



VOICE OF VIGILANCE

NEWS LETTER 2019

Integrity - A way of Life

VIGILANCE DEPARTMENT
CHENNAI PORT TRUST



திருக்குறள்

குறள் : 952

**ஒழுக்கமும் வாய்மையும் நானும் இம்முன்றும்
இழுக்கார் குழப்பிறந் தார்.**

பொருள் : உயர் குடியில் பிறந்தவர் ஒழுக்கமும் வாய்மையும் நாணயமும் ஆகிய இம் முன்றிலிருந்தும் வழுவாமல் இயல்பாகவே நன்னெறியில் வாழ்வார்.

Explanation : The highborn will never deviate from these three good manners integrity, truthfulness and modesty

குறள் : 293

**தன்நெஞ் சறிவது பொய்யற்க பொய்த்தபின்
தன்நெஞ்சே தன்னைச் சுடும்**

பொருள் : ஒருவன் தன் நெஞ்சம் அறிவதாகிய ஒன்றைக்குறித்து பொய் சொல்லக்கூடாது பொய் சொன்னால் அதைக்குறித்துத் தன் நெஞ்சமே தன்னை வருத்தும்.

Explanation : Let not a man knowingly tell a lie; for after he has told the lie his mind will burn him (with the memory of his guilt)

குறள் : 172

**படுபயன் வெஃகிப் பழிப்படுவ செய்யார்
நடுவன்மை நானு பவர்**

பொருள் : நடுநிலைமை அல்லாதவற்றைக் கண்டு நாணி ஒதுங்குகின்றவர் பிறர் பொருளைக் கவர்வதால் வரும் பயனை விரும்பிப் பழியான செயல்களைச் செய்யார்.

Explanation : Those who blush at the want of equity will not commit disgraceful acts through desire of the profit that may be gained.

குறள் : 178

**அஃகாமை செல்வத்திற் கியாதெனின் வெஃகாமை
வேண்டும் பிறன்கைப் பொருள்**

பொருள் : ஒருவனுடைய செல்வத்திற்குக் குறைவு நேராதிருக்க வழி எது என்றால் அவன் பிறனுடைய கைப்பொருளை விரும்பாதிருத்தலாகும்.

Explanation : If it is weighed what is the indestructibility of wealth it is freedom from covetousness

குறள் : 281

**எள்ளாமை வேண்டுவா னென்பான் எனைத்தொன்றுங்
கள்ளாமை காக்கதன் நெஞ்சு**

பொருள் : பிறரால் இகழ்ப்பயாமல் வாடி விரும்புகிறவன் எத்தன்மையான பொருளையும் பிறரிடமிருந்து வஞ்சித்துக்கொள்ள எண்ணாதபடி தன் நெஞ்சைக் காக்க வேண்டும்.

Explanation : Let him who desires not to be despised keep his mind from (the desire of) defrauding another of the smallest thing





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CHAIRMAN'S MESSAGE

I am glad that the Vigilance Department of Chennai Port Trust is releasing a booklet "Voice of Vigilance" on the occasion of observance of "Vigilance Awareness week -2019" with the theme "Integrity – A way of Life." I am also pleased that this booklet will rightly emphasize the importance of being vigilant and guide to commit high standard of honesty and integrity at all times and support to fight against corruption.

Vigilance Department supports Chennai Port Trust to strive to uphold honesty in organizational culture through awareness, system improvement, preventive measures and training programs. As an oversight mechanism Vigilance Department has been the forefront of the organization's effort not only to ensure systems and procedures are efficient but also ethical.

Integrity in an Organization depends on its consistent framework of Principles and Trust with complete Honesty of his men and users. Being honest is a proud and satisfied feeling consciously be experienced by each and every one in their walks of life. Chennai Port Trust Vigilance Department is committed with responsibility to create such awareness and to promote the officials with Integrity in public life and to be honest even when no one is watching. We realize our responsibility to instill integrity and the organization's much needed approach to make employees aware of their strengths and their potential for the sustained development of Chennai Port Trust. True Success is possible with collective efforts of all the Departments when procedures and systems are in place.

I congratulate Chief Vigilance Officer and his entire team members for bringing out the "Voice of Vigilance" to reach out to all employees and stakeholders and wish "Vigilance Awareness Week -2019" all success.

P. RAVEENDRAN, IRTS
Chairman
Chennai Port Trust





CVO's MESSAGE

I am glad to be a part of the Vigilance Department of Chennai Port Trust observing "Vigilance Awareness Week" from 28th October 2019 to 2nd November, 2019 with the theme "Integrity – A way of Life".

Vigilance has a seminal role in safeguarding and strengthening the Integrity of the Organization. During 2018, Vigilance Department has taken various initiatives to sensitize the Employees/Port Users/Students/Public on the issue of Preventive Vigilance and striving to create awareness to promote the persons with integrity in public life. We are more committed in building greater awareness on integrity amongst all officials of Chennai Port. It is through the cooperation of one and all that the culture of Integrity will find more firm roots in the Chennai Port Trust and will succeed only with full hearted public participation in promoting integrity and eradicating corruption in public life.

I compliment the team of Vigilance Department for compiling a Journal "Voice of Vigilance" on the occasion of "Vigilance Awareness Week - 2019." I hope the Journal will foster greater understanding of vigilance work amongst all personal and stakeholders of Port. I seek your co-operation in making the "Vigilance Awareness Week - 2019" a grand success.



P. RAVINDRA BABU, IRSME
Chief Vigilance Officer
Chennai Port Trust



SETTLEMENT OF DISPUTES : AN OVERVIEW AND MEASURES TO MINIMIZE THE ARBITRATION CASES



Settlement of Disputes:

In a contract, if a dispute of any kind or whatsoever arises between the Employer and the Contractor in connection with the execution of the Works, whether during the execution of the Works or after their completion including any disagreement by either party with any action, inaction, opinion, instruction, etc., the matter in dispute shall, firstly referred to: the Conciliator (or) Disputes Review Board (DRB) as per provisions in agreement and the disputes will be settled; failing which any party may invoke for 'Arbitration'.

Arbitration:

Arbitration is an alternative dispute resolution mechanism, wherein a dispute is submitted by aggrieved party to an Arbitrator, shall be finally settled by arbitration in accordance with the Indian Arbitration and Conciliation Act, 1996, or any statutory amendment thereof. The arbitral tribunal shall consist of 3 arbitrators, one each to be appointed by the Employer and the Contractor, and the third to be appointed by the mutual consent of both the arbitrators, failing which by making a reference to CIDC-SIAC Arbitration Center from their panel. In choosing arbitration, parties opt for a private settlement procedure instead of going to court directly.

Incorporation of Arbitration clause in Contract:

An arbitration agreement may be in the form of an arbitration clause and established in pursuant to Proforma annexed with the tender and it shall be done in writing.

Any dispute in respect of contracts where party is dissatisfied by the Conciliator's (or) DRB's decision shall be decided by arbitration as set forth below:

Neither party shall be entitled to suspend the works to which the dispute relates, and payment to the Contractor shall be continued to be made as provided by the contract.

Arbitration proceedings shall be held at, and the language of the arbitration proceedings and that of all documents and communications between the parties shall be 'English'.

The decision of the majority of arbitrators shall be final and binding upon both parties. The expenses of the arbitrators as determined by the arbitrators shall be shared equally by the Employer and the Contractor.

All arbitration awards shall be in writing and shall state the reasons for the award.

Performance under the contract shall continue during the arbitration proceedings and payments due to the contractor by the Employer shall not be withheld, unless they are subject matter of the arbitration proceedings.

Settlement of disputes between Public Sector Enterprises and or Government Departments will be as per





Government guidelines issued from time to time.

Measures to minimize the Arbitration Cases:

During the review of execution of works / procurements, it is observed with concern that many Arbitration cases are initiated / on-going in the departments. Some of the arbitration cases are decades old and still the Departments are struggling to resolve the issues amicably. Efforts were made by the departments to identify the root causes for disagreement. The detailed studies in arbitration cases and attempts were made to identify the reasons for dispute.

The main reasons for disputes / disagreement leading to arbitration are:

- a) Consideration of incorrect ground data
- b) Contracts containing faulty and ambiguous provisions
- c) Failure to hand over sites on dates agreed upon
- d) Faulty administration of contracts
- e) Deviations
- f) Default by Contractor / Client
- g) Delays in payments of bills.
- h) Levy of compensation for delay
- i) Cancellation of works
- j) Changes in location
- k) Hindrance due to other contractors working on the same site
- l) Unreasonable attitude adopted by Client / Contractor

On the above reasons, in particular, the following measures are recommended to reduce arbitrations:

➤ **Incorrect Ground Data:**

Correct ground data should be collected initially and more time should be devoted to proper planning. It should be ensured that the specifications and conditions incorporated in the tenders are realistic. For this purpose it is necessary to collect

detailed basic information pertaining to each site before going out to tender. These requirements should be strictly complied while framing tender documents.

➤ **Contracts containing faulty and ambiguous provisions:**

While drafting particular specifications, care should be taken to ensure that all the general provision applicable to the contract are properly and unambiguously worded.

- (i) The agreement must be properly drafted & speak for itself
- (ii) The clauses incorporated should be project specific and clearly expressed.

➤ **Failure to hand over sites on dates agreed:**

Availability of land (if the site is under operational area) and hindrances on the site should be considered at the appropriate stage in planning of works. Handing over of site in stages or with partial hindrances to the contractor may lead to jeopardize the contractor's obligations.

➤ **Faulty Administration of Contracts:**

Lack of adherence to the guidelines mentioned in the manuals leads to faulty administration of contracts. Attention is drawn to the relevant sections mentioned in Works / Purchase Manuals. These must be strictly followed.

➤ **Deviations:**

Preparation of correct Bill of Quantities (BOQ), incorporation of all items required for the work is very much necessary to limit deviations.

➤ **Delays in payment of bills:**

Speedy scrutiny, finalization and payment of bills results in reduction of disputes. The Departments should follow the instructions.





➤ **Compensation for delay:**
Most of the arbitration cases are due to levy of compensation for delay. It is observed that the time limit fixed by the executives itself is under question. It must be ensured that period allowed for completion is more realistic considering the facts such as perennial traffic in the Port during night hours, restrictions in the city limits for heavy vehicles / trucks during day hours for transporting construction materials from quarries / RMC concrete from plants etc in the vicinity of Chennai. The milestones should be properly monitored and corrective actions should be taken, at appropriate time. Latest Project Management tools may be explored.

➤ **Change in locations:**
Availability of land and hindrances on the site should be considered at the appropriate stages in planning of works along with collection and study of basic information. Frequent changes in location should be avoided.

