solid moral strength of its residents.

Student must be discouraged to act for petty gains & must be taught to think large & long term that is beneficial for both mankind & country. Bad habits of lying, stealing, jealousy, fear, greed etc. must be discouraged & disincentivized. For instance, a child who stayed righteous & shared his limited meal with his fellow even in times of scarcity must be made an ideal & felicitated as he has conquered greed even in emergent times. Similarly, core societal values like helping each other, having empathy & sympathy, environmental concerns etc. all are righteous behavior needed to maintain a society. One must act right even in face of severe criticism or mockery also without thinking what others will say or think & ultimately, he will find that the entire world will follow him. These pure & right societal values are contagious & will spread like forest fire even when done by only one person but with full determination & in right spirit as we have seen many a times during independence movement.

Now, talking about the professional life, both service giver & service taker both must follow righteous path to root out this evil. We must remember the saying "There is enough for everyone's need but not for greed." Either in service or business, we must work hard to meet our needs rather than take such illegal path. Our hard work will pay off & we will be having enough to make our ends met. What will happen, if we get our things done a bit late than by bribing a person to do it quickly. Sometimes, it will be painful but the end results will be beneficial for whole society & country. If everyone follows the righteous path, then no body can stop becoming this place a heaven & blissful. Pains taken by the present generation will bear fruits for future generations by rooting out the menace of corruption for once & all.

5. Participant Name: Sh. Rishikesh Sharma
Dept: Procurement

Emp ID - 101449
Designation: Manager

Topic: Professional Integrity

Professional integrity is a concept that encompass adherence to ethical principles, honesty and moral value. “Honesty is when you tell truth to others but integrity is when you tell truth to yourself.”

Integrity is Latin word which means integer meaning “one whole self.” Hence, it encompasses a whole individual along with personal and professional traits. In public servants, professional integrity should be a fundamental trait that should be ingrained right from the childhood. Professional integrity refers to a set of ethical principles and values in workplace which are crucial for maintaining trust, upholding rule of law and ensuring effective functioning of the organizations. For public servant who are entrusted with significant responsibilities public interest is of utmost importance. Professional integrity is at the core of this responsibility and it involves several key aspects.

First & foremost, it entails being honest and truthful in all professional dealing. This helps in taking an informed decision and thereby helps in talking the benefits to the last mile. Without integrity a professional risk undermining public trust and the functioning of democratic institutions.

Furthermore, a professional should be impartial and unbiased in their decision-making process. This impartiality is crucial for ensuring that the action is just and equitable.

Integrity also has a vital aspect of confidentiality. A professional who is entrusted with confidential information has to be extra cautious so that the interest of the organization is of utmost importance.

Incorporating professional integrity is not only a matter of ethical responsibility but also a practical one. Professional integrity includes elements such as transparency, accountability, impartiality and avoidance of conflict of interest. In conclusion professional integrity is a fundamental aspect of maintaining trust credibility and ethical standards within an individual professional.



Top 5 Hindi Essays are as follows

1. प्रमोद कुमार गौड़
वरिष्ठ प्रबंधक

कर्मचारी संख्या : 101350

चूरू शहर शाखा (0453), राजस्थान सर्किल

“भ्रष्टाचार से लड़ने के लिए सदाचारी बने रहें”

मानव प्रजाति आदिकाल से ही विभिन्न प्रकार की समस्याओं से जूझती आई हैं और इन्हीं मुश्किलों पर विजय प्राप्त कर और नए आयाम गढ़ कर अपने आप को सर्वश्रेष्ठ साबित करता रही है। ये मुश्किलें कभी दृश्य तो कभी अदृश्य रूप में सामने आती रही हैं। आज के वक्त की कुछ बड़ी समस्याओं के बारे में बात करें तो, धार्मिक उन्मादता, कट्टरपंथिता, किसी विशेष वर्ग द्वारा दमन, अशिक्षा व स्वास्थ्य हैं। लेकिन इन सभी के अंदर अगर हम और गहराई से उतरें तो इन सभी प्रकार की समस्याओं की मूल जड़ भ्रष्टाचार है।

भ्रष्टाचार दो शब्दों का संयुग्म है जिसका मतलब है भ्रष्ट आचरण। इस शब्द को वैसे तो शब्दों में परिभाषित कर पाना मुश्किल है, लेकिन फिर भी एक मोटे तौर पर हम कह सकते हैं कि ऐसा आचरण या व्यवहार जो न्याय संगत या नीति संगत नहीं है अर्थात् स्वार्थ की भावना के वशीभूत होकर बेईमानी पूर्वक कृत्य करना ही भ्रष्टाचार है।

भ्रष्टाचार में किसी का प्रत्यक्ष या अप्रत्यक्ष नुकसान हो, यह जरूरी नहीं है लेकिन अगर नियम विरुद्ध खुद का भला हो रहा है तो भी वह भ्रष्टाचार ही है। आज भ्रष्टाचार विश्वव्यापी है जिसकी शुरुआत खुद से होती है। सुबह से लेकर शाम तक न जाने कितनी जगहों पर कितने आफिसों में हमें इन्हीं समस्याओं से गुजरना पड़ता है और किसी तरह अपना काम हो जाए इसलिए हम खुद सामने वाले को भ्रष्टाचारी बनने के लिए प्रेरित करते हैं। उसी वक्त अगर हम अपना आचरण सदाचारी रखें और कोशिश करें कि सब काम न्यायसंगत तरीके से हो, भले ही थोड़ा समय लगे तो एक बहुत बड़ी भ्रष्टाचार की जंजीर हम तोड़ सकते हैं क्योंकि भ्रष्टाचार में शामिल दोनों पार्टि शोषक और शोषित जिम्मेदार होते हैं।

“एक युद्ध खुद के विरुद्ध” भावना के साथ अगर हम कार्य करें और दृढ़ निश्चयी होकर ईमानदारी पूर्वक कार्य करें तो सदाचार हमेशा भ्रष्टाचार पर भारी पड़ा है लेकिन यह इतना आसान भी नहीं है, किसी ने लिखा है –

हर ओर अंधेरा छाया है, एक काला सूरज दिखता है,
मुझको अपने चारों ओर भ्रष्टाचार ही दिखता है.



इसलिए भ्रष्टाचार पर विचार अनन्त हैं लेकिन इससे मुक्ति पाने का सबसे आसान उपाय खुद से शुरुआत ही हैं। हम खुद से ही एक भ्रष्टाचार मुक्त वातावरण की चाह रखें, वैसी ही कल्पना करें, ऐसे ही लोगों की जीवनियां पढ़ें तथा औरों को भी प्रेरित करें तो संभव हैं कि कम से कम हमारे दायरे में आने वाले सभी लोग सदाचारी रहेंगे। महात्मा गांधी ने भी 7 प्रकार के पापों की संकल्पना दी थी जो किसी न किसी रूप से भ्रष्टाचार से ही जुड़ा है -

**काम के बिना धन
विवेक रहित सुख
मानवता रहित विज्ञान
चरित्र रहित ज्ञान
सिद्धांत रहित राजनीति
नैतिकता रहित व्यापार
त्याग रहित पूजा या धर्म**

और यहां पर गांधी जी ने भी पहले खुद का आचरण सही कर फिर दूसरों को ज्ञान देने की बात कही हैं। खुद का सही आचरण हमें आत्मविश्वास देता हैं। शुरुआत में भले ही समस्याएं हों लेकिन धीरे धीरे एक बड़ा वर्ग आपके साथ खड़ा होता है।

भ्रष्टाचार के विरुद्ध कई नियमवाल्यां बनी है। समय समय पर खूब सेमीनार जागरूकता के चलाए जाते हैं लेकिन यदि हमारा आचरण ही मैला हैं या हमारा झुकाव भ्रष्टाचार की तरफ हैं तो कानून भी कमजोर पड़ जाते हैं क्योंकि कानून तब काम करना शुरू करता हैं जब तथ्य सामने आते हैं और भ्रष्टाचार की तुलना समुद्र में रहकर मछली द्वारा पिए जाने वाले पानी से होती हैं जो कि पहचान पाना बड़ा मुश्किल होता है। इसलिए शुरू से ही एक मजबूत व स्वस्थ आचरण की ट्रेनिंग मिलती रहनी चाहिए और समय समय पर प्रोत्साहन के माध्यम से जागरूकता अभियान चलाए जाने चाहिए और नैतिक मूल्यों की अवधारणा मजबूत करते हुए खुद से बदलाव की शुरुआत पर बल देना चाहिए क्योंकि,

