



75
Azadi Ka
Amrit Mahotsav

सचेतन SACHETAN

भ्रष्टाचार मुक्त भारत-विकसित भारत

Corruption free India for a developed Nation

National Highways Authority of India

VIGILANCE BULLETIN
ISSUE OCTOBER 2022



October 31, 1875 - December 15, 1950

Sardar Vallabhbhai Patel

सत्यनिष्ठा 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 सत्यनिष्ठा के उच्चतम मानकों के प्रतिवचनबद्ध होना चाहिए तथा भ्रष्टाचार के विरुद्ध संघर्ष में साथ देना चाहिए।

अतः मैं प्रतिज्ञा करता हूँ कि :—

जीवन के सभी क्षेत्रों में ईमानदारी तथा कानून के नियमों का पालन करूँगा;

ना तो रिश्वत लूँगा और ना ही रिश्वत दूँगा;

सभी कार्य ईमानदारी तथा पारदर्शी 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

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

I, therefore, pledge:

To follow probity and rule of law in all walks of life.

To neither take nor offer bribe.

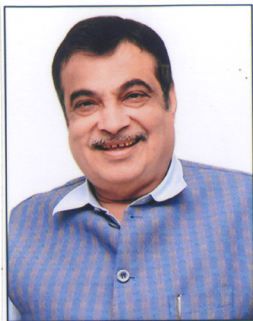
To perform all tasks in an honest and transparent manner.

To act in public interest.

To lead by example exhibiting integrity in personal behavior.

To report any incident of corruption to the appropriate agency.

नितिन गडकरी
NITIN GADKARI



मंत्री
सड़क परिवहन एवं राजमार्ग
भारत सरकार
Minister
Road Transport and Highways
Government of India

19th October, 2022

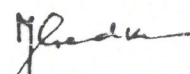
MESSAGE

I am glad to know that this year the Central Vigilance Commission is observing Vigilance Awareness Week from 31st October to 6th November, 2022 on the theme of “**भ्रष्टाचार मुक्त भारत - विकसित भारत ; Corruption free India for a developed Nation**”.

Corruption has a negative impact on the economic growth and development of any country. It adversely impacts country's performance by affecting many factors fueling economic growth such as investment, taxation, and effectiveness of public expenditure. It also distorts incentives and market forces, leading to the misallocation of resources and rise in production costs with reduced profitability on investments.

Preventing corruption unlocks progress towards the Sustainable Development Goals, helps protect our planet, creates jobs, achieves gender equality, and secures wider access to essential services. The Government is making many efforts to free our country from the menace of corruption. Eliminating corruption is the duty of every individual of the nation by keeping himself/herself to be more vigilant to take our nation forwards and achieve the status of developed nation during the 'Amrit Kaal'.

I wish the "Vigilance Awareness Week - 2022" all the success and wish that team NHAI will work with integrity in a Mission mode to help the Authority and the Country in eliminating corruption and to become a developed Nation.


(Nitin Gadkari)

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जनरल (डा.) विजय कुमार सिंह
पीवीएसएम, एवीएसएम, वाईएसएम (से.नि.)
GEN. (DR) VIJAY KUMAR SINGH
PVSM, AVSM, YSM (Retd)



राज्य मंत्री
सड़क परिवहन, राजमार्ग;
एवं नागर विमानन मंत्रालय
भारत सरकार
Minister of State for
Road Transport, Highways;
and Civil Aviation
Government of India

13th October, 2022

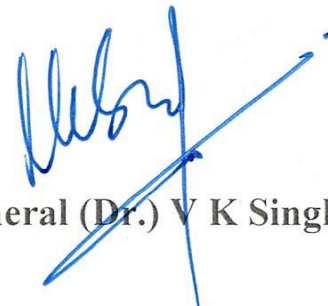
MESSAGE

I am pleased to note that, "Vigilance Awareness Week - 2022" is being observed in NHAI from 31st October to 6th November, 2022 with the theme “भ्रष्टाचार मुक्त भारत - विकसित भारत ; Corruption free India for a developed Nation ”.