➤ **Hindrances due to other Contractors working onsite:**

Such problems can be eliminated by Engineer-In-Charges by tactfully and intelligently co-ordinating the works of various Agencies / Contractors and thus smoothing the execution of work.

➤ **Default by Contractor / Client:**

The contractor shall ensure that the mandatory approvals such as Design Mix, Quarry, RMC plant, usage of construction materials etc shall be obtained accordingly to the execution of the project without any delay. The department may adhere sanctions in timely manner, issue of drawings etc without any delay which may hinder the work. The possibilities of disputes / disagreement due to other reasons listed in pre page which leads to arbitration are self explanatory and the same shall also be avoided in contract management to minimize the Arbitration cases.

P. SUBRAMANIAN

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INTEGRITY & SOLIDARITY: THE TWO QUINT ESSENTIAL FACTORS TOWARDS CORRUPTION FREE INDIA



This article focuses on the issues of integrity & solidarity, the key factors required in individuals in shaping his/ her life with an unfaltering commitment towards creating corruption free India. Individuals, who believe in strong integrity of mind, build nation with strong moral values paving way for the future generations to lead a meaningful life, a life of conviction and with

an abiding sense of conscience stricken individuals.

“It's amazing how a little tomorrow can make up for a whole lot of yesterday.” - John Guare

We live in a world of trouble. Conflicts today may be much less lethal than those that scarred the last century, but this brings little comfort. It is worth citing Leslie Holmes analysis on Corruption: The study of corruption cannot be neatly pigeon holed in terms of a particular academic discipline, this brief analysis draws on the works of anthropologist's criminologists, economists, historians, lawyers, political scientists and sociologists. Hence it is not only a particular domain that is involved but a gamut of organizations involved here.





In fact the real corrupt are not bureaucrats or government functionaries for that matter. The real reason being the people of world who wanted to achieve things within a short span of time. They are corrupt in the sense that they want to get their things against their conscience. They are not ready to wait for their turn. They want to get things got done by hook or crook. They are even ready to give some financial considerations through unlawful means.

The main causes of corruption in a country are :

- Lack of Job Opportunities,
- Lack of Strict Punishment,
- Lack of Awareness,
- Greed & Growing Competition,
- Lack of Initiative,
- Lack of responsibility and moral upkeep.

It is a sorry state to know that people holding key roles i.e home and society lack enough seriousness required. However there are some who stay accountable throughout. In spite of these, it is a glaring reality that both the government and the individual must be aware of the role they have to play in the eradication of corruption from the lives of people. To stay in the upfront the Government must make strict laws to get rid of this problem. People indulging in any kind of corrupt practices must be admonished accordingly. Taking bribes and doing favours for people in power is a common trend witnessed in the current scenario. This is not to say that every government official is corrupt. Some of them do their duties honestly. But the irony being people in general see financial gain as the real growth. They believe in a false veneer that those who use corrupt ways earn good and make a better living. They look at the monetary benefits involved, even those who are reluctant to follow the corrupt means are drawn towards this path. The main reason being individuals lack in moral values. Their aspirations in competing one take precedence. They fail to understand the value of educating and living in communal harmony. One should understand at this

point that there is no need of Mahatma Gandhi or Abdul Kalam to illuminate us but the realization that each one of us is accountable towards global peace and harmony seem to be an unanswerable question till date.

If the government monitors the actions of these employees closely and punishes them then only these practices can come to an end. Giving bribe is means of corruption and so is taking bribe. Even though we know it is morally incorrect and that we will only add to the corruption by doing this, we still do it at times thinking that it would benefit us unmindful of larger impact. However, we would not indulge in it if we know that doing so could land us in trouble. If we know deep down that we are watched and work with an abiding sense of morality and conscience upkeep, things would improve in a stable and steadfast manner. Further punishments for crimes in certain cases would make people hesitate.

Hence it should be kept in mind that if the top of every enterprise is corrupt, then corruption will flow freely at all levels, and at the same time spreads among the ordinary population, eventually nobody trusts the institutions or the rule of law. Therefore corruption is a global evil. It is a sad plight that corruption in India is gaining momentum. Mostly underdeveloped and developing countries are greatly affected by corruption. Corruption is closely associated with bribery which means either giving or taking money for some illegal work. Therefore it is a glaring reality that corruption has progressively involved in every sphere of Indian society. Corruption is a cancer that is not restricted to any particular political party. It infects the whole system.

Certain planned measures to fight corruption can be strictly followed. Bureaucracy should be made more citizens friendly, accountable and transparent. More and more courts should be opened for speedy justice. Lokpals and Vigilance Commissions should be more powerful and of independent nature so as to provide





speedy justice. Other measures are - strict laws should be made. Political interference should be minimized. Power to make policies in public interest should be vested with independent commission. People should have a right to question the elected representatives and get answer. Funding of elections should be banned. There should be State funding of election expenses for candidates. Persons with criminal records should be denied to contest elections. Stringent actions should be taken against corrupt officials. Immediate function which needs to be done is to literate the people.

Whistle blowing is an honourable technique against corruption, recently in news. Whistle blower is a person who raises a concern about wrong doing occurring in an organization. Whistle blower frequently faces reprisal from organization. Whistle blowing policy should be made mandatory with clear cut guidelines for prosecuting intimidation of or retaliation against complainant and an act for the protection of "Whistle blower" should be made.

The life and future of the nation is secure only when the nation is corruption free. Corruption is destruction and it cannot control unless citizen of country become an active partner to control it. Co-operation of the people to tackle this problem is must. Honest and dedicated persons in public life could be the most important instrument to tackle corruption. Priority should be given to make all public offices more people-friendly in reality. The fight against Corruption may well begin with simple acts of documentation. Media also can play a significant role to abolish the corruption by exposing the corruption. In last, for the development of the country, it is the duty of every citizen.

To root out the evil of corruption from society, we need to make a comprehensive code of conduct for politicians, legislatures, bureaucrats, and such code should be strictly enforced. Judiciary should be given more independence and initiatives on issues related to corruption. Special courts should be set-up to take up such issues and

speedy trial is to be promoted. Law and order machinery should be allowed to work without political interference. NGOs and media should come forward to create awareness against corruption in society and educate people to combat this evil

The government must take it as a responsibility to free India of corruption as our country cannot progress if this problem prevails. Each of the problems leading to corruption must be removed from its roots. For instance, lack of good employment opportunities that leads to corruption is caused due to the growing rate of population. The government must take strict measures to control the population of the country. Likewise, it must work on every aspect to build a corruption free India. Though each one of us wants a corruption free India, no one is ready to contribute towards the cause. We are rather adding to it. In order to free our country from this evil practice we must stand united and be honest in all endeavours. There are many ways to free India from corruption. Only the willingness to implement these ways is required.

Our country can flourish and grow better if we get rid of the problem of corruption and of course with a right attitude. So, let us all do whatever little we can to resolve this big issue. It is the joint effort of the individuals, media as well as the government that can help in building corruption free India. They must take it as a responsibility to work hand in hand to make the country a better place to live. Recent times we see youth volunteering towards various organizations for the sake of society wellness. This can be taken as a move towards India becoming a competent, challenging and a total corruption free India.

S. BABU
Junior Engineer (Civil)





“DO WHAT IS RIGHT, LET THE CONSEQUENCE FOLLOW.”



There is a famous saying which perfectly describes integrity - **“Honesty is telling the truth to others, integrity is telling the truth to myself.”** So it refers to the sense of completeness and togetherness one enjoys when they live their lives honestly and morally. So a person who has integrity will act and behave as per set values and believes they hold dear.

Success will come and go, but integrity is forever. Integrity means doing the right thing at all times and in all circumstances, whether or not anyone is watching. It takes having the courage to do the right thing no matter what the consequences will be.

Academic integrity is important to lay down a good foundation for the student, so he/she can follow the same principles for the rest of his/her life. So basic things like doing your own homework, writing your own papers, not plagiarizing your essays or dissertations, not cheating on home tests, never cheating on any assignments and generally doing your work ethically and honestly are all essential. They are the building blocks of academic integrity.

If we are forced to comply, we would have a much safer world. Nobody forces us to do anything. Our personal integrity can only be formed by one person i.e.: Ourselves. Nobody can control our integrity. They can try to sway it, but they cannot change it unless we allow it to be changed.

Integrity is absolutely vital to a community. The people in it will not flourish, the kids will grow up bad and it will be a continuous cycle of immorality. If a community has no integrity, it brings down the whole area around it.

Integrity is very important on a college campus. College is a synonym for the word “freedom”. You live on your own and the only people you answer to is the School or the Police. So it is up to you to make the decisions that are right for your life. Without integrity on a college campus, you have anarchy.

We live in a world where integrity isn't talked about nearly enough. We live in a world where “the end justifies the means” has become an acceptable school of thought for far too many. Sales people overpromise and under deliver all in the name of making their quota for the month. CEOs overstate their projected earnings because they don't want the Board of Directors to replace them. Entrepreneurs overstate their proformas because they want the highest valuation possible from an investor. Customer service representatives cover up a mistake they made because they are afraid the client will leave them. The list could go on and on, and in each case the person committing the act of dishonesty tells themselves that they had a perfectly valid reason why the end result justified their lack of integrity.

In looking for people to hire, look for three qualities viz. Integrity, Intelligence and Energy. If they don't have the first one, the other two will kill you. A person's dishonesty will eventually catch up to them.

A word of advice to those who are striving for a reputation of integrity – Avoid those who are not trustworthy. Do not do business with them. Do not associate with them. Do not make excuses for them. Do not allow yourself to get enticed into believing that “while they may be dishonest





with me". If you want to build a reputation as a person of integrity then surround yourself with people of integrity.

I herewith conclude this topic with the quote - "Do what is right, let the

consequence follow." It will serve as a daily reminder that success will indeed come and go, but integrity is forever.

B.SASIKUMAR

Asst. Superintendent
Vigilance Department



FUNCTIONS OF INQUIRY OFFICER



In a disciplinary proceedings, the Disciplinary Authority may conduct an enquiry himself or appointment an Inquiry Officer to enquire the charges on his behalf. As such the functions of an Inquiry Officer is paramount to any Enquiry Proceedings. Let us have an overview of certain functions of Inquiry Officer.

1. What is the basic responsibility of the Inquiry Officer?

As stated in Rule 14(2) the basic purpose of appointment of Inquiry Officer is to inquire into the truth of the imputations of misconduct or misbehaviour against a Government Servant.