**बुरा जो देखन मैं चला , बुरा न मिलिया कोय
जो मन देखा आपना , मुझसे बुरा ना कोय**



2. अतुल कुमार
वरिष्ठ प्रबंधक

कर्मचारी संख्या : 100607
विक्रय, कॉर्पोरेट ऑफिस

व्यवसायिक सत्यनिष्ठा

“सत्यनिष्ठा के प्रति हमारी प्रतिष्ठा मूल्यवान परिसंपत्ति है”

सत्यनिष्ठा आत्मीयता का सर्वोच्च रूप है। सत्यनिष्ठा किसी भी व्यक्ति के आंतरिक चरित्र का परिचायक है। सत्यनिष्ठा के मुख्य गुण ईमानदारी, नैतिकता व अखंडता है जोकि उस व्यक्ति के मानवीय गुणों का मूल्यांकन करते हैं व नैतिक चरित्र को प्रदर्शित करते हैं।

अगर कोई व्यक्ति अपने उद्देश्यों व दायित्वों के प्रति सत्यनिष्ठ व अडिग है तो उसे संसार में सफल होने से कोई आंतरिक व बाहरी शक्ति रोक नहीं सकती। सत्यनिष्ठ व्यक्ति जीवन के प्रत्येक कार्यक्षेत्र में अपना सम्पूर्ण योगदान देता है।

संस्थाओं के संदर्भ में सत्यनिष्ठा से तात्पर्य हमारी दैनिक गतिविधियों से जुड़े कार्यकलापों से है जिससे व्यक्ति विशेष व संस्थान की समग्र प्रदर्शन प्रणाली पर असर पड़ता है।

व्यवसायिक सत्यनिष्ठा किसी संस्थान से जुड़े विभिन्न कर्मचारियों व प्रतिस्पर्धियों के मध्य एक स्वस्थ स्पर्धा का वातावरण बनाए रखती है, इससे सभी पक्षों को अपना प्रदर्शन दिखाने का समान अवसर मिलता है व एकाधिकार की संभावना भी कम हो जाती है।

व्यावसायिक सत्यनिष्ठा उन नीति परक मूल्यों का विकास करती है जोकि आगामी समय में संस्था के प्रत्येक व्यक्ति के हित में व साथ ही साथ संस्था के चहुँमुखी विकास में कारगर सिद्ध होते हैं।

अक्सर सभी व्यक्तियों को उनके जन्म के समय से ही सत्यनिष्ठा की सीख दी जाती है किन्तु सत्यनिष्ठा के साथ-साथ ईमानदारी व उच्च मूल्यों की शिक्षा दिया जाना भी अति आवश्यक है जिससे व्यक्ति की कथनी व करनी में कोई अंतर न रहे क्योंकि सत्यनिष्ठा अच्छे काम के साथ-साथ गलत दिशा में काम करने के लिए भी प्रेरित कर सकती है इसलिए इस पद्धति को अपने नैतिक / दैनिक कार्यकलापों का हिस्सा बनाना अति आवश्यक है।

सत्यनिष्ठा के अनुपालन से कोई भी व्यक्ति अपने जीवन को एक नई दिशा दे सकता है व हमेशा सत्य की राह पर चलकर एक सत्यवादी प्रवृत्ति को अपने दैनिक कार्यकलापों का हिस्सा बना

सकता है। इस तरह के व्यक्तियों को कभी भी पराजय अथवा ग्लानि का सामना नहीं करना पड़ता है व अपने व्यक्तित्व का अनुकूल विकास करके उसे देश की प्रगति के कार्यों में लगा सकते हैं।

कार्यस्थल पर सत्यनिष्ठा बनाए रखने से हम भ्रष्टाचार को भी काफी हद तक नियंत्रित कर सकते हैं क्योंकि एक सच्चे व्यक्तित्व से हम अपने सहकर्मियों को भी सकारात्मक रूप से प्रभावित कर सकते हैं, इससे उनमें नैतिक मूल्यों का विकास होता है जो सामुदायिक आदर्शों को कायम रखता है व निष्पक्षता और जवाबदेही सुनिश्चित करता है व साथ ही साथ नागरिकों में आपसी समन्वय भी बढ़ता है।

किसी भी संस्था व शासन में मजबूत नैतिक मानदंडों का अनुपालन सुनिश्चित करके हम सत्यनिष्ठा की भावना का विकास कर सकते हैं। सार्वजनिक पदों पर बैठे व्यक्तियों के लिए यह और भी आवश्यक हो जाता है कि वे उच्च स्तर के आदर्श मूल्यों का प्रदर्शन करें ताकि उनके आस-पास कार्य करने वाले व्यक्ति उनसे प्रेरित हों। इससे संस्थाओं में पारदर्शिता के साथ कार्य करने के लिए प्रोत्साहन मिलता है व व्यक्ति विशेष: निस्वार्थ अपना संपूर्ण योगदान देते हैं।

कार्यस्थल पर व्यक्ति के प्रदर्शन का मूल्य उसकी व्यक्तिगत सत्यनिष्ठा से अधिकांशतः प्रभावित होता है व समग्र रूप से संगठनात्मक सत्यनिष्ठा संस्थाओं को ऊंचाई की राह पर ले जाती है जोकि राष्ट्र निर्माण में विशेष योगदान देती है।

जैसा कि गाँधी जी ने कहा है कि “स्वयं में वह बदलाव लाइये जो आप दुनिया में देखना चाहते हैं”।

अतः सभी व्यक्ति इस भावना के साथ आगे बढ़ें व सम्पूर्ण सत्यनिष्ठा से समाज व देश के विकास में योगदान दें।

**3. रोहित कुमार वर्मा
भोपाल शाखा (0273)**

कर्मचारी संख्या : 401317

“भ्रष्टाचार से लड़ने के लिए सदाचारी बने रहें”

प्रस्तावना

भारत एक उच्च मूल्यों, नैतिक मान्यताओं तथा परंपराओं वाला देश है। लेकिन इसके समक्ष एक बहुत बड़ी विकराल समस्या है जो हमारे महान भारत देश की इस विश्वविख्यात छवि को नकारात्मकता के साथ विश्व पटल पर प्रस्तुत कर रही है। यह नकारात्मकता चाहे व्यक्ति के आचरण, उसकी नैतिकता (सामाजिक, राजनीतिक या प्रशासनिक) हो सभी स्थानों पर देखने को मिल रही है।

भारत जैसे लोकतान्त्रिक देश में यह अति चिंतनीय है क्योंकि कहीं न कहीं भ्रष्टाचार से ग्रसित यह 'आचरण हमारी लोकतान्त्रिक छवि के साथ-साथ हमारी सांस्कृतिक छवि को भी धूमिल कर रहा है।

भ्रष्टाचार का आचरण से परस्पर संबंध

भ्रष्टाचार का यदि शाब्दिक अर्थ देखा जाए तो भ्रष्ट आचरण ही भ्रष्टाचार का घटक है, भ्रष्टाचार कोई अन्य अवधारणा नहीं है सामान्य तौर पर किसी व्यक्ति के द्वारा स्वयं की लाभसिद्धि के लिए किसी दूसरे व्यक्ति के अधिकारों अथवा संसाधनों का हनन करना ही भ्रष्टाचार है।

सामान्य अर्थों में समझा जाए तो किसी भी कारक के वशीभूत होकर जाने या अनजाने में किसी व्यक्ति के अधिकारों का शोषण ही भ्रष्टाचार है। यह व्यक्ति के स्वयं के मनोभाव द्वारा उत्पन्न एक विकार है जो परस्पर उस व्यक्ति के आचरण से संबंधित होता है।

भ्रष्टाचार को विनियमित करने हेतु आवश्यक नैतिक अवधारणाएँ या अपनाए जाने वाले आचरण

- (क) निस्वार्थता:- सार्वजनिक अधिकारियों को लोकहित के संदर्भ में निर्णयन एवं व्यवहार की आवश्यकता।
- (ख) सत्यनिष्ठा:- अधिकारियों/ व्यक्तियों को बाह्य कारकों के प्रभाव में आकर अपने नैतिक मूल्यों का अवनमन नहीं करना चाहिए।