2. Corruption is a big threat to development, democracy and stability of a country. It distorts markets, curbs economic growth and discourages foreign investment. It erodes people's trust in officials dealing with public services. Countries that have a high level of corruption are unable to function efficiently or prosper, causing suffering for the entire society. It leads to distorted allocation of resources leading to inefficient utilization of resources. The entire society is affected as a result of the inefficient allocation of resources, the presence of a shadow economy, and low-quality of products and services. Corruption, thus, makes societies worse off and lowers the living standards of most of their population.

3. Preventing corruption makes good business sense and is a sine-qua-non for a country to develop. Increasingly, investors are factoring not only environmental, social and governance considerations into their decision-making, but sound ethical performance as well. To combat with the severe effects of corruption everyone must work with ethics, integrity and honesty, transparency and accountability and help our Nation to develop further.

4. I extend my greeting to Team NHAI and wish a very successful Vigilance Awareness Week, 2022.


[General (Dr.) V K Singh]

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अल्का उपाध्याय, आईएएस
अध्यक्ष
ALKA UPADHYAYA, IAS
CHAIRPERSON



सत्यमेव जयते



भारतीय राष्ट्रीय राजमार्ग प्राधिकरण
सड़क परिवहन और राजमार्ग मंत्रालय
National Highways Authority of India
MINISTRY OF ROAD TRANSPORT & HIGHWAYS

MESSAGE

The Central Vigilance Commission is celebrating 'Vigilance Awareness Week-2022' from 31st October to 6th November, 2022 and has chosen the theme of - “भ्रष्टाचार मुक्त भारत - विकसित भारत ; Corruption free India for a developed Nation ”.

The negative impact of corruption on economic growth is known to all of us. It not only impacts the efficiency of expenditure but also dents image of the organization and the Country as a whole. Corruption undermines the regulatory environment and the efficiency of state institutions in decision making processes. Therefore, all efforts towards eradication of corruption from the country is necessary for achieving desired economic growth, equity, equality and earning back the public trust in the organizations and institutions in the country. This, in turn, help in promoting long-term sustainable development, economic growth and equality.

Being given the task of Nation Building by constructing super-Highways, NHAI have embarked on a transformative paths by embracing several IT initiation like- NHAI Data Lake, E-Disha, E-Bid, Toll Plaza Live, Complaint portal and many other measures to eliminate the potential points of corruption in the process flow and bring efficiency in the outputs.

It is heartening to note that the sincere efforts towards spreading awareness with aim to inculcate the habit of observing integrity are being made during this period. The Vigilance e-bulletin “Sachetan” contains useful information and will help educate officers about various aspects of vigilance administration.


(Alka Upadhyaya)

PREFACE

NHAI has been celebrating the Vigilance Awareness Week every year in its endeavour to evolve best practices in the area of vigilance administration. Purpose of this week is to bring about awareness among the people in the organization. Vigilance Awareness Week reaffirms our faith and commitment to the organizational goals of higher transparency and better governance.

As you aware, the theme chosen for the Vigilance Awareness Week by the Central Vigilance Commission (CVC) for the year 2022 is “अष्टाचार मुक्त भारत – विकसित भारत; Corruption free India for a developed Nation”. Under the guidance of CVC, the Vigilance Division of NHAI has progressively adopted several practices for better vigilance administration and governance in our activities. These initiatives have helped in improvised processes, adoption of best-practices and higher responsiveness towards meeting demands of the organization. The focus of Vigilance Division is on effective implementations and monitoring of various preventive vigilance measures. Besides other activities, this office has been publishing a booklet named ‘Sachetan’ in order to create awareness among the NHAI employees and officials regarding finer nuances of the relevant rules and regulation and the possible outcome in the event of their violation.

On this occasion of Vigilance Awareness Week 2022 let us resolve to adopt high standards of integrity, transparency, honesty that will go a long way in enabling us to handle situations with fairness and transparency to enhance the reputation of our organization.

To increase awareness amongst all employees, NHAI, is organizing a lot of events during this Vigilance Awareness Week. I urge you all to enthusiastically participate in these activities and make it a grand success.



(Niraj Kumar)
Chief Vigilance Officer



सत्यमेव जयते



केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION

सतर्कता भवन, जी.पी.ओ. कॉम्प्लेक्स,
ब्लॉक-ए, आई.एन.ए., नई दिल्ली-110023
Satsarkta Bhawan, G.P.O. Complex,
Block A, INA, New Delhi-110023

सं./No. 022/VGL/029

दिनांक / Dated 08.09.22

Circular No. 20/09/22

Sub: Observance of Vigilance Awareness week 2022.