2. What are the various activities performed by the Inquiry Officer for the discharge of the above function?

Various activities to be performed by the Inquiry Officer may broadly be classified as under:

- Pre hearing stage
- Preliminary hearing stage
- Regular hearing stage
- Post hearing stage

- At any stage during the Inquiry
- Tackling some unusual circumstances which may arise

The details of the activities are explained under different questions in separate paragraphs hereunder:

3. What are the activities to be performed by the IO during the pre-hearing stage?

- Verifying the appointment order and the enclosed documents
- Acknowledging the appointment.
- Preparation of the Daily Order Sheet – This will be done throughout the Inquiry
- Analysing and understanding the Charges
- Fixing the date for Preliminary Hearing
- Sending communication to the parties about hearing.
- Informing the controlling officers of Charged Officer and Presenting Officer
- Ascertaining as to whether the Charged Officer has finalised a Defence Assistant and if so informing the Controlling Officer of the Defence Assistant.

4. What is the scope of verification of appointment order and the enclosed documents?

It is desirable that the IO scrutinizes the order appointing him as IO and the enclosed documents thoroughly. Firstly, the appointment of Inquiry Officer is required to be made by the Disciplinary Authority and no one else. When the President is the Disciplinary Authority, the order of appointment of the IO may be signed by any authority that is competent to sign communications on behalf of the President. At any rate the Order should indicate that the appointment of IO is being made by the President only. Any deviation in





this regard will constitute an incurable defect in the Inquiry. The complete proceedings will be liable to be quashed if the IO had been appointed by someone other than the Disciplinary Authority. Similarly, there may be situation wherein the charged officer, while denying the charges, might have quoted a reference number different from the one mentioned in the charge sheet. It is desirable to resolve such discrepancies at the initial stage before it becomes too late.

5. Can the IO take initiative for removing the deficiencies in the Charge Sheet?

IO has full liberty to bring to the notice of the Disciplinary authority any discrepancy which is of the nature of clerical or typographic mistake, i.e. patent errors which are apparent in the face of the record. In case there is any patent defect in the Charge Sheet, the IO may bring it to the notice of the Disciplinary Authority well in time so that the defect can be cured.

In this context it is essential that IO should not take upon himself the role of refinement or reinforcement of the Charge Sheet. He should confine himself only to the patent errors in the Charge Sheet and not try to make qualitative improvement in it. Any initiative by the IO for the fortification of the charge sheet by way of including additional evidence is most likely to provide material for challenge on grounds of bias as the action of the IO is liable to be perceived as that of a prosecutor.

6. What is Daily Order Sheet (DOS)?

Daily Order Sheet is the record of the progress of the case handled by the IO during a day. It is prepared and maintained by the IO. While no definite format has been prescribed for the purpose, it is desirable to indicate the following in the Daily Order Sheet.

- (a) Serial No of the order
- (b) Date
- (c) Parties present
- (d) What happened
- (e) Signature of the parties concerned

7. What is preliminary hearing stage?

The phase of the hearing from the first appearance of the parties before the IO till the stage of recording of evidence is known as preliminary hearing.

8. What are the functions of the IO during the Preliminary Hearing stage?

During Preliminary Hearing, IO is required to perform the following actions:

- (a) Making arrangements for conducting the hearing
- (b) Setting the stage for smooth conduct of hearing
- (c) Asking the statutory questions
- (d) Finalisation of the question of Defence Assistant
- (e) Fixing dates for Inspection of the originals of the documents
- (f) Fixing dates for the submission of the list of additional documents and witnesses required by the CO for the purpose of his defence
- (g) Finalisation of the documents and witnesses admissible for defence
- (h) Taking action for procuring the additional documents required for the defence.
- (i) Settling the issue of disputed documents
- (j) Taking the documents on record
- (k) Issue of certificates of attendance to the parties. This will be done during regular hearing stage also.
- (l) Deciding on the requests for adjournment

9. What are the activities to be performed by the IO during the regular hearing stage?

During regular hearing stage, IO will continue to prepare and issue Daily Order Sheets and certificate of attendance as was being done earlier. In addition, IO will be performing the following activities:

- a) Summoning witnesses
- b) Monitoring the conduct of the examination of witnesses
- c) Recording the statements of the witnesses
- d) Recording the demeanor of the witnesses
- e) Deciding objections about the questions raised during examination of witnesses.
- f) Deciding requests for introducing additional witnesses.
- g) Deciding requests for recalling witnesses





- h) Asking the CO to state his defence on conclusion of the case of the Disciplinary Authority.
- i) Putting the mandatory questions on conclusion of the case of the defence
- j) Checking up from the CO as to whether he got sufficient opportunity for his defence.
- k) Giving directions for the submission of the written briefs by the Presenting Officer and the CO

10. What is the time frame within which the Inquiry is to be completed by the IO?

As per the Vigilance Manual Inquiry Report is to be submitted by the IO within six months from the date of appointment.

B.S. ANAND

Jr.Asst.
Vigilance Dept



SIGNIFICANCE OF INTEGRITY



Integrity is defined as 'The quality of being Honest and having strong moral principles'. Integrity is about making good choices. It is doing the right things for the right reason. It is about being Honest with yourself and Honest with others.

Integrity is the foundation of character. A person who has integrity also has an unblemished character in every area of his or her life. One of the most important activities you can engage in, is developing your character. And one of the best ways to develop your character is by consistently doing the same things that a thoroughly honest person would do in every area of his or her life.

Your integrity is manifested in your willingness to adhere to the values that are most important to you. It's easy to make promises but often very hard to keep them. But every time you keep a promise that you've made, it is an act of integrity, which in turn strengthens your character. As you act with integrity in everything you do, you will find that every part of your life will improve.

The mark of people who have high integrity is, they always do the highest quality of work in everything they do. They are the people who are always totally honest with themselves in everything they do, and strive to excellent work on every occasion. People with high integrity realize that everything they do is a statement about who they are as a person.

Integrity is one of the core values that employers look for in potential employees. It's also a core value to the operation of businesses. To act with integrity is to ensure that every decision made is based on thoroughly ethical and moral principles. Trust, honour, and honesty are key elements to the concept of integrity. In the workplace, employees act with integrity will always tell the truth, are accountable and reliable, and treat coworkers, stakeholders and customers with respect. They will do the right thing, even when no one is watching.

Integrity means trust. If we want to interact and communicate with others, we need to first show that we have honest intentions, so that others can trust us enough to listen. This fairness and openness is what makes people listen. Integrity is one of the fundamental values that employers seek in the employees that they hire. It is the hallmark of a person who demonstrates sound moral and ethical principles at work. If you compromise your integrity in small situations with little consequence, then it becomes very easy to compromise on all situations.





Integrity is like the oil in an engine. It makes the whole thing run smoothly. Without it, everything is in danger of a breakdown. There should be no exceptions to Honesty and Integrity. Integrity in the workplace is so important as these traits foster a positive workplace culture.

Integrity results in solid reputation and not just an image. Organisations known for their integrity perform better.

R.M. SHARMILA
Asst. Supdt.,
Vigilance Department



WHISTLE BLOWER



A Whistle Blower is a person who exposes secretive information or activity that is deemed illegal, unethical or not correct within a private or public organisation

Whistle Blowers protection Act, 2014 is an Act in the Parliament of India which provides a mechanism to investigate alleged corruption and misuse of power by public servants and protect anyone who exposes alleged wrongdoing in government bodies, projects and offices. The wrongdoing might take the form of fraud, corruption or mismanagement. The Act will also ensure punishment for false or frivolous complaints.

This is an Act to establish a mechanism to receive complaints relating to disclosure on any allegation of corruption or willful misuse of power or willful misuse of discretion against any public servant and to inquire or cause an inquiry in to such disclosure and to provide adequate safeguards against victimization of the person making such complaint and for matters connected therewith and incidental thereto.

- The Act seeks to protect whistle blowers i.e. persons making a public interest disclosure related to an act of corruption, misuse of power or criminal offense by a public servant.
- Any public servant or any other person including a non-governmental organisation may make such a disclosure to the Central or State Vigilance Commission.
- Every complaint has to include the identity of the complainant.
- The Vigilance Commission shall not disclose the identity of the complainant except to the head of the department if he deems it necessary. The Act penalizes any person who has disclosed the identity of the complainant.
- The Act prescribes penalties for knowingly making false complaints.

The Central Vigilance Commission plans to create more awareness about corruption in India. To encourage the fight against corruption, CVC has provided on their website, a "Lodge Complaints Online" Portal.

K.KALYANARAMAN
Asst. Superintendent
Vigilance Department



LISTEN TO YOUR CONSCIENCE & PLANT THE SEEDS OF INTEGRITY

The World is a dangerous place, not because of those who do evil,
but because of those who look on and do nothing.

-Albert Einstein



In our day to day life we are witnessing a lot of corrupt activities for which we don't react, neither to stop it nor to solve it. This seems to be the dangerous evil prevailing in our nation. As regards, corruption in India, the bribe seeker uses this scenario and spoils the fabric of our society. Many think that the Power makes a person, Corrupt. But the truth is that "Power does not corrupt men. Fools, however, if they get into a position of power, corrupt Power" says George Bernad Shaw. Hence, if the Integrity of person is corrupted, he/she misuses his/her Power.

The Integrity of a person gets spoilt through his senses. The environment in which he/she lives somehow gets reflected in their personality. Therefore, the society should change as a whole to be a role model for the upcoming generation. A quick way to change the Society in modern times is through modern Technology. However, it should be kept in mind that the use of technology serves as a "magic wand" only when it is implemented fully without any compromises. This requires proper training of manpower too. But, don't wait for leaders to train and lead you, as our life is designed to inspire others. Let's make untiring footprints worth following instead of occasional pledges.

The advanced technology has made us to be guided by logic. The end result is that we fear the monitoring machines like Bio-metric, CCTV and software like ERP

rather than our inner conscience. All these are created to maintain a perfect flawless system. But if we are honest we need not fear these machines. "Fear" may be as simple as a cringe of an antenna in a snail that is touched but the outcome of fear these days are as complex as it increases the anxiety of every human, which results to the acceleration of heartbeat, hypertension, breathing issue, blood pressure, brain hyperactivity, etc. What we need now is a good measure of humanity and contentment in every walk of life. Greedy nature is the root cause of Corruption. Contentment of mind is the key factor to eradicate corruption.

Gandhiji wrote in Hindu Swaraj :

"We notice that Mind is a restless bird, the more it gets the more it wants and still it remains unsatisfied. The more we indulge our passions, the more unbridled they become. A man is not necessarily happy because he is rich or unhappy because he is poor."