- (ग) वस्तुनिष्ठता:- सार्वजनिक कामकाज, नियुक्तियाँ, पुरुष्कार तथा लाभ का आधार व्यक्ति की योग्यता होना चाहिए ।
- (घ) जवाबदेहिता:- प्रत्येक व्यक्ति/ अधिकारी को अपने कार्यों के लिए जवाबदेयता का बोध अत्यंत आवश्यक है ।
- (ङ) ईमानदारी:- प्रत्येक व्यक्ति अपने स्वतंत्र वातावरण में कार्य करे। किसी बाह्य लाभ या लालच के वशीभूत किसी भी प्रकार से अवैध कार्य की ओर अग्रसर न हों।
- (च) नेतृत्व:- उपरोक्त नैतिक अवधारणाओं को लागू करने हेतु एक व्यापक तथा प्रभावशाली नेतृत्व अतिआवश्यक है जो इन्हें विनियमित कर सकें।
- (छ) सदाचारी आचरण:- भारत एक ऐसा देश है जो संस्कृति के मूल्यों से सदा परिपूर्ण रहा है एवं हमारे देश में जहाँ प्रगति के साथ-साथ संस्कृति का विकास भी हम सभी ने देखा है। ऐसे भारत में सदाचारी व्याख्या अति सुलभ हो जाती है।

सदाचार सदैव अपने प्रभाव से प्राणीमात्र के कर्तव्यों के साथ-साथ समस्त नैतिक मूल्यों का स्वयं में समावेश किए हुए है।

सदाचार के आमतौर पर कुछ लक्षण दृष्टिगोचर होते हैं जो निम्न प्रकार से हैं-

सदाचार के संबंधित लक्षण :-

- | | |
|--------------------|----------------|
| • ईमानदारी | • परोपकार |
| • कर्मठता | • झूठ ना बोलना |
| • जवाबदेयता | • सत्संग |
| • भाईचारा , बंधुता | • मानवता |

यदि कोई व्यक्ति सदाचार के इन घटकों का समर्थक है तो वह भ्रष्टाचारी नहीं अपितु भ्रष्टाचार के उन्मूलक के रूप में दृढ़स्थायी होगा । क्योंकि यह गुण सम्मिलित रूप से भ्रष्टाचार का विरोध करते हैं।

भ्रष्टाचार से सदाचार की राह

भ्रष्टाचार सामान्यतः अनेक परिस्थितियों का सम्मिलित रूप है। जिसमें आर्थिक स्थितियाँ, लालच, लोभ या अन्य महत्वाकांक्षाएं को सम्मिलित होती हैं। यदि इन महत्वाकांक्षाओं को संयमित कर दिया जाए तो व्यक्ति स्वयं ही सदाचार की राह में अपना जीवन समर्पित कर सकता है । जिसके निम्न चरण हो सकते हैं ।



सदाचार के लाभ: सदाचारी जीवन जहाँ व्यक्ति के नैतिक उत्थान की कुंजी है साथ ही साथ व्यक्ति से जुड़े समाज एवं पर्यावरण के उत्थान का एक मार्ग भी है। सदाचार युक्त समाज भ्रष्टाचार से पूर्णतः मुक्त होगा। साथ ही भ्रष्टाचार मुक्त भारत की छवि अत्यंत सुन्दर होगी।

“भ्रष्टाचार मुक्त भारत” जहाँ प्रत्येक व्यक्ति के अधिकारों का सम्मान हो, प्रत्येक भारतीय अपने राष्ट्र के प्रति समर्पित हो, प्रत्येक व्यक्ति अपनी पूरी ऊर्जा के साथ भारत की प्रगति एवं विकास की राह में एक सेनानायक की भूमिका का निर्वहन करें।

प्रत्येक भारतीय गर्व के साथ कह सके-

यह मेरा भारत है। अखंड , लोकतान्त्रिक, समृद्ध , भ्रष्टाचार मुक्त भारत “

उपसंहार: यदि हम भ्रष्टाचार मुक्त भारत की परिकल्पना करते हैं तो सदाचार ही एकमात्र वह राह है, जो हमें हमारी मंजिल, हमारे लक्ष्य भ्रष्टाचार मुक्त भारत तक ले जा सकती है।

प्रत्येक भारतीय का सदाचारी होना एवं सदाचारिता की शुरुआत खुद से ही करना एक महत्वपूर्ण विषय है। यदि हम सभी हमारे प्यारे भारत देश के नागरिक मिलकर यह संकल्प करें कि भारत को भ्रष्टाचार से मुक्ति दिलाने के लिए सदाचार की शुरुआत सबसे पहले हम स्वयं से करें तो अवश्य ही हमारा भारत देश एक भ्रष्टाचार मुक्त देश के रूप में विकसित होगा एवं हम सभी गर्व से कह सकेंगे

“हमारा भारत भ्रष्टाचार मुक्त भारत”



4. अवधेश कुमार गुप्ता प्रबंधक

कर्मचारी संख्या : 100077
अनुपालन, कार्पोरेट कार्यालय

“भ्रष्टाचार से लड़ने के लिए सदाचारी बनें”

प्रस्तावना:- किसी प्रकार के कार्य को करवाने के लिए अथवा अपना कोई व्यक्तिगत स्वार्थ सिद्ध करने के लिए दिया गया मानिटेरी या नान मोनिट्रिरी प्रलोभन ही भ्रष्टाचार है। यहाँ व्यक्ति अपनी योग्यता के बदले अपने धन-बल अथवा अपना व्यक्तित्व प्रभाव का उपयोग करता है।

भ्रष्टाचार के प्रकार:- भ्रष्टाचार कई प्रकार का होता है। ये न केवल धनबल अपितु अन्य प्रकार के प्रभाव इस्तेमाल करके भी किया जा सकता है। चोरी, बेईमान, घोटाला, शोषण, अनैतिक आचरण, भाई -भतीजावाद सार्वजनिक संपत्तियों की बर्बादी सभी भ्रष्टाचार के प्रकार होते हैं।

भ्रष्टाचार एक बीमारी:- वर्तमान में भ्रष्टाचार एक फैलने वाली बीमारी बन चुका है समाज का कोई भी वर्ग इससे अछूता नहीं रह गया है। हमारे देश के महापुरुषों ने इसे मिटाने में अपना पूरा जीवन लगा दिया परंतु वर्तमान में धीरे-धीरे इसकी पकड़ राजनीति, व्यापार, सरकार और आम जनों के जीवन पर बढ़ती जा रही है।

भ्रष्टाचार के कारण:- भ्रष्टाचार का मुख्य कारण लोगों में लगातार पैसे, ताकत, पद, आलीशान जीवनशैली की बढ़ती भूख है। ये भूख दिनों-दिन बढ़ती जा रही है। अपने आस पास सामाजिक परिवेश में एक दूसरे से अधिक अच्छी जीवनशैली जीने की इच्छा तथा स्वयं को दूसरों से ऊँचा दिखाने की चाहत है, “और, और, और -----” ये पाने की इच्छा एक मृगतृष्णा के समान है, जो कभी भी समाप्त नहीं होने वाली है।

भ्रष्टाचार की जड़ें:- भ्रष्टाचार व्यक्तिगत स्तर से शुरू होकर एक संस्थान छोटे से बड़े व्यावसायिक घराने, नगरपालिकाएं, ग्राम पंचायत, मंत्रालय, राज्य सरकार से लेकर केंद्र सरकार तक हर जगह विद्यमान है। आज एक सरकारी दफ्तर में छोटे से काम करवाने के लिए भी रिश्वत देनी पड़ती है। बड़े टेन्डर प्रदान करना, प्राइवेट संस्थाओं में काम को ठेके पर देना, किसी भी प्रकार की प्रोक्यूरमेंट इत्यादि सभी में भ्रष्टाचार देखा जा सकता है।

भ्रष्टाचार की जड़ें बहुत गहरी हो चुकी हैं, जो कि हमारे देश को खोखला कर रही हैं।

“नाम से जनसेवक, असल जीवन में बन गए डाकू
लूटते जनता को हर स्तर पर, न बंदूक दिखाए न चाकू”



भ्रष्टाचार से लड़ाई:-

:- कड़े कानून की आवश्यकता:- भ्रष्टाचार से लड़ने के लिए कानून तंत्र को कड़ा होना पड़ेगा। वर्तमान में अधिकतम सजा, जो कि 7 साल है, को और अधिक बढ़ाना पड़ेगा। उपलब्ध कानून का सख्ती से पालन किया जाना चाहिए।