Theme: "भ्रष्टाचार मुक्त भारत - विकसित भारत"
"Corruption free India for a developed Nation"

1. The Central Vigilance Commission is the apex integrity institution with the mandate to fight corruption and to exercise general superintendence over vigilance administration. The Commission employs a multi-pronged approach to combating corruption which incorporates preventive, punitive and participative vigilance measures. An efficient and forward-looking vigilance administration fosters robust systems of governance that proactively proposes structural remedies that minimizes the possibility of corrupt practices. As an endeavor to foster an environment that instills a sense of integrity amongst the citizens of the country, the Commission encourages different stakeholders to collectively participate in different anti-corruption measures through different awareness programs.

2. Vigilance Awareness Week is one of the tools of the Commission in increasing public awareness about the perils of corruption. Vigilance Awareness Week is observed every year during the week in which the birthday of Sardar Vallabhbhai Patel (31st October) falls in. The Commission has decided that this year Vigilance Awareness Week would be observed from 31st October to 6th November, 2022 with the following theme:

" भ्रष्टाचार मुक्त भारत - विकसित भारत"
"Corruption free India for a developed Nation"

3. The observance of Vigilance Awareness Week, 2022 would commence with the taking of the integrity pledge (copy enclosed at the Annexure A) by public servants in the Ministries / Departments / Central Public Sector Enterprises (CPSEs) / Public Sector Banks (PSBs) and all other organizations on 31st October, 2022 at 1100 hrs.

4. In a move towards inculcating the true spirit of participative vigilance, the Commission had earlier issued instructions detailing a **three-month campaign period (16th August, 2022 till 15th November, 2022)** in which six different preventive vigilance measures were to be taken up as focus areas by all the Ministries / Departments and Organizations. The different Preventive Vigilance cum internal housekeeping activities to be taken up as focal areas by all the Ministries / Departments / Organizations include the following:

- a) Property Management;
- b) Management of Assets;
- c) Record Management;
- d) Technological Initiatives comprising two parameters;
 - Website Maintenance & updation;
 - Identification of new areas for service delivery for customers / staff to be brought on online portal and initiation of steps for creating online platform;
- e) Updation of guidelines / circulars / manuals wherever found necessary, and
- f) Disposal of complaints outstanding as of 15/08/2022.

5. It is being seen that different organizations are carrying out various activities in the focus areas enumerated above and it is desired that the same continues till the end of the campaign period. The works undertaken on each of these parameters should be submitted as per format by 9th December 2022. The format is reproduced as **Format 1 (A – F)** for the easy perusal of all.

6. All organizations are advised to conduct activities relevant to the theme that strives to bring about maximum public participation. It is imperative that all organizations should conduct different outreach programs that aim to sensitize the public about the need for transparency and integrity in public governance.

7. Activities to be conducted within the organizations may include the following:
a. Employees may be encouraged to take e-pledge by visiting the website. Online “Integrity Pledge” is available at CVC’s website (<https://www.cvc.gov.in>) and can be accessed by all.

b. Conduct workshops/sensitization programs for employees and other stake holders on policies/procedures of the organization and on Preventive Vigilance measures.

c. Vigilance Study Circles may conduct different outreach and awareness programs.

d. Conduct various competitions such as debates, quiz etc. for the employees and their families on issues relating to anti-corruption.

e. Promote the concept of e-Integrity Pledge by persons with whom the organization deals with.

8. Outreach activities for public / citizens may include the following:

a. All Ministries / Departments / Organizations shall publicize Integrity Pledge amongst all employees, their families, vendors / suppliers / contractors / stake holders, students etc. to elicit wider participation. Integrity pledge for citizens and organizations enclosed at **Annexure A and B**.

b. Organizations may undertake activities such as walkathons, marathons, street plays etc. which have visibility and mass appeal across all strata of society.

c. Extensive use of social media platforms, bulk SMS / e-mails, WhatsApp etc. for spreading awareness. For different social media related initiatives, the social media handles of the Central Vigilance Commission may be tagged. (Twitter: @CVCIndia; Facebook: CVCofIndia)