A journey of thousand miles begins with a single step. While doing a unrighteous act, Fear asks, "Is it safe?" Greed asks, "Is there any gain in it?" Vanity asks, "Can I become great?" Lust asks, "Is there pleasure in it?" But conscience asks, "Is it right?" Why we have become deaf to the voice of Conscience? Conscience is as real as life is. Listen to it. Mistakes do happen, but we as a human should not repeat or blame others for our unrighteous acts. You must not lose faith in Integrity and Compassion for they are necessities and not luxuries. Without them, Humanity cannot survive. Corruption is an unethical, white collar crime. Never indulge in it. Fight against corruption. Be reminded that your Life is too valuable to waste, chasing for money or materials. Be Honest, for an honest man is the noblest work of God.

Be the change you want to see in the World..!!

D.SURYA

Sr. Asst. Vigilance Department



CORRUPTION IN PUBLIC LIFE AND MEASURES TO ERADICATE

“Bhootyei na pramaditavyam
Acquire Wealth Legitimately and hold it for doing good”.



Corruption in the Indian Society has prevailed from time immemorial in one form or the other. World Bank defines corruption as “the abuse of public office for private gain”. Transparency International had defined it as “the abuse of entrusted power for private gain”. Be it any definition for corruption, the million dollar question is what is the cost of corruption in today’s world? and what are the measures to eradicate the corruption and its hazards completely?

The basic inception of corruption started with wrong opportunistic public servants who have already done greater damage to our nation. Power corrupts and absolute power corrupts, absolutely. Selfishness is the chief sin, thinking of ourselves first. He who thinks, “I will eat first, I will have more money than others, and I will possess everything.....” is the selfish man who is inevitably prone to commit corruptive acts in all walks of his life. It is an accepted truth that we are all involved in the problem of corruption --- and that we must find solution together. The most worrying thing in keeping a society free from troubles is not the activity of evil people but the inactivity of good people.

People who work on right principles are unrecognized and considered to be foolish in the modern society. Corruption in India is as a result of the connection between bureaucrats and white criminal activists. Tax evasion is one of the most

popular forms of corruption. It is mostly practiced by Government Officials and politicians who lead to the accumulation of black money which in turn spoils the morale of the people and thereby the society. Social corruption like less weighing of products, adulteration in edible items and bribery of various kinds has incessantly prevailed in the society.

Indian Rishis advises that one involved in household life should not give up acquisition of wealth but they also cautions, one should do so through legitimate means. When a person earns through illegitimate means, he gets wealth but along with wealth, he also gets fear, suspicion and restlessness of mind. In the absence of truth and integrity even the most booming economy of any country will be ruined.

Factors responsible for corruption:

1. Nature of human being – People in general have a great thirst for luxuries and comforts, which leads them to involve in unscrupulous activities.
2. Moral and spiritual values are not given utmost importance. Even Yoga has been headlined in news as “Yoga Industry”.
3. Less Salary and price inflation.
4. Punishments imposed in the criminals are inadequate.

Measures towards control / eradicate of corruption in India.

1. Use of RTI Act to collect information about the functioning of the Government.
2. Reporting of cases to CVC and creating moral awareness among public.
3. Establishment of special courts for speedy justice.
4. Strong and stringent laws need to be enacted.
5. In many cases, the employees opt for corrupt means out of compulsion.



6. To have perfect KYC in banks and accurate and meaningful information on the originator on all forms of electronic transfer of funds and related message formats.

The commandment of Indian Upanishad is "Anavadyani karmani tani sevitavyani "i.e., – Do only good deeds and avoid bad deeds. This will help one to attain improvement in both internal and external factors of a human life.

It is only the combined effort of Public Administrative Machinery and conscientious public servants that can help to check corrupt practices. An alert administration can certainly detect the guilty. We cannot deny the fact that today; Corruption has become so widespread that there is almost no sphere of national life where it does not

exist. Our democratic system is bound to get grievously hurt, if the People in power do not rise to the occasion and face the glaring truth with courage, foresight and patience. Whatever be the measures taken to annihilate corruption in any sector, it will succeed only partially and in propositions but corruption can fully brought to zero in each and every human being only when his spirit is uplifted by values and conduct. **"It is the spirit and not the form of law that keep the justice alive."**

Be the change you want to see in the World..!!

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Asst. Suptd. ,
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EASY TO SAY, NOT SO EASY TO DO



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 accuracy of one's actions. Integrity can stand in opposition to hypocrisy, in that judging with the standards of integrity involves regarding internal consistency as a virtue, and suggests that parties holding within themselves apparently conflicting values should account for the discrepancy or alter their beliefs. The word integrity evolved from the Latin adjective integer, meaning whole or complete. In this context, integrity is the

inner sense of "wholeness" deriving from qualities such as honesty and consistency of character. As such, one may judge that others "have integrity" to the extent that they act according to the values, beliefs and principles they claim to hold.

When you live with **integrity**, you live your best **life**. You respect yourself by living in a manner which is consistent with your values, purpose and goals. You focus on building healthy, supportive relationships which are based on mutual trust and respect.

A person who has **integrity lives** his or her values in relationships with co-workers, customers, and stakeholders. **Honesty** and trust are central to **integrity**. People who demonstrate **integrity** draw others to them because they are trustworthy and dependable.

Leading by **example** improves personal awareness, sensitivity to others and accountability which are all necessary for ethical behaviour and **integrity**.





Easy to say, not so easy to do

This all may sound easy enough. However, it isn't always easy to live with integrity. At times, everyone is tempted to take the easy way out, to compromise their beliefs, to give lie to their values. While this may help in the short turn, it does nothing for your humanity. Each time you avert your eyes and walk away from your integrity, it chips away at your spirit. There is a cumulative effect of this negativity, of this denying of your true self. You may think you've escaped unscathed, but you really haven't.

It's too easy to say it depends, but the truth is that you know, deep inside, what you need to do. You can't just say or do nothing, not if you intend to live with integrity. Here are a few suggestions:

- Put a stop to it by saying that there's work to be done and there is no time to engage in pettiness.

- Praise the maligned individual's good traits or stand up for your friend.
- You can also walk away — but this is better done after you've made your point about not being willing to listen to such negativity about a person you both know.

Maybe you'll be ostracized by this bad-talker. Maybe you'll be the next recipient of his or her vitriolic comments. Maybe, but you will be living in integrity. You will be living in accordance with your beliefs and values and living with authenticity. And that trumps negativity every time.

S.RADHA

Junior Engineer Gr.I

QUOTES TO REMEMBER

Unselfishness is more paying,
only people have not the patience to practice it.

- **Swami Vivekananda**

Integrity is a concept of consistency of actions, values, methods,
measures and principles, expectations and outcomes.

It can be regarded as the opposite of hypocrisy.

- **Anonymous**

Whoever is careless with the truth in small matters cannot
be trusted with important matters."

- **Albert Einstein**

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

- **C.S. Lewis**

If you think you are too small an entity to play any role in the
fight against corruption, think of the potential of an atom.





வாய்மை எனும் வாழ்வியல் முறை

திருவள்ளூர் வாய்மை எனப்படுவது பற்றி பல்வேறு வகையிலும் விளக்கிக் கூறியுள்ளார்.

புறத் தூய்மை நீரான் அமையும் அகத்தூய்மை வாய்மையால் காணப் படும்.

என்கிற குறளில் உடல் தண்ணீரால் சுத்தமாகும் உள்ளம் உண்மையால் சுத்தமாகும் என்கிறார். தினம் தினம் வாழ்க்கையில் பல்வேறு வகையான சூழல்களை நாம் சந்தித்து வருகிறோம். இத்தகைய சூழல்கள் நம்மை பாதிக்கின்றனவா? இல்லை நாம் இத்தகைய சூழலை பாதிக்கிறோமா?



இந்த உலகம் இயற்கை உருவாக்கும் சூழலால் ஆனது. ஆனால் மனிதனின் சக்தி வளர வளர இயற்கையை பல்வேறு வகையிலும் மனிதன் ஆட்கொண்டு ஒரு செயற்கையான சூழலை உருவாக்கி விடுகிறான்.

ஒவ்வொரு மனிதனின் செயலும் இந்த உலகில் பல்வேறு தாக்கங்களை உண்டாக்கி வருகிறது. காந்தி என்கிற தனிமனிதனால் எத்தனை மாற்றங்கள் இந்தியாவில்! காந்தியடிகளின் 150வது பிறந்தநாள் கொண்டாடப்படும் 2019-ம் ஆண்டில் வாய்மை வழி வாழ்ந்த காந்தியடிகளின் வாழ்க்கை, நமக்கு மிகப்பெரும் தாக்கத்தை உண்டாக்கியது எனலாம்.

வாய்மையோடு வாழ்வது என்றால் என்ன? அது இப்பொழுது நாம் வாழும் வாழ்க்கைக்கு வேறுபட்டதா என்கிற கேள்வி எழலாம்.

வாய்மையோடு வாழும் வாழ்வியல் முறை என்பது நாம் அனைவரும் வாழும் வாழ்வியல் முறைதான். ஆனால் அது எல்லா நேரங்களிலும் கடைபிடிக்கிறோமா என்றால் இல்லை என்றே தோன்றுகிறது. அதை சரி செய்ய நாம் என்ன செய்ய வேண்டும், அப்படி செய்வதால் நமக்கு என்ன பயன்? இதைப்பற்றி சற்று விவாதிப்போம்.

பொதுவாக ஒவ்வொரு மனிதனின் வாழ்க்கையும் இரண்டு உலகங்களில் உழல்கிறது. ஒன்று குடும்பம் சார்ந்த வாழ்க்கை, இன்னொன்று வெளி உலக வாழ்க்கை. பெரும்பாலும் குடும்பம் சார்ந்த வாழ்வில் வாய்மையோடு இருந்துவிட முடிகிறது எல்லோராலும். ஆனால் வெளியுலக வாழ்க்கையில் தான் பல்வேறு சிக்கல்கள்.





நாம் இங்கு சில உதாரணங்களை விவாதிப்போம். நாம் வாகனம் ஓட்டுபவராக இருந்தால் நாம் தினமும் கடைபிடிக்க வேண்டிய வாய்மை என்பது, போக்குவரத்து விதிகளை கடைபிடிப்பது தான். அதாவது, அதிக வேகத்தில் வாகனம் இயக்காமல் இருப்பது, போக்குவரத்து சிக்னல்களை மீறாமல் இருப்பது, தலைக்கவசம் அணிவது, சீட் பெல்ட் அணிவது இவையெல்லாம் இதில் அடங்கும்.