नुकसान की भरपाई:- जिस व्यक्ति ने जितना भ्रष्टाचार किया है अथवा भ्रष्टाचार की वजह से जितना नुकसान हुआ है, उसकी भरपाई उस व्यक्ति की व्यक्तिगत संपत्ति से की जाए, ऐसा प्रावधान किया जाने की आवश्यकता है, जिससे एक बार यदि किसी व्यक्ति ने ऐसा किया, तथा उसकी भरपाई की खबर समाचार पत्रों में प्रकाशित हो गई, तो यह मेरा अटल विश्वास है कि अन्य लोग स्वयं ही भ्रष्टाचार करने के बारे में नहीं सोचेंगे।

सदाचारी बने :-

“आओ भ्रष्टाचार से सदाचार की और बढ़े

स्वयं का परलोक सुधारें , और बच्चों का भविष्य उज्ज्वल करें”

आज मैं भ्रष्टाचार से लिप्त लोगों से उपरोक्त पंक्तियाँ समर्पित करता हूँ। कोई व्यक्ति अपनी माँ के पेट से भ्रष्टाचारी नहीं होता। हमारे आस पास का वातावरण ही उसे भ्रष्टाचारी अथवा सदाचारी बनने की प्रेरणा देता है इसकी शुरुआत शिशु के जन्म से ही उसकी शिक्षा में सम्मिलित की जानी चाहिए। एक बच्चे के आस पास उसे सदैव सदाचारी बनने की शिक्षा दी जाए। जब वह विद्यालय में जाए तो उसे सदैव कठोर अनुशासन में रखा जाए तथा कठोरता से उसे सदाचार की शिक्षा दी जाए। क्योंकि बालपन में दी जाने वाली शिक्षा उसे सदैव प्रेरणा देगी। जब वह बालक बड़ा होकर कोई नेता/ अधिकारी बनेगा, तब सदैव उसके अंतःचित्त में सदाचारी रहने की भावना उसे प्रेरणा देती रहेगी। मैं निम्न पंक्तियाँ समर्पित करना चाहूँगा

“करप्शन के खेल में, जिसके हाथ होते हैं,

वे खाते भले ही खूब हैं, पर चैन से न सोते पाते हैं ”

सदाचार और धर्म:- व्यक्ति को सदाचारी बनने के लिए, धर्म का भय भी दिखाया जा सकता है। हमारे धर्मगुरुओं को समाज को अपने उपदेश में इसकी बुराई तथा पाप- पुण्य के बारे में लोगों को समझाना चाहिए क्योंकि सभी धर्मों के लोग अपने भगवान से भयभीत अवश्य होते हैं, चाहे कानून से ना हों। एक भ्रष्टाचारी व्यक्ति भी बचने के लिये भगवान की ही शरण लेता है।

उपसंहार:- भ्रष्टाचार एक राष्ट्र के विकास में बड़ी बाधा है। यह केवल विशिष्ट लोगों तथा वर्गों तक ही सीमित नहीं हैं, अपितु सभी कार्यालयों, विभागों में सम्पूर्ण शृंखला है। लोगों को इससे दुष्टप्रभावों के बारे में जागरूक करके और सख्त भ्रष्टाचार विरोधी कानूनों को लागू करके ही इससे प्रभावी ढंग से निपटा जा सकता है। **भारत माता की जय । वंदे मातरम ।**



5. संदीप कुमार तिवारी वरिष्ठ प्रबंधक

कर्मचारी संख्या : 100389
सीपीसी बेंगलुरु

“व्यावसायिक सत्यनिष्ठा”

किसी भी संस्था या संगठन का दीर्घकालिक संचालन, उसके कर्मचारियों के व्यावसायिक सत्यनिष्ठा पर काफी हद तक निर्भर करता है। आज के इस वैश्विक बाज़ार में लघुत्तम समय में उच्च लक्ष्य प्राप्त करने की होड़ लगी हुई है। परंतु इस देश के कुछ नामी हस्तियों से हमें यह सीखने को मिला है कि किसी भी संस्था/ संगठन की स्थापना और उसके दीर्घकालिक संचालन में आचार और व्यावसायिक सत्यनिष्ठा का बहुत महत्वपूर्ण योगदान रहता है। देश के महान उद्योगपति श्री रतन टाटा जी ने एक बार एक सम्मेलन को संबोधित करते हुए कहा था कि उन्होंने अपने जीवन में कभी भी नैतिक दृष्टिकोण के साथ समझौता नहीं किया। और यही कारण है कि टाटा समूह के उत्पादों पर लोग आँख बंद कर भरोसा करते हैं। यह एक उदाहरण है कि व्यावसायिक सत्यनिष्ठा एक संगठन की नींव को कितनी मज़बूत कर सकती है। यह इस बात का भी सूचक है कि यदि संगठन का प्रमुख व्यावसायिक सत्यनिष्ठा का पालन करते हैं तो उनके अंतर्गत कार्य करने वाले सभी कर्मचारी भी उस पथ का अनुसरण करने के लिए बाध्य हो जाते हैं।

व्यावसायिक सत्यनिष्ठा एक ऐसा गुण है जिसकी नींव बचपन से ही रख दी जाती है। समाज, बंधु, संगति, परिवार, स्कूल इत्यादि का हमारी मनोवृत्ति पर काफी प्रभाव पड़ता है और व्यावसायिक सत्यनिष्ठा को आकार देने में इनका बहुत बड़ा योगदान होता है। उदाहरण के रूप में हमने भारतीय पुलिस सेवा के अधिकारी मनोज शर्मा का नाम सुना है जो इन दिनों अपनी फिल्म '12वीं फेल' के लिए चर्चा में हैं। इस चलचित्र में यह दर्शाया गया है कि मनोज शर्मा एक बेहद गरीब परिवार से हैं और उनके पिता को नौकरी से इसलिए निलंबित कर दिया जाता है क्योंकि उन्होंने व्यावसायिक सत्यनिष्ठा का परिचय देते हुए गलत कार्य करने से मना कर दिया था। उस जिले के पुलिस के एक सहायक अधीक्षक ने मनोज शर्मा को 12वीं पास करने के लिए छल का सहारा न लेने की सलाह दी। परिणाम यह हुआ कि उस साल उस विद्यालय के सभी छात्र प्रथम श्रेणी से उत्तीर्ण हुए पर श्री मनोज शर्मा तीसरी श्रेणी से उत्तीर्ण हुए। फिर भी उनके हृदय में इस बात का संतोष था कि वे दूसरे विद्यार्थियों की तरह नकल करके पास नहीं हुए थे। आगे चलकर यही मनोज शर्मा अपनी मेहनत और सत्यनिष्ठा के बल पर भारतीय पुलिस सेवा में चयनित हुए। आज वे महाराष्ट्र में तैनात हैं और अक्सर उनके कार्य की प्रशंसा की जाती है।

ऊपर दिए गए उदाहरण में हमें यह देखने को मिलता है कि मनोज ने व्यावसायिक सत्यनिष्ठा की मिसाल अपने पिता से सीखी और उन्हें आदर्श रूप लिया।



ठीक उसी तरह सहायक अधीक्षक दुष्यंत सिंह के समझाने पर उन्होंने छल का मार्ग त्याग दिया। तो व्यावसायिक सत्यनिष्ठा का पाठ हमें अपने आस पड़ोस और समाज से प्राप्त होने लगता है।

अगर बैंकिंग परिदृश्य में देखा जाए तो यह एक अतिआवश्यक गुण है। गलत कार्य करके लघु अवधि के लक्ष्यों को तो प्राप्त किया जा सकता है पर आगे चलकर इसका परिणाम सबको भुगतान करना पड़ता है। उदाहरण स्वरूप 'आई सी आई सी आई बैंक' और 'यस बैंक'। आई सी आई सी आई बैंक की पूर्व प्रमुख चंदा कोच्चर ने अपने जीवन काल में बहुत यश और ख्याति प्राप्त की और कई पुरस्कार भी जीते। पर गलत कार्यों की वजह से उनकी गिरफ्तारी हुई। और इससे उन्हें काफी हानि हुई। ठीक उसी तरह 'यस बैंक' के प्रमुख राणा कपूर ने बैंक की स्थापना में काफी योगदान दिया परंतु गलत कार्यों के कारणों से उन्हें भी हटा दिया गया। इन घटनाओं के होने का मुख्य कारण व्यावसायिक सत्यनिष्ठा की कमी को माना जा सकता है।

इन सबके मध्य कुछ सकारात्मक उदाहरण भी हैं, जहां हम देखते हैं कि कर्मचारियों की मेहनत, लगन और सत्यनिष्ठा ने उस संस्था को आसमान की ऊंचाईयों तक पहुँचा दिया।