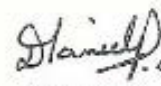
d. Organize grievance redressal camps for citizens / customers by organizations having customer-oriented activities. Similarly, vendor meets may be organized wherever necessary, through online mode or otherwise, whichever is more feasible.

e. Organize "Awareness Gram Sabhas" for dissemination of information regarding the menace of corruption and the different measures that the public can undertake to redress it, such as complaint portals, etc. As per past practice, Public Sector Banks need to conduct "Awareness Gram Sabhas" at the Branch level in at least two Gram Panchayats. Other organizations may also organize wherever possible. Indicative list of activities which can be conducted as part of "Awareness Gram Sabhas" is at **Annexure C**.

9. Selected Photographs / Media clips may be sent to the Commission by email at the address coordl-cvc@nic.in. Photographs and Media clips may be uploaded on departmental / organizational websites.

10. A report on the observance of Vigilance Awareness Week may be sent by all Ministries / Departments / Organizations to Central Vigilance Commission as per Format 2 by 9th December, 2022.

11. This notification is also available on the Commission's website at <https://www.cvc.gov.in>.


(P. Daniel)
Secretary

Encl: As stated.

To

- i) The Cabinet Secretary of India
- ii) The Secretaries of all Ministries / Departments of Government of India
- iii) The Chief Secretaries of all Union Territories
- iv) Director, CBI.
- v) Director of Enforcement
- vi) Chief Executives of all CPSEs / Public Sector Banks / Public Sector Insurance Companies / Financial Institutions / Autonomous Organizations / Societies.
- vii) All Chief Vigilance officers in Ministries / Departments / CPSEs / Public Sector Banks / Public Sector Insurance Companies / Financial Institutions / Autonomous Organizations / Societies.

CASE STUDY

Failure to perform duty

Tenders were invited for dismantling/removing overhead signboard from gantries installed at various milestones under the jurisdiction of one PIU. 'X', a Manager (F), was also member of the committee as a representative of finance wing. Soon after opening of the financial bids, he received a telephone call informing that the work, for which bids were being opened, has already been executed through a petty contractor for Rs. 50,000 and now work would be awarded to another contractor for Rs. 4 Lakh. It was settled that excess amount would be shared suitably by other officers. 'X' refused to be a part of the process and insisted that evaluation process be terminated. However, he did not inform the HQ, as soon as, he claimed to have found the information correct.

When HQ came to know about the said complaint, the matter was investigated and his complaint was found correct. However, it was held that if 'X' had verified the information he received about the work being executed before inviting the bids and found the information to be correct, it was his foremost duty to inform the HQ about malafide intention of other officers. By not reporting the matter to the HQ as soon as he claim to found the information correct, he failed in his duties.

Minor penalty proceedings was recommended against Mr. 'X' and Major penalty proceedings was recommended against other officers who were involved in the said case.

Excess Claim of HRA

Mr. X, who earlier worked in a State Govt., was recruited in NHAI, initially on deputation and later on permanently absorbed in NHAI. After absorption the officer also got promotions in NHAI to next higher posts. A complaint received in Vigilance Division against the officer that the officer while serving in NHAI was getting HRA and also holding a Govt. accommodation provided by State Govt. i.e. previous employer. After examination, the above allegation was found correct. However, it was also noted that the officer himself remitted back the excess amount of HRA received by him after a gap of after two years. Accordingly, Disciplinary Authority after considering the facts of the case issued warning to the officer.

INFLATED CLAIM OF MEDICAL BILLS

Mr. Y, an officer posted at a PIU of NHAI claimed medical bills for therapy and other treatments of his ailing daughter. Administration of NHAI referred the matter after receiving the complaint regarding medical bills of Mr. Y for investigation. After investigation, it was established that the officer never visited the therapy center and the center was non-existent. A private therapist was visiting for treatment of his daughter at home. Accordingly, disciplinary authority after considering the facts of the case awarded a minor penalty to the officer.

RESULT OF USING FORGED DOCUMENTS IN BIDDING PROCESS

An agency Z was awarded a toll plaza for collection of user fee after competitive bidding process. A complaint was received that the agency has submitted forged documents towards meeting financial capacity. After investigation by Vigilance Division, the allegations were found correct. Accordingly, the contract with the agency was terminated, BG of the agency was forfeited and the agency was debarred from NHAI for five years.