சரி, மற்றபடி வாய்மை எனப்படுவது யாது? இதை கொஞ்சம் எளிதாக புரிந்துக் கொள்வோம். ஒரு திரைப்படம் புதிதாக வெளிவந்துள்ளது, அது நமக்கு மிகவும் பிடித்த நடிகர் நடிகை நடித்துள்ள படம் என்று வைத்துக்கொள்வோம். அத்திரைப்படத்தை படம் வெளிவந்த உடனே பார்க்க ஆசை. ஆனால் டிக்கட் கிடைக்கவில்லை, என்ன செய்யலாம்? அதிகவிலை கொடுத்து பிளாக்கில் வாங்கி படம் பார்க்கலாம் அல்லது இணையதளத்தில் பதிவிறக்கம் செய்து பார்க்கலாம். ஆனால் வாய்மை எனப்படுவது யாதெனில் இது இரண்டையும் செய்யால் இருப்பது.

அலுவலகச் சூழலில் வாய்மையுடன் இருத்தல் என்பது அவரவருக்கு உட்பட்ட வேலைகளை பொறுப்புடனும் சிரத்தையுடனும் விதிமுறைகளுக்கு உட்பட்டு செய்தாலே போதும்.

பொதுவாக ஒரு சூழல் நிலவுகிறது. எந்த ஒரு நடவடிக்கை மேற்கொள்ள வேண்டும் என்றாலும் அந்த செயலை செய்வதற்கு முன் அவர் யாவரென்று சொல் அதற்கேற்றார்போல் விதிகளை மாற்றி சொல்லுகிறேன் என்பதே அது. இது போன்ற “நபரை சொல் விதிகளை சொல்கிறேன்” என்கிற வழக்கத்தை மாற்றி எல்லோருக்கும் ஒரே விதி என்கிற மாற்றம் உண்டானால் நமது நாடும், நமது நிறுவனமும் செழித்து வளரும்.

வாய்மையுடன் வாழ்வதற்கு தகுதிக்கு மிஞ்சிய பேராசைகள் இல்லாமல் இருந்தாலே போதும்.

M.MATHU KANNAN
Asst. Supdt. Traffic Dept.



நேர்மை எனும் வாழ்வியல் முறை

நேர்மையாவார் இவர் என எப்படி முடிவு செய்கிறோம்? அவசரமாக ஒரு கடையில் பொருட்கள் வாங்கிவிட்டு நூறு ரூபாய் நாம் தர, கடைக்காரர் 450 ரூபாய் சில்லரை தருகிறார் என்று வைத்துக்கொள்வோம் நாம் அதை கவனித்து அவர் தவறை சுட்டிக்காட்டி பணத்தை திருப்பித்தந்தால் அந்த நொடி அவர் பார்வையில் நாம் நேர்மையானவர்.



தமிழக அரசாங்கத்தின் கல்வி திட்டத்தின் கீழ் உள்ள ஒரு பள்ளி புத்தகத்தை படிக்க நேர்ந்தது. அதில் நேர்மை குறித்து ஒரு அழகான கதை. ஒரு இளவரசன் தனக்கான இளவரசியை தேடும் விதமாக ஒரு அறிவிப்பை வெளியிடுவார். அதில், ஒரு குறிப்பிட்ட நாளில் அவர் தரும் விதைகளை எடுத்து சென்று யார் நல்ல முறையில் பராமரித்து மூன்று மாதம் கழித்து அழகான செடியாக வளர்த்து வந்து தருகிறார்களோ அப்பெண்ணையே அவர் திருமணம் செய்துகொள்வார் என அறிவிக்கப்பட்டு இருக்கும். அந்தப் போட்டியில் யார் வேண்டுமானாலும் கலந்து கொள்ளலாம் என்பதால், பல நாட்டு இளவரசிகளுடன் அந்நாட்டில் வாழும் சில எளிய பெண்மணிகளும் அதில் கலந்து கொள்வார்கள். ஒரு ஏழை பெண்ணின் மகள் அந்தப் போட்டியில் விதைகளை பெற்று செல்கிறார். தொட்டியில் விதையை நட்டு நீர் ஊற்றி அதை நல்ல முறையில் பராமரித்தும், அப்பெண் நட்ட விதை முளைக்கவில்லை. பலரிடம் அறிவுரை கேட்டு பலவிதமான முயற்சிகள் செய்தும் அதிலிருந்து ஒரு சிறு துளிர் கூட வரவில்லை. மிகவும் சோர்வடைந்த அப்பெண் எதுவும் செய்ய இயலாமல் மூன்று மாதங்கள் கழித்து வெறும் மண் தொட்டியுடன் அரண்மனை வாசலுக்கு எடுத்துச் சென்றார். பல தேசத்து இளவரசிகள் பல்வேறு விதமான மலர்ச் செடிகளையும், அழகான செடிகளையும் தொட்டிகளில் எடுத்துவர, வெறும் மண் தொட்டி மட்டும் கொண்டு வந்த அந்த ஏழைப் பெண் வரிசையில் நின்றாள். செடிகளை கண்காணிக்க வந்த இளவரசன் வேறு யாரையும் நாடாமல் நேரடியாக இந்த பெண்ணிடம் வந்த அவளையே திருமணம் செய்து கொண்டார். ஏன் என்றால் அவர் தந்தது வறுக்கப்பட்ட விதைகள் அதில் செடி வளர்வதற்கு வாய்ப்பு இல்லை. அவளின் நேர்மையே அவளை அந்த நாட்டிற்கு இளவரசி ஆக்கியது. நாம் கடைபிடிக்கும் நேர்மை நமக்கு தக்க நேரத்தில் வெகுமதி அளிக்கும்.





நேர்மை என்ற வார்த்தையை நாம் கேட்டவுடன் நம் மனக்கண்முன் சில பல தலைவர்கள் தோன்றுகின்றனர். அதில் ஒருவர் பெருந்தலைவர் காமராஜர் தான் வாழ்ந்த வாழ்க்கை முழுவதும் நேர்மையே தன் உயிர் மூச்சாகக் கடைபிடித்தவர். அவரை போன்ற மாபெரும் தலைவரைப் பற்றி அனைவருக்கும் தெரியும் அதனால் நான் மிக மிக எளிய ஒரு பெண்மணியின் நேர்மையைப் பற்றி இங்கு பகிர்கிறேன். சில மாதங்களுக்கு முன்பு கடை வீதிக்கு சென்ற நான் ஏடிஎம்மில் இருந்து ஒரு ஐயாயிரம் பணம் எடுத்து பொருட்களை வாங்கச் சென்றேன். ஒரு கடையில் எனது பார்சை காணவில்லை, மிகவும் அதிர்ந்து போனேன் ஏனென்றால் அந்த பார்ஸில் பணம் மட்டுமல்ல மிக முக்கிய பொருட்களான ஆதார் கார்டு, ஏடிஎம் கார்டு லைசன்ஸ், பான் கார்டு என சமீபத்தில் அலுவலக தேவைக்காக எடுத்து வைத்த பொருள்கள் அனைத்தும் இருந்தது. அவை அனைத்தையும் திரும்பப் பெற நான் எவ்வளவு அலைய வேண்டும் என்று எண்ணம் எனக்கு மேலோங்கி நின்றது. ஒன்றும் புரியாமல் பக்கத்தில் இருந்தவரிடம் கைபேசி வாங்கி எனது கைபேசிக்கு தொடர்பு கொண்டேன். இரண்டாவது மணி அடிக்கும்போதே எடுத்த அப்பெண் தான் இந்த இடத்தில் இருப்பதாகவும் எனது பார்ஸ் பத்திரமாக இருப்பதாகவும் கூறினார். எனக்கு போன உயிர் திரும்பி வந்தது போலிருந்தது. உடனடியாக அந்த இடம் நோக்கி விரைந்தேன். அந்த பெண் மிக மிக வறுமையான தோற்றத்தில் கண்ணாடி வளையல், பழுப்பேறிய மஞ்சள் கயிறு, பிளாஸ்டிக் கம்மல், கையில் மிகவும் மெலிந்த தோற்றம் அளிக்க கூடிய ஒரு குழந்தையுடன் எனது பார்ஸை வைத்துக்கொண்டு நின்றുകொண்டிருந்தார்.

அவரிடம் சென்று நூறு முறை நன்றி சொல்லி மிகுந்த மகிழ்ச்சியுடன் எனது பார்ஸை பெற்றுக் கொண்டேன். கிட்டத்தட்ட இருபது நிமிடங்கள் அந்த பெண்மணி எனக்காக காத்துக் கொண்டிருந்தார். அந்த நொடியே அவருக்கு பணம் தரவேண்டும் என்று நினைத்தேன் ஆனால் எனக்கு அது தவறு என தோன்றியது. அந்த குழந்தைக்கு பிஸ்கெட், பழம் வாங்கி தந்துவிட்டு அவரிடமிருந்து அலைபேசி எண்ணை பெற்றுக் கொண்டு அவ்விடம் விட்டு நகர்ந்தேன்.



மாலை அவரை தொடர்பு கொண்டு மீண்டும் நன்றி சொல்லி அவரிடம் மெல்ல பேச்சு கொடுக்க, கொஞ்சம் தயங்கியே தன்னைக் குறித்து சில விஷயங்களை சொன்னார். கணவர் வேறு ஒரு பெண்ணுடன் சென்று விட்டதாகவும் தான் தனது மாமியார் மற்றும் குழந்தையுடன் ஒரு வீட்டில் இருப்பதாகவும் மாமியாரும் இவரும் வீட்டு வேலைக்கு செல்வதாகவும் கொஞ்சம் படித்து இருப்பதாகவும் கூறினார். ஏதாவது வேலை கிடைத்தால் செய்வீர்களா என்று கேட்டதற்கு நிச்சயம் செய்வேன் என்றார். நெருங்கிய தோழி மூலமாக ஒரு அட்டைப்பெட்டி தயாரிக்கும் கம்பெனியில் அவருக்கு வேலைக்கு ஏற்பாடு செய்தேன். அடுத்த மாதமே தனது மாமியாரை வீட்டில் குழந்தையுடன் இருக்கச் செய்துவிட்டு அவர் பணிக்கு புறப்பட்டார். இந்த மாதம் விஜயதசமியன்று அலைபேசியில் அழைத்து குழந்தையை பள்ளிக்கூடத்தில் தான் சேர்த்து விட்டதாக கூறினார். அனைத்தக்கும் காரணம் நீங்கள் என்றார். அனைத்துக்கும் காரணம் அவளின் நேர்மை என்று மனதில் நினைத்து கொண்டேன்.