नई पीढ़ी को इस बात को समझना होगा की व्यावसायिक सत्यनिष्ठा उन्हें और उनकी संस्था को अपयश और समस्याओं से बचाएगी। लघु अवधि के लक्ष्य न भी प्राप्त हो सके फिर भी, व्यावसायिक सत्यनिष्ठा (कर्मचारियों की) संस्था के और उनके व्यक्तिगत विकास को सुनिश्चित करेगी।

अल्प लाभ की प्राप्ति में हम अपयश को आमंत्रण देते हैं। संस्था के विकास के साथ राष्ट्र का विकास होगा और राष्ट्र के विकास के साथ हम सबका विकास होगा। इसलिए हम सबको यह प्रण करना चाहिए कि अपने कार्य एवं कर्तव्यों का पालन व्यावसायिक सत्यनिष्ठा का परिचय देते हुए करें ताकि हमारे संगठन और राष्ट्र की नींव और भी ज्यादा मजबूत हो सके।

V) Inter-Departmental Offline Quiz Competition

On 03.11.2023 i.e. fifty day of Vigilance Awareness Week-2023, Inter-departmental Quiz competition was organised in two stages. In the first-round, total 75 participants across 15 departments have filled their responses in an MCQ paper comprising 50 questions related to the theme of vigilance, mythology, sports, politics, technology and cyber security, and general awareness etc. in 50 minutes. Out of the same, total 4 teams have been selected for the final round. Total 12 participants from 4 departments participated in the final round of competition. The top two departments who scored highest marks were declared as first and second winners and presented with a trophy and prizes.

The following Departments participated in the first round of Inter-Departmental Quiz competition

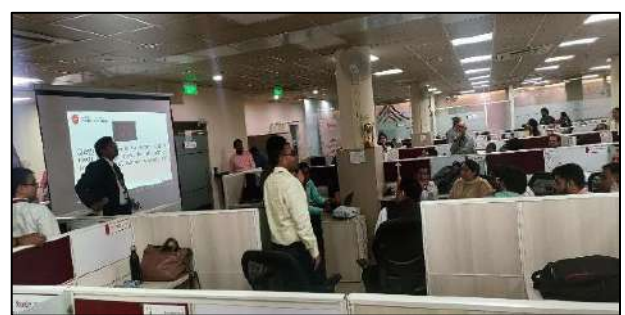
SN	Department	Nomination 1 Designation	Nomination 2 Designation	Nomination 3 Designation
1	Product	Sumit Dhall Chief Manager	Arjun Kumar Gupta Senior Manager	Shashank Dubey Manager
2	Distribution	Vikram Yadav Chief Manager	Sunil Kumar Chief Manager	Rohit Upadhyay Chief Manager
3	Procurement	Rishika Kanwal Manager	Tushar Gondane Manager	Pushkar Kumar Manager
4	Finance	Gitty Abraham Senior Manager	Divya Gaur Manager	Vishnu Kumar G Senior Manager
5	Digital Solutions	Deepankar Baruah Chief Manager	Vimala K Chief Manager	Sandeep A Senior Manager
6	IT	Sana Pradeep Shakthi Manager	Soumyadip Das Asst. Manager	Monika Singh Senior Manager
7	Risk Management	Rohit Chahal Senior Manager	Arvind Kumar Senior Manager	Nandan Vats Senior Manager
8	CPC	Susanta Kumar Behera Chief Manager	BGP Diwaker Senior Manager	Suhasini Pacholi Manager
9	Administration	Prashant Kumar Chief Manager	Anand P Manager	Ankur Gupta Asst. Manager
10	Compliance	Prabhat Kumar Jha Senior Manager	Satish Kumar Thawani Chief Manager	Satish Chandra Singh Chief Manager
11	Sales	Saurabh Trivedi Senior Manager	Amit Agrawal Chief Manager	Vandana Kumari Senior Manager
12	HR	Udita Sinha Chief Manager	Hemant Lal Senior Manager	Ankur Gautam Asst. Manager
13	CEO Secretariat	Rajeev Kumar Sah Senior Manager	Ananda Swaroop Senior Manager	Omkar Gujar Senior Manager
14	Operations	Vikas Tewari Senior Manager	Abitha N Chief Manager	Gnaanavel S Manager
15	Internal Audit	Saurabh Shukla Senior Manager	Sumit Bhatnagar Senior Manager	Vinay Kumar Dwivedi Senior Manager

The following four teams were selected for final round of the quiz

SN	Department	Nomination 1 Designation	Nomination 2 Designation	Nomination 3 Designation	First round Marks
1	Product	Sumit Dhall Chief Manager	Arjun Kumar Gupta Senior Manager	Shashank Dubey Manager	37
2	Distribution	Vikram Yadav Chief Manager	Sunil Kumar Chief Manager	Rohit Upadhyay Chief Manager	36
3	Procurement	Rishika Kanwal Manager	Tushar Gondane Manager	Pushkar Kumar Manager	34
4	Finance	Gitty Abraham Senior Manager	Divya Gaur Manager	Vishnu Kumar G Senior Manager	33

Final round winners of the Inter-departmental Quiz Competition

SN	Department	Nomination 1 Designation	Nomination 2 Designation	Nomination 3 Designation	Final round Marks
1	Distribution	Vikram Yadav Chief Manager	Sunil Kumar Chief Manager	Rohit Upadhyay Chief Manager	80
2	Product	Sumit Dhall Chief Manager	Arjun Kumar Gupta Senior Manager	Shashank Dubey Manager	55





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Winners of Offline Quiz Competition Distribution Department



**Special Prize to Omkar Gujar U, Marketing Department
for answering the audience question during the offline Quiz**



VI) Session on “Ethics and Governance” by CVO/IPPB

On 04.11.2023 i.e. sixth day of Vigilance Awareness Week – 2023, a session was conducted by CVO/IPPB for all the staff of India Post Payments Bank on the topic “Ethics and Governance”.

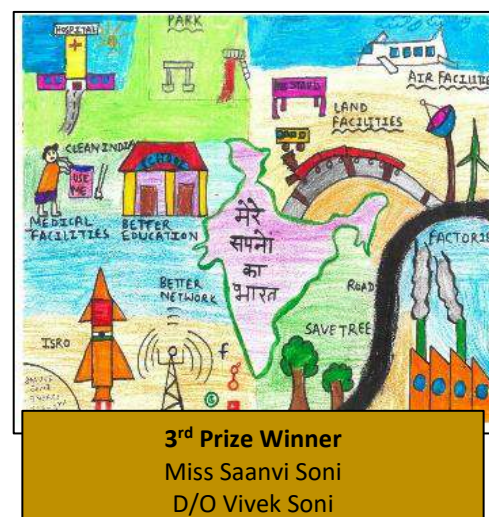
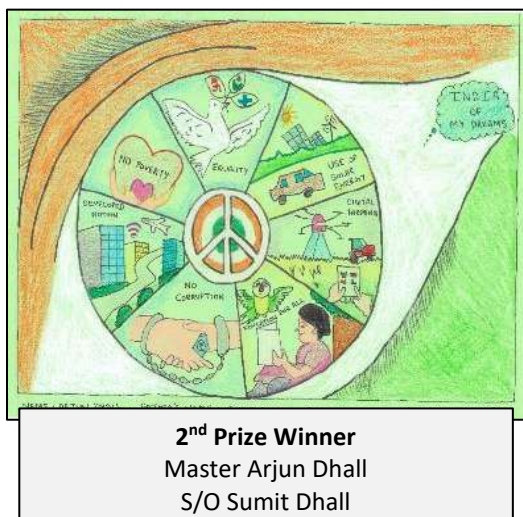
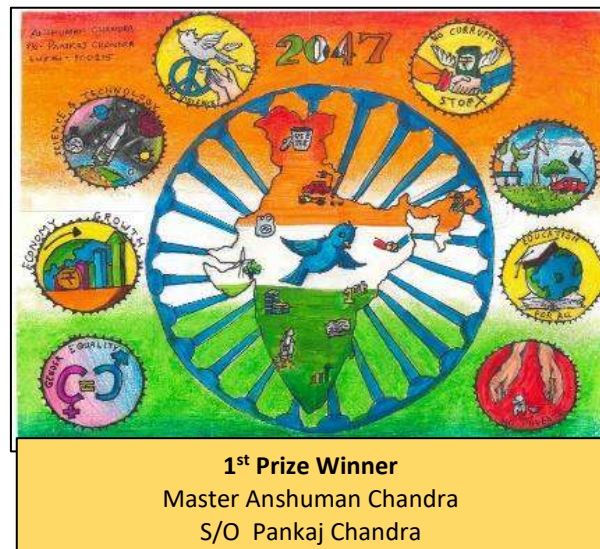


VII) Drawing / Painting Competition for Children of all IPPB Staff

Further on 04.11.2023, as part of the Vigilance Awareness Week – 2023, Drawing/Painting competition was conducted for the children of staff of India Post Payments Bank. The competition was divided in two categories: Category 1 – Children having Date of Birth on or after 01.11.2013. Topic/ Theme “India of my Dreams/ मेरे सपनों का भारत”. Category 2 – Children having Date of Birth between 01.11.2005 to 31.10.2013. Topic/Theme “Me, My Parents and our IPPB/ मैं, मेरे अभिभावक और हमारा IPPB”. Total 43 children of the staff participated in the competition. The top three winners were rewarded with prizes & certificates in each category. All the children who participated in the competition, were given a certificate of participation signed by MD&CEO and CVO/IPPB.

Winners of the Drawing/ Painting Competition up to 10 years group
Category & Topic (Children having DOB on or after 01.11.2013)
“India of my Dreams / मेरे सपनों का भारत”

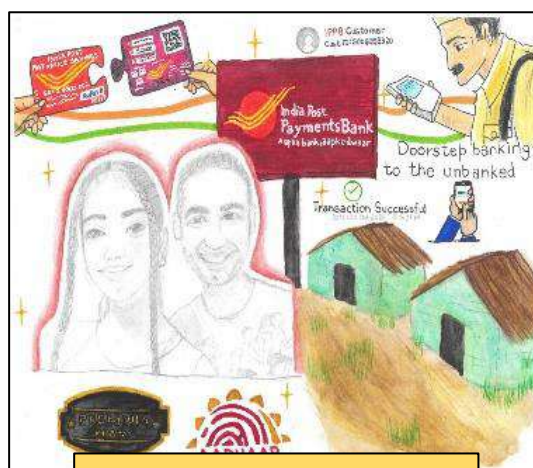
S.N.	Position	Child's Name	Emp. Name	Emp. ID	Designation	Branch/Office
1	First	Master Anshuman Chandra	Sh. Pankaj Chandra	100215	Senior Manager	Chatra Branch (Jharkhand Circle)
2	Second	Master Arjun Dhall	Sh. Sumit Dhall	100061	Chief Manager	Products (Corporate Office)
3	Third	Miss Saanvi Soni	Sh. Vivek Soni	101148	Manager	Mungeli Branch (Chhattisgarh Circle)



Winners of the Drawing/Painting Competition Between 10-18 years group
Category & Topic (Children having DOB between 01.11.2005 to 31.10.2013)

“Me, My Parents and our IPPB / मैं, मेरे अभिभावक और हमारा IPPB”

S.N.	Position	Child's Name	Emp. Name	Emp. ID	Designation	Branch/Office
1	First	Miss Avni Agrawal	Sh. Amit Kumar Agrawal	100049	Chief Manager	Product Sales (Corporate Office)
2	Second	Master Raghul Krishna M.B.	Sh. Bhoopathy C.M.	100482	Manager	CPC - Chennai
3	Third	Miss S.V. Jeyabhavi	Sh. Vijayan Kesavan	101408	DGM	Operations (Corporate Office)



1st Prize Winner
Miss Avni Agarwal
D/O Amit Kumar Agrawal



2nd Prize Winner
Master Raghul Krishna M.B
S/O Bhoopathy C M



3rd Prize Winner
Miss S V Jeya Bhavi
D/O Vijayan Kesavan

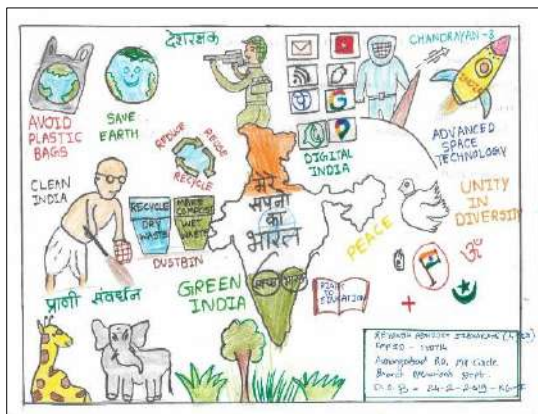
Other Drawing/ Paintings



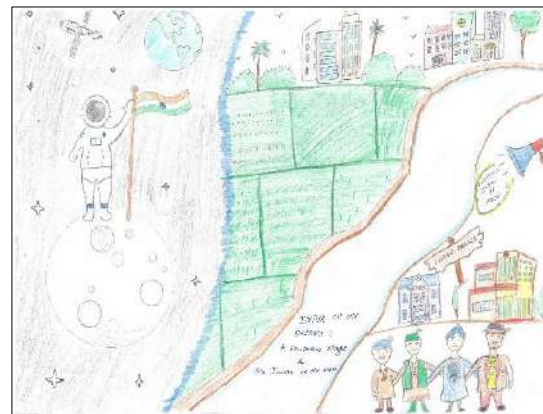
**Master Sashakt Mathur
S/o Anil Mathur**



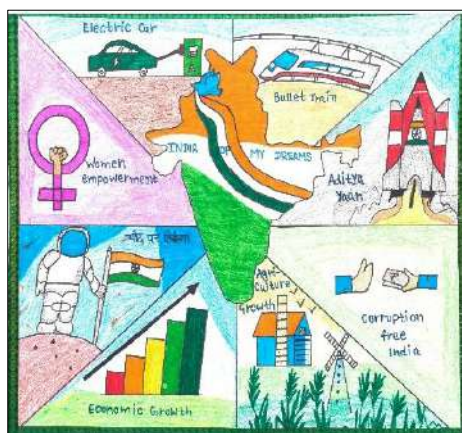
**Master S Rithwik Narayan Reddy
S/o S R Vishnu V. Reddy**



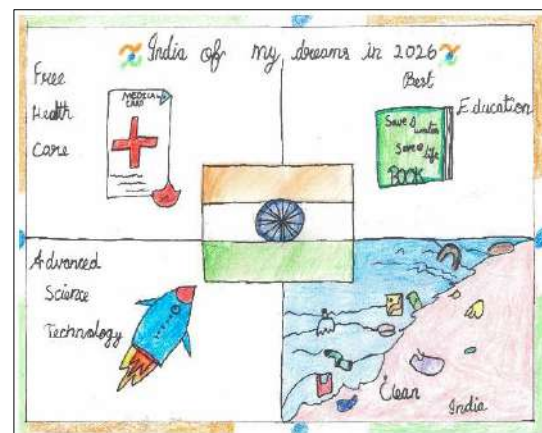
**Master Reyansh Abhijit Jibhakate
S/o Abhijit V. Jibhakate**



**Miss Lakshita Thawani
D/o Satish Kumar Thawani**



**Master Parth Khandelwal
S/o Avadhesh Kumar Gupta**



**Miss Imrana Fathima
D/o Imtiaz Ahmed**



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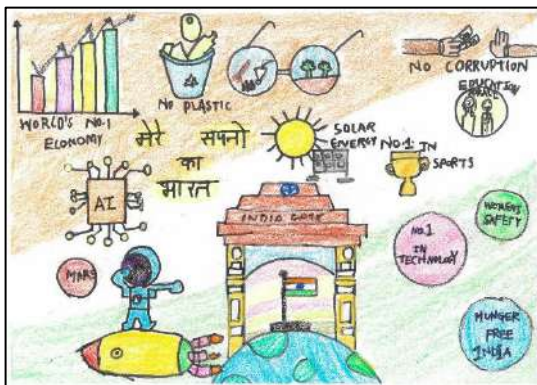
India Post
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Miss Deveshi
D/o Branesh Kumar