நேர்மையை கடைப்பிடித்தால் ஒரு நாள் இல்லை ஒரு நாள் நிச்சயம் நம்மை தூக்கி நிறுத்தம். பத்தில் இருந்து ஐந்து வரை அலுவலகத்தில் நமது இருக்கையில் இருப்பது நேர்மை அல்ல. பத்தில் இருந்து ஐந்து வரை நமக்கு கொடுக்கப்பட்ட பொறுப்புகளை சரியாக கவனித்து அதை முடித்துவிட்டு மனநிறைவோடு வீட்டுக்குச் சென்றால் அந்த நாள் மிகவும் மதிப்புமிக்கதாக தோன்றும் நேர்மை குறித்து எனக்கு தெரிந்த கருத்துகளை பதிவிட்டு உள்ளேன் நன்றி வணக்கம்.

S.Kumuda

Sr. Asst. G.A. Dept



ஓ மனிதா...
மனிதம் என்பது மறக்கப்பட்டதா
இல்லை...மறுக்கப்பட்டு
துயில்கொள்ள தூரம் சென்றதா!
சில கேள்வித்துளிகள்
விடையின்றி வெற்றுக்காகிதமாய்!

தவிர்த்த பேராசையில்
தனிமனிதனின் தாக்கங்களே
சமுதாயத்திற்கான
சந்திப்பிழைகளை
சீரமைத்து நடத்திடும்!
தெரிந்துகொள் மனிதா...

மாற்றங்கள்
ஏமாற்றங்களாக்காமல்
மாற்றியமைத்திட மறுபடியுமாய்
புதுப்பித்துக்கொள் நற்பண்புகளை!
விடிந்தவுடன் தூக்கியெறியும்
போர்வையாக்கி
போர்த்திக்கொள்ளாதே!

நேர்மையின் அகம்பாவத்தில்
நிலைத்து வாழ்ந்திடு...
ஆணிவேரில்
அன்பை விதைத்து!

நீதியென்னும் மார்க்கவசம்
நெஞ்சமதில் அணிந்திடு...
நல் விடயங்களை
நறுக்கெனவே உரைத்து!

இதழ்களின் உரையாடல்களும்
இதயத்தின் சத்தங்களும்
மாற்றுக்கருத்தறியாது
மறுத்துப்பேசாத நிலை பெற்றிடு!

எதிர்த்து நிற்கும் மடமைகளை
எதிரியாக்கியே உடைத்திடு!
தவறும் தருணங்களை
தவறாக்கிடாமல்
தெளிந்த பாதையில்
தேர்ந்த பயணம் செய்திடு!

கயமையை
கருவிலேயே அழித்திடு!
பொய்மை கலந்த புவியிலே

புழுதியாக தூற்றினாலும்
வாய்மை வழுவாத
வாழ்வியலை வகுத்திடு!

நீதியைக் கொண்டு
நீதியை கொல்லாதே!
சதிகொண்டாடி
மதியதனை வெல்லாதே!
அத்தனையும்...
விதியென்று விளம்பிவிட்டு
வீதியிலே நிற்காதே!

இயல்பை மறைக்கும்
இலவசங்களுக்காய்
இனியும் ஏந்தாதே!
எதையும் வாங்காதே!

பெரும் காயங்கள் பட்டாலும்
பிழைக்கத் தெரியாதவன் என்ற
பட்டம் கிடைத்தாலும்
பரவாயில்லை விட்டுத்தள்ளு!
பெரிதாக அலட்டிக்கொள்ளாதே!

பொய் கலவாத போதனையிலும்
புகழ்ச்சியில் நிற்காத சாதனையிலும்
மரணம்வரை காத்திட்டு
மனநிம்மதிபுடன் வாழ்ந்திடு!

ஆணவக்காரன் என்று
அகிலம் கூறலாம்!
வாழ்த்தெரியாதவன் என்று
வசையும் பாடலாம்!
சுஷி நின்றே கூவியழைத்து
கோமாளியெனலாம்!
ஏளனங்களை எல்லாம் தகர்த்திடு!
எளிதாகவே கலந்திடு!

வரைந்த எல்லைக்கோட்டில்
வன்முறையை சந்தித்தாலும்
அர்ப்பணித்திடு ஆரவாரமின்றி
நல்வழியில் நடந்திடு!
உண்மையில் உயிர்த்திடு!
வாழ்வியலை வளமாக்கிடு!



V.Sujatha
Asst. Supdt.

RELEASE OF VIGILANCE MAGAZINE – VOICE OF VIGILANCE



E-PLEDGE

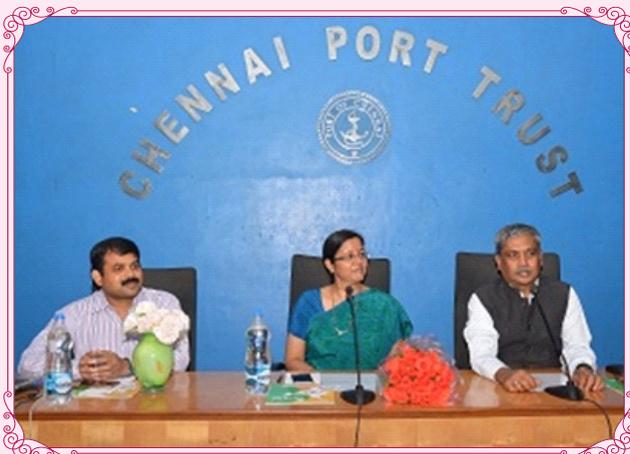


COMPETITION & PLEDGE AT SCHOOLS





**AS A PART OF VIGILANCE AWARENESS WEEK 2018 A LECTURE ON THE TOPIC
“PREVENTIVE VIGILANCE – A TOOL OF PRODUCTIVITY” BY SHRI.C.L.RAMAKRISHNAN, IPS (RETD),
FORMER DGP WAS HELD ON 31.10.18.**



**A lecture on the topic “Eradicate Corruption” conducted by Smt.Seema Agarwal, IPS., ADGP,
Govt. of Tamilnadu on 01.11.18.**



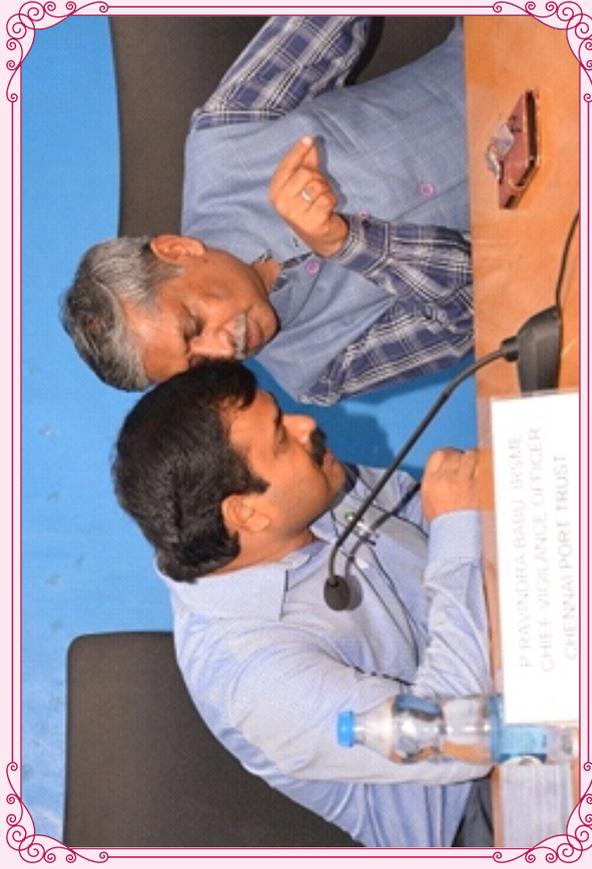
**As a part of Vigilance Awareness Week 2018 a lecture on the topic
“Eradicate Corruption – Build a New India” by Shri.S.N.Venkatesan,
Management & Legal Consultant was held on 02.11.18.**



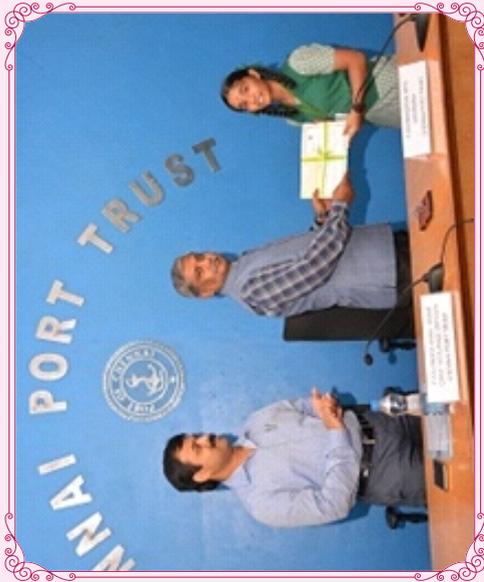
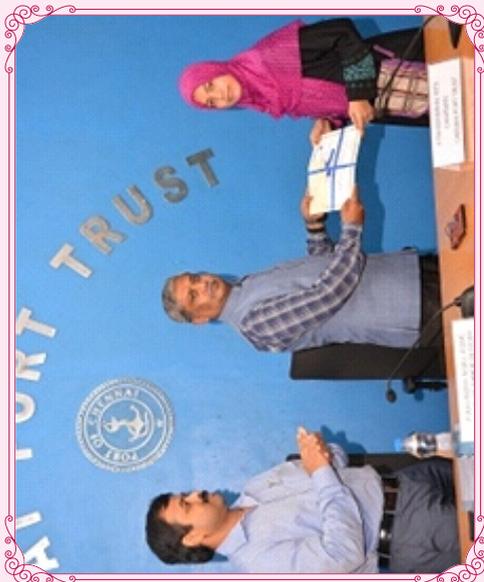
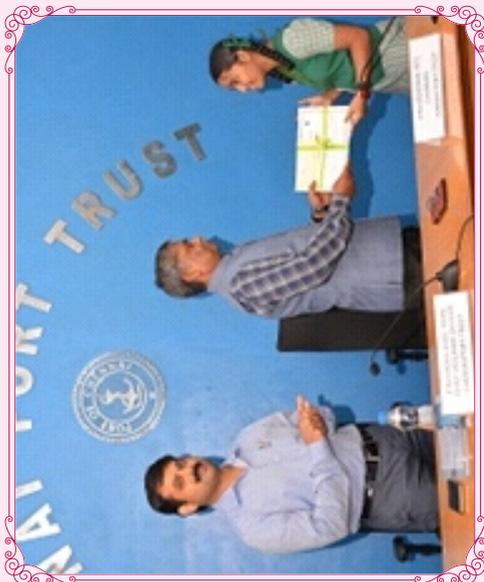
GRAMA SABHA