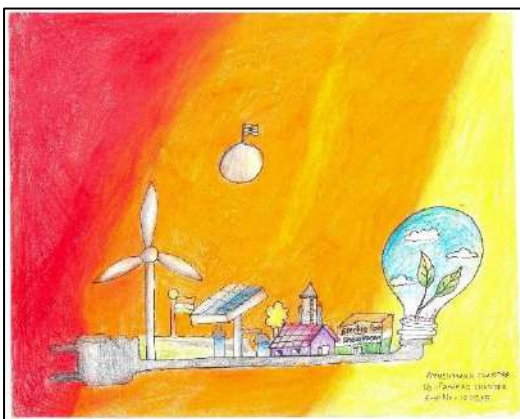
Miss Advika Ranjan
D/o Amit Kumar



Master Virat Vaibhav Bulkunde
S/o Vaibhav R. Bulkunde



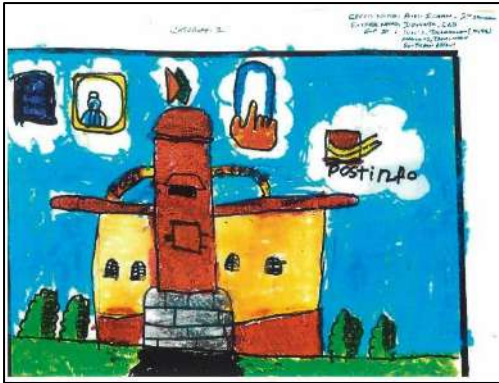
Master Parth Lohani
S/o Mukesh S. Lohani



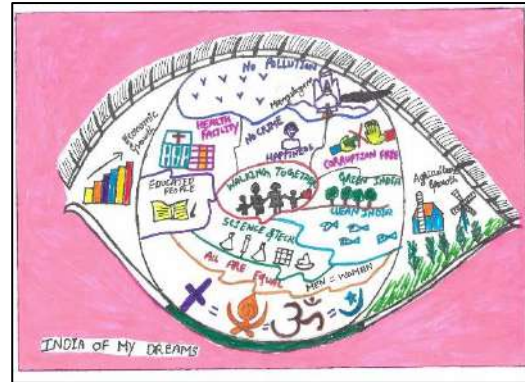
Master Ayushman Chandra
S/o Pankaj Chandra



Miss Annika Harish
D/o Ankit Harish



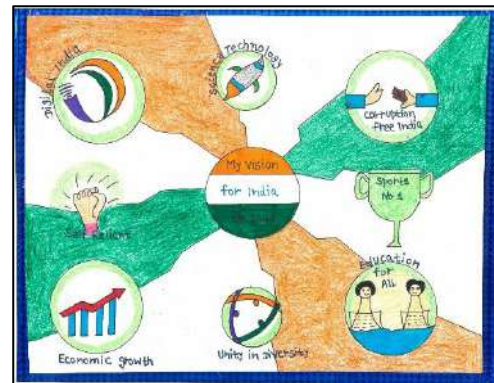
Master A N Ishan
S/o I Ananth



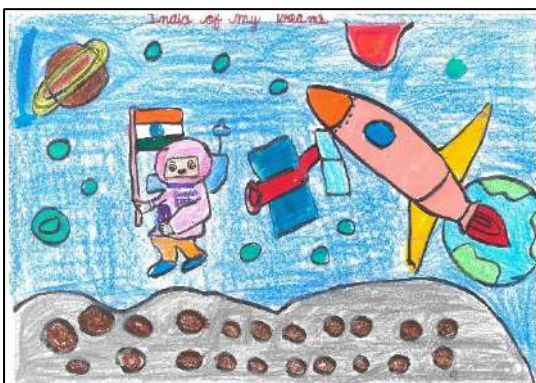
Miss Phalashruthi J Chikkanargund
D/o Jagadish S. Chikkanargund



Miss Prisha Gajbhiye
D/o Bhupendra Gajbhiye



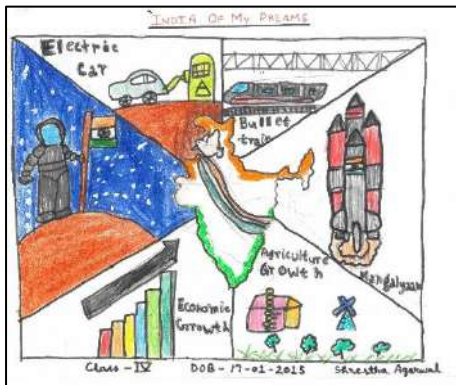
Miss Pragya Khandelwal
D/o Avadhesh Kumar Gupta



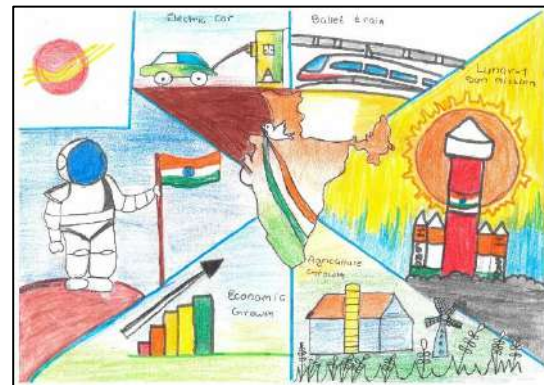
Miss Swara Lohani
D/o Mukesh S. Lohani



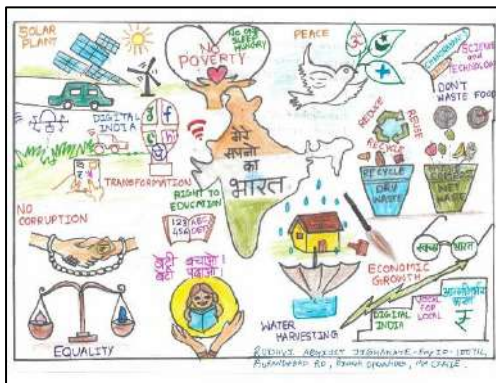
Miss Shivanya Omkar Gujar
D/o Omkar Gujar



Miss Shrestha Agarwal
D/o Ranu Agarwal



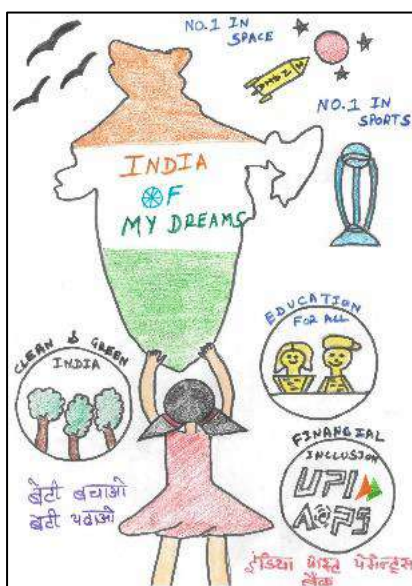
Miss Sanvi Dwivedi
D/o Vinay Kumar Dwivedi



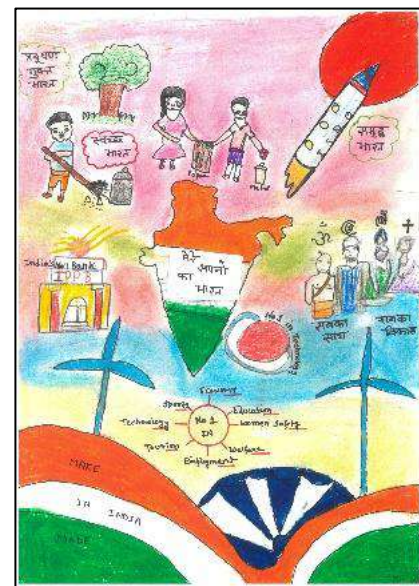
Miss Rudhvi Abhijit Jhibhakate
D/o Abhijit V. Jibhakate



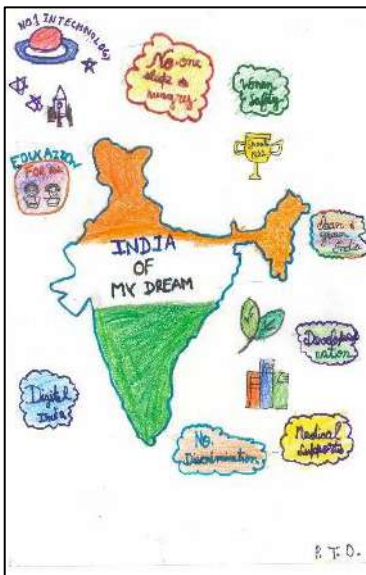
Miss Shrivani Agarwal
D/o Ranu Agarwal



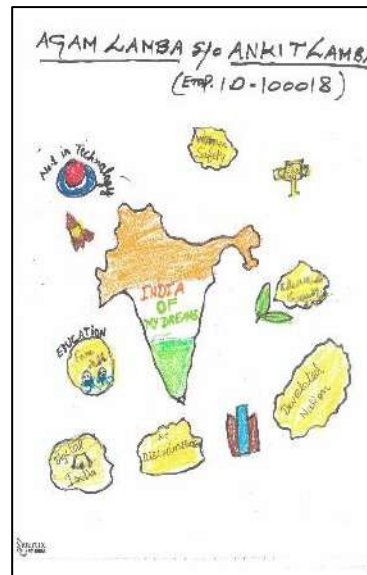
Miss Shrishti Tandon
D/o Jeeten Tandon



Miss Aradhya Jha
D/o Anand Shankar



Master Rudra Rai
S/o Pankaj Rai



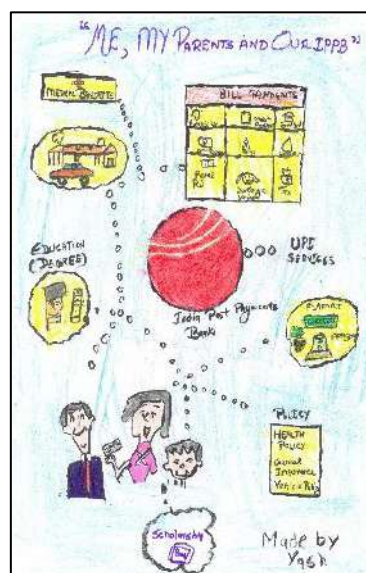
Master Agam Lamba
S/o Ankit Lamba



Master J. Thoyaj Nandan
S/o J. Rohith



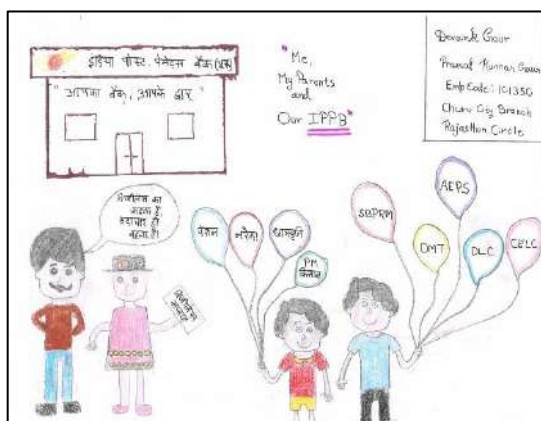
Master Avaneesh Phatak
S/o Guruvaranagaveni S.



Master Yash Vaibhav Dwivedi
S/o Raj Kumar Dwivedi



Miss Trisha Kumari
D/o Sudha Kumari



Master Devank Gaur
S/o Pramod Kumar Gaur



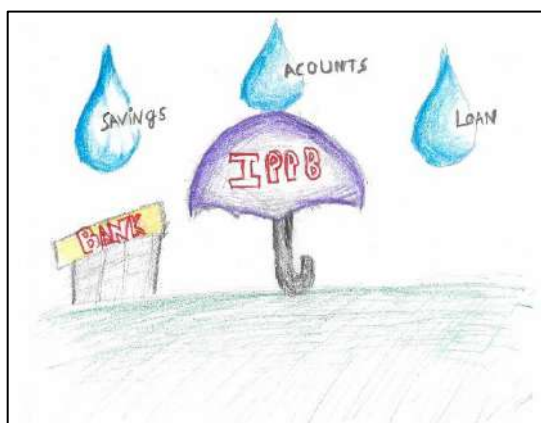
Master Manne Dronic
S/o Manne Venkata Narayana



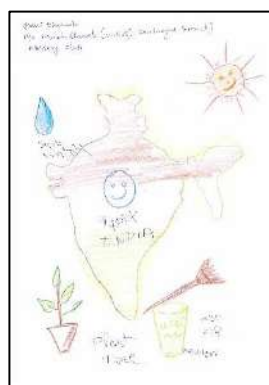
Miss Aadyanshee Nanda
D/o Sibabrata Nanda



Miss S V Jeya Vibha
D/o Vijayan Kesavan



Master Neelabh Indukuri
D/o Vimala M. Koppada

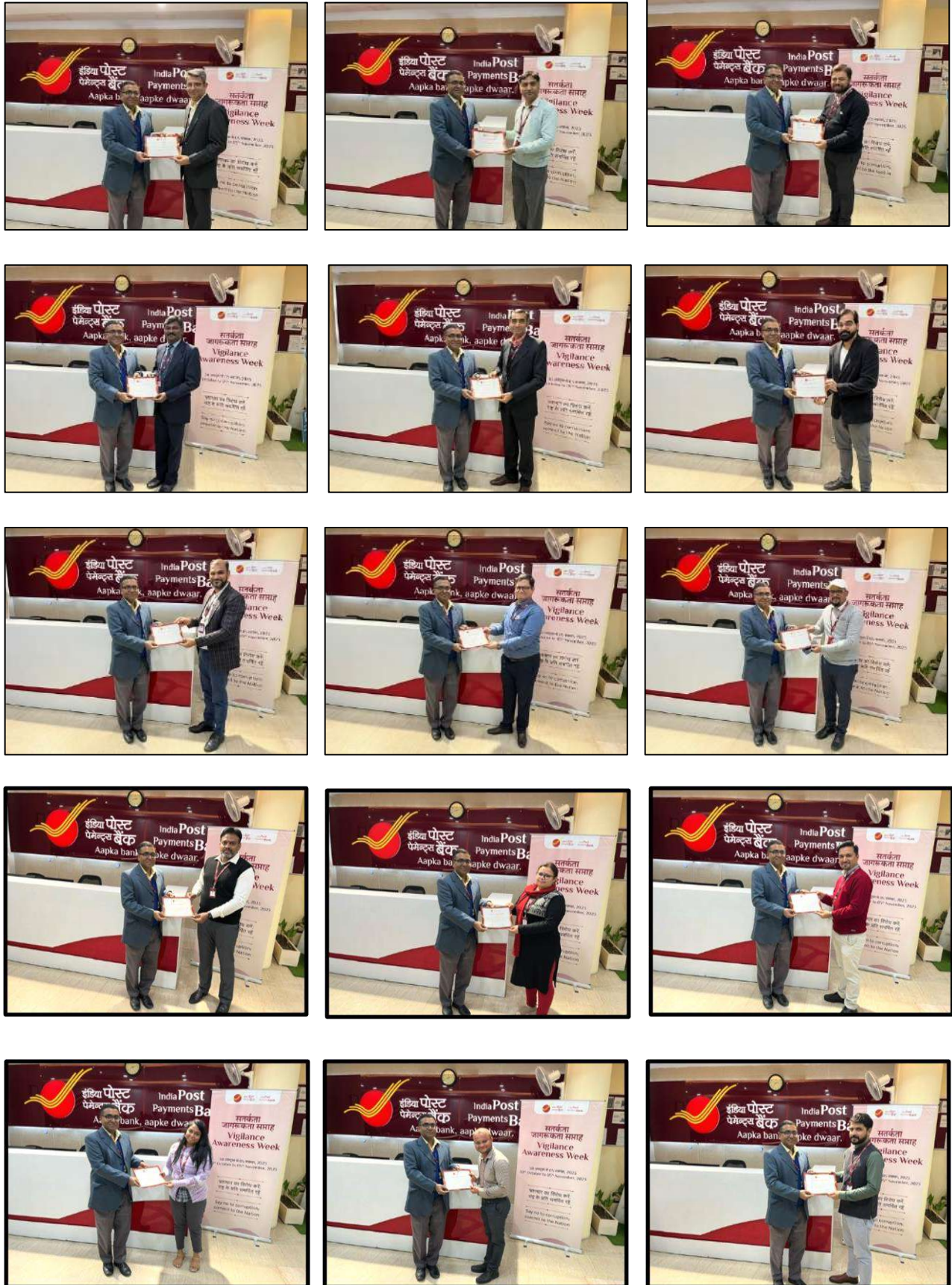


Miss Purvi Dhumale
D/o Mahesh Dhumale



Master Sian Sid Sreenath
S/o Athira T A

Certificate distribution by CVO, IPPB to winners of VAW 2023





TEAM VIGILANCE



Manne Venkata Narayana
Chief Manager



Harish Brella
Senior Manager



Raj Kumar Dwivedi
Senior Manager



Simanta Das
Senior Manager



Designed by: Omkar Gujar U, Senior Manager, Marketing Department

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