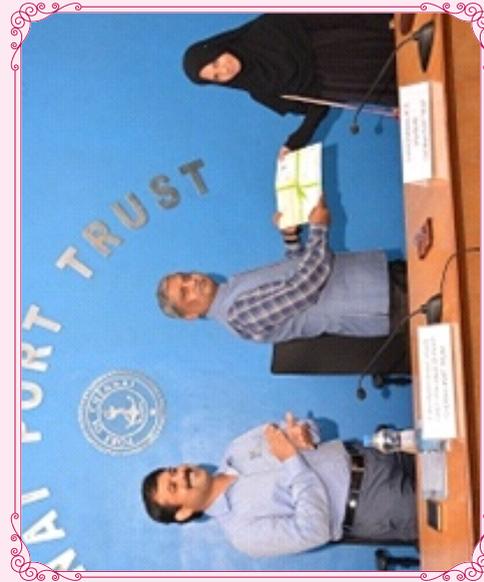
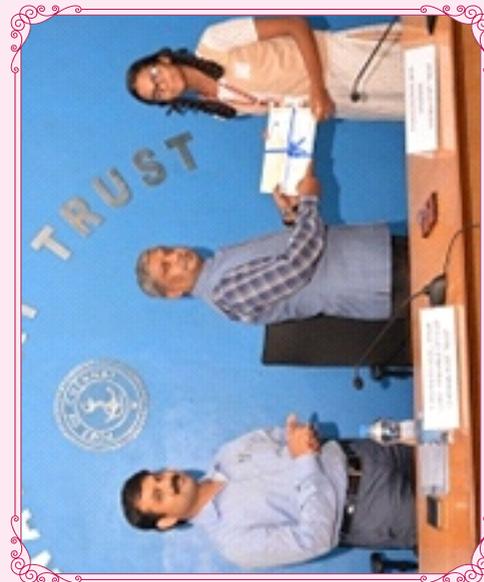
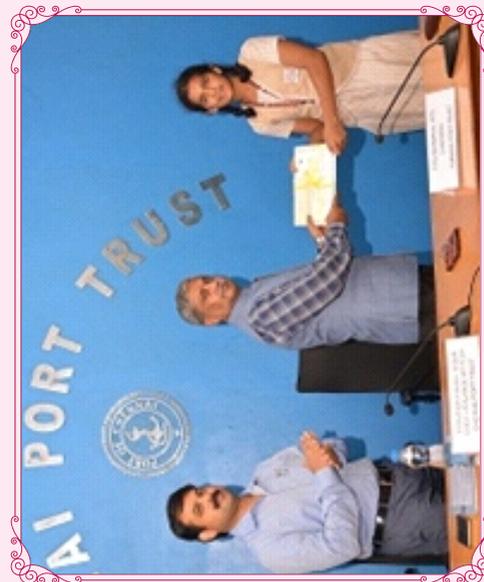
VALEDICTORY FUNCTION & DISTRIBUTION OF PRIZES ON 03.11.2018



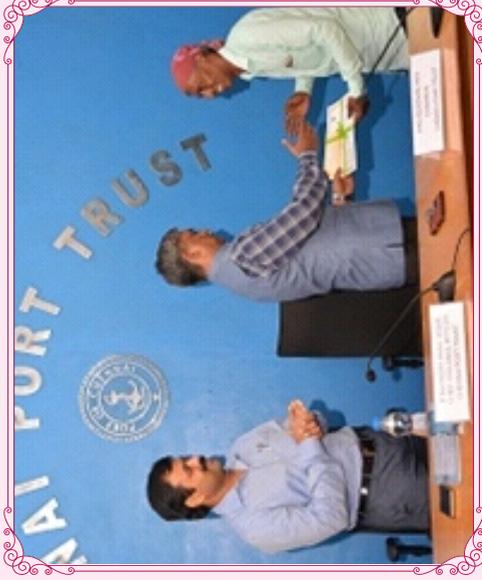
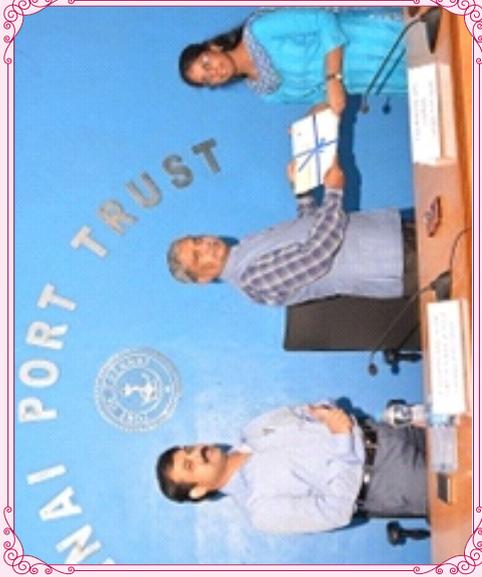
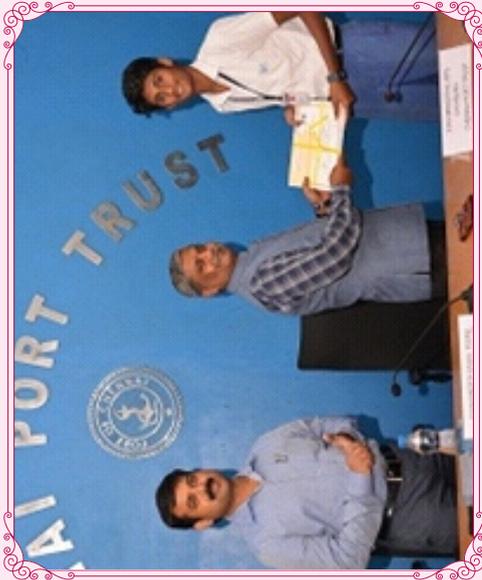
**SCHOOL PRIZE(NORTH ZONE)
ESSAY WRITING – TAMIL**



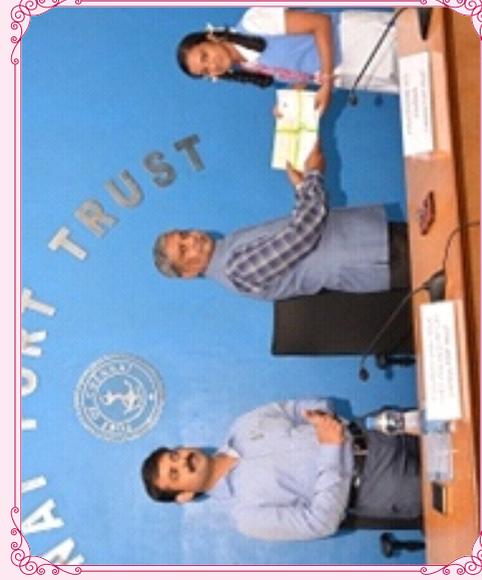
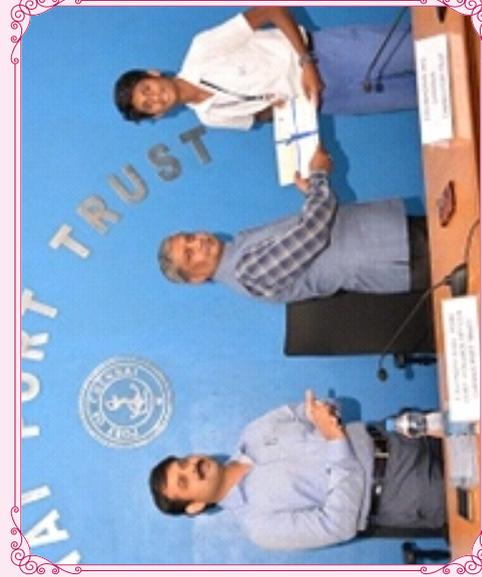
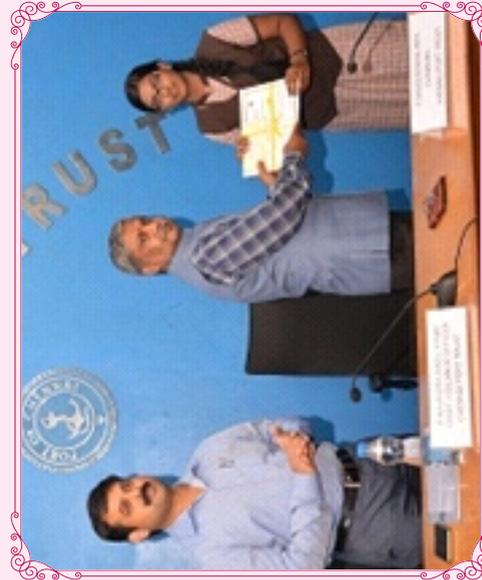
**SCHOOL PRIZE(NORTH ZONE)
ESSAY WRITING – ENGLISH**



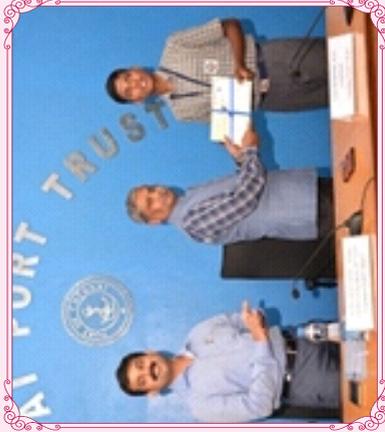
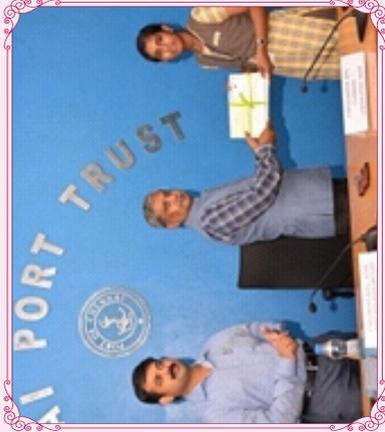
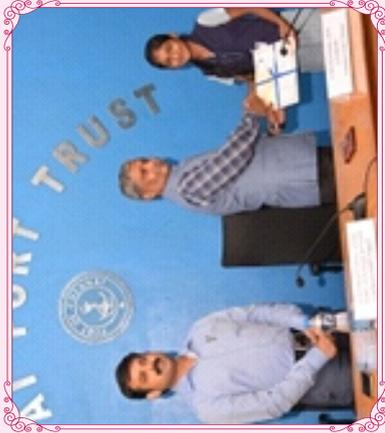
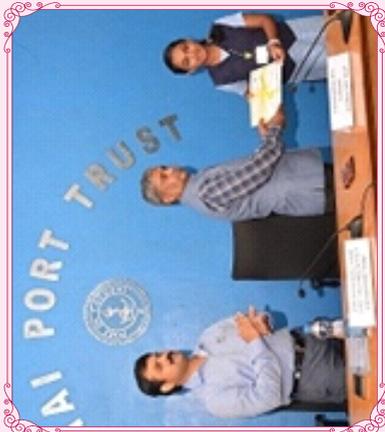
**SCHOOL PRIZE(SOUTH ZONE)
ESSAY WRITING – TAMIL**



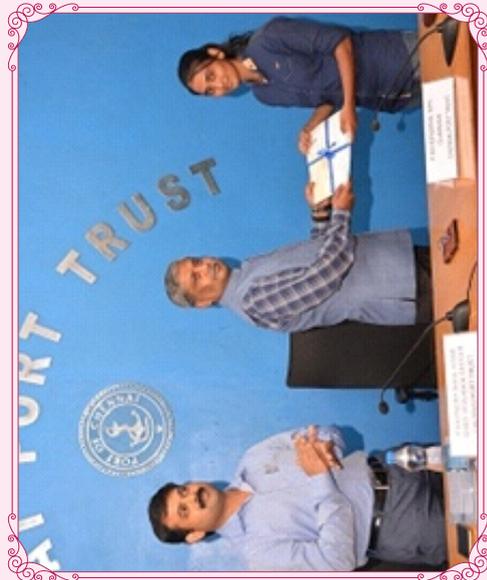
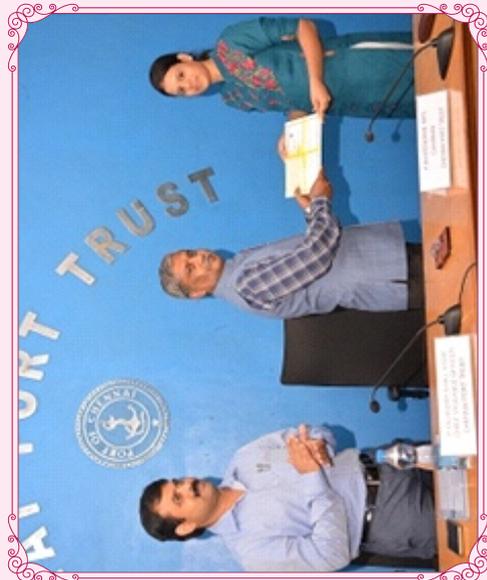
**SCHOOL PRIZE(SOUTH ZONE)
ESSAY WRITING – ENGLISH**



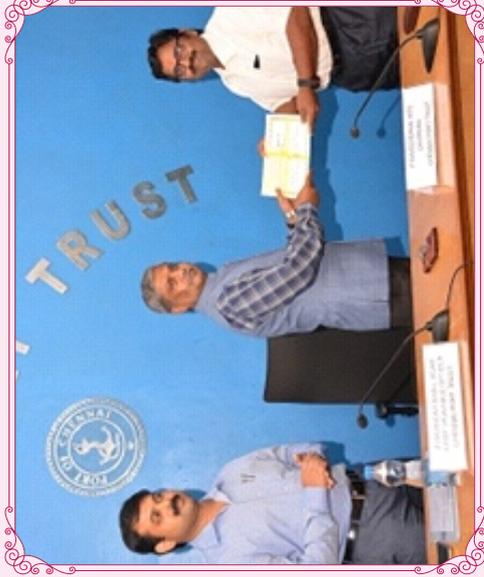
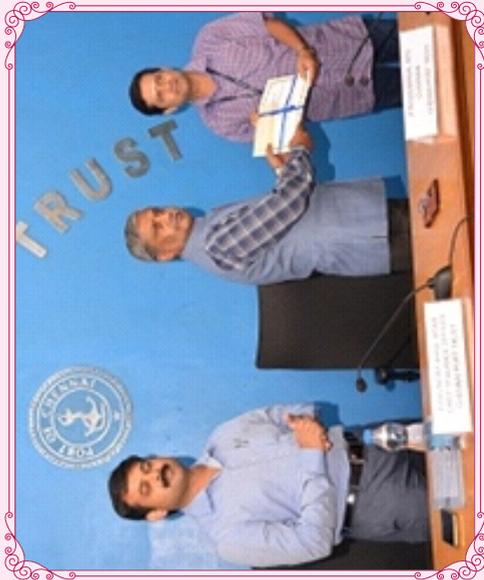
POSTER MAKING (SOUTH & NORTH)



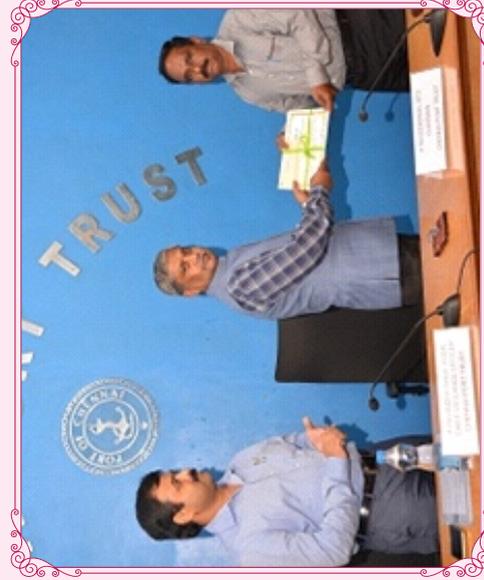
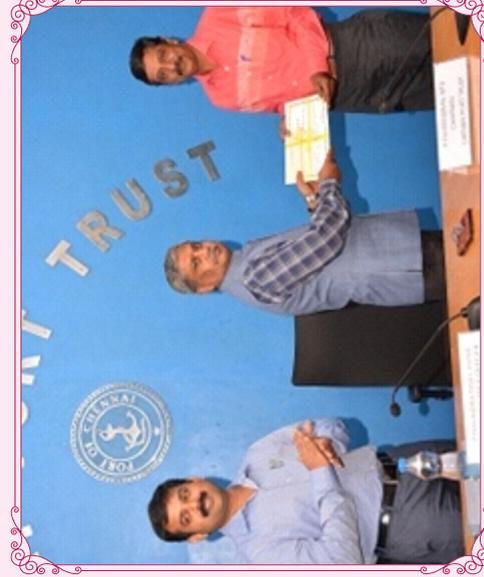
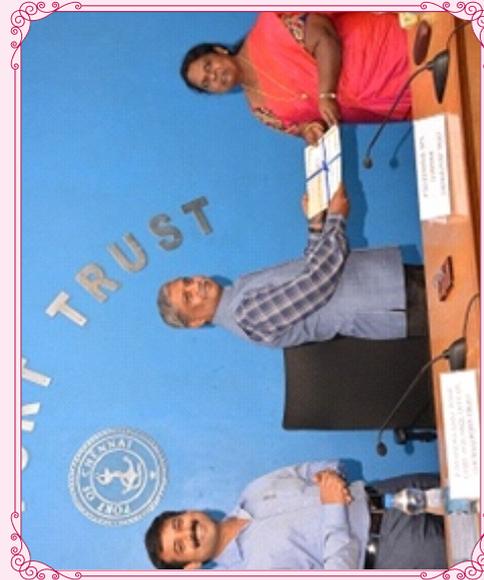
COLLEGE PRIZE DISTRIBUTION



EMPLOYEES ESSAY WRITING (ENGLISH)



EMPLOYEES ESSAY WRITING (TAMIL)





Designed & Compiled by

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S. Anand, Asst. Supdt.,

M. Naznee Hasina, Asst.Supdt.,

K. Seran Senguttuvan, Jr.AO.,

Under the Guidance of

Shri. P. Ravindra Babu, IRSME, Chief Vigilance Officer

&

Shri. G. Balagangatharan, BE, M.Tech

Dy.Chief Vigilance Officer



**CHENNAI PORT TRUST
VIGILANCE AWARENESS WEEK 2019
28.10.2019 to 02.11.2019**

S. No	DAY & DATE	TIME	VENUE	PROGRAMME
INDOOR ACTIVITIES				
1	Monday 28.10.2019	11.00 AM	Conference Hall 4 th Floor Old Administrative Building	Integrity Pledge
				Release Of "Voice Of Vigilance - 2019" & Spl address By Shri. S.Ramakrishnan, Addl. Director General(Trg) Income Tax Dept.
2	Tuesday 29.10.2019	11.30 AM - 01.00 PM	New Conference Hall	Spl address by Shri.C.Sylendra Babu, IPS., DGP (Railway)
		Registration from 02.30 PM-03.00 PM Essay writing from 3.00 PM-04.00 P.M.	New Conference Hall	ESSAY COMPETITION FOR EMPLOYEES (I)TAMIL & (II) ENGLISH (I) தலைப்பு : நேர்மையே வாழ்வியல் முறை (II) TOPIC: INTEGRITY – A WAY OF LIFE
3	Wednesday 30.10.2019	Registration from 10.30 AM –11.00 AM Essay writing from 11.00 AM-12.00 Noon	New Conference Hall	ESSAY WRITING FOR COLLEGE STUDENTS IN ENGLISH TOPIC: Integrity – A way of Life
		02.30 PM-05.00 PM	New Conference Hall	Spl address By Ms.Bhooma, Sr.DGM / CVO, Southern Railway
4	Saturday 02.11.2019	02.30 PM	New Conference Hall	VALEDICTORY FUNCTION & DISTRIBUTION OF PRIZES
5	28.10.19 to 02.11.19	10.30 AM to 04.30 PM	Hall Adjacent to New Conference Hall	TAKING E-PLEDGE
OTHER ACTIVITIES				
6	Friday 18.10.2019	Registration from 10.30 AM –11.00 AM Essay writing from 11.00 AM-12.00 Noon	North Zone The Chennai Port & Dock Educational Trust Hr.Sec. School, Chennai-600 081	ESSAY WRITING FOR SCHOOL STUDENTS (from Std 9th to 12th) (I)TAMIL (II) ENGLISH (I) தலைப்பு : நேர்மையே வாழ்வியல் முறை (II) TOPIC: Integrity – A way of Life
7	Tuesday 22.10.2019	Poster Making from 11.00 AM-12.30 PM	South Zone Govt. Model Hr.Sec.School, Chennai-600 005	POSTER MAKING FOR SCHOOL STUDENTS (from Std 9th to 12th) TOPIC: Integrity – A way of Life INTEGRITY E-PLEDGE
8	Thursday 24.10.2019	2.30 PM to 4.00 PM	Chennai Fishing Harbour Kasimedu, Chennai	GRAMA SABHA
9	Friday 25.10.2019	2.30 PM -4.30 PM	New Conference Hall	Vendor / Port Users Awareness Programme by DR.S.N.VENKATESAN, MANAGEMENT & LEGAL CONSULTANT