VIOLATION OF NHAI WORK MANUAL

A complaint was received in Vigilance Division, NHAI wherein it was alleged that officers Mr. X and Mr. Y of NHAI worked in contravention of clause 4.24.2 of NHAI Work Manual, while awarding tenders of toll plazas.

During investigation, it was observed that while awarding the tenders of toll plaza, Officers Mr. X and Mr. Y violated clause 4.24.2 of NHAI Work Manual. As per clause of 4.24.2 of NHAI Work Manual, from the time of bid opening to the time of contract award, no bidder shall contact the employer on any matter related to the bid.

For the ibid lapse, Central Vigilance Commission advised CVO, NHAI to initiate major penalty disciplinary proceedings. Accordingly, the major penalty proceedings initiated against Mr. X and Mr. Y. The disciplinary proceedings against Mr. X is under way. Disciplinary proceedings against Mr. Y has been completed and on completion of the same, Disciplinary Authority has imposed a major penalty of compulsory retirement with immediate effect and also has withheld gratuity amounting to 25% payable to Mr. Y.

MISSING CLAUSE (31.3.1A) FROM THE CONCESSION AGREEMENT

The Commission vide OM dated 23.02.2017 advised to investigate and report whether the said clause i.e. 31.3.1A was deleted or inadvertently omitted from the Concession Agreement at that point of time and to caution officials involved regarding omission/deletion of Clause from the Concession Agreement of NH project.

The issue in question i.e. missing clause 31.3.1A in the Concession Agreement was investigated. Accordingly, investigation report was prepared and the following systemic improvement was incorporated and was also forwarded to the CVC for their necessary advice:-

“A checklist may be prepared mentioning the items to be checked by signing authority and this checklist is to be signed by signing authority along with contract/concession agreement”.

Thereafter, the CVC informed that the Commission is in agreement with the recommendation of CVO, NHAI and decided to allow the matter to rest. Subsequently, the Contract Management Division (CMD) has been requested to implement the above systemic improvement.

Government e-marketplace: A Game Changer

Government e-Marketplace, commonly known as GeM, has changed the entire public procurement system with the help of Technology. It is a national Platform for all types of sellers/Vendors, whether big or small, local or remote, Indian or Foreign, providing to all equal opportunity to participate in Government procurement system.



In order to remove loop holes of corruptions, manipulations, cartelization etc. in the past procurement system, the Government India, launched GeM Portal in August, 2016 as a pilot project. Thereafter, on the success of pilot project, the system of GeM was made universal for all Govt. buyers by establishment of a GeM organization in this regard and also incorporating a new rule into the GFR to facilitate and ensure all public procurements through GeM only.

GeM is beneficial in many ways for buyers as well as for the vendors. Hence, it is grooming and proving to be a Game Changer in public procurement. The GeM system is paperless, cashless & contactless. It ensures transparent, seamless, easy, open, inclusive & faster procurement leading to huge savings to the Government. It provides equal, fair & uniform opportunity to all vendors. By registry at GeM, vendors can easily reach the Government buyers, whether they are small or big. Vendors are assessed and ratings are given to improve the quality of the products and services and to enhance credibility of the vendors.

GeM is now an effective tool for direct procurement, e-bidding and reverse auction to facilitate the buyers to achieve the best value for money. The impetus of 'Make in India' as a part of the mission "Aatmnirbhar Bharat" has been getting promoted through GeM system. Local products' vendors are increasing day by day in the system. This is promoting the vision of "Vocal for Local" because it is mandatory for all sellers in order to register their products for Govt. buyers.

With changing technology and new initiatives the GeM portal has also been upgraded. Currently GeM 4.0 version is rolling which is much smarter, much more powerful and rich in features. Hence, GeM is undoubtedly a Game Changer in Public Procurements.

-----***----- - A.K. Gupta, Dy Mgr(Vig)

*“Live so that when your children think of fairness,
caring and integrity, they think of you.”*
– H. Jackson Brown, Jr.

WHAT IS 'MISCONDUCT'

Efficiency cannot be achieved without a disciplined conduct and appropriate behaviour of the public servants. In order to safeguard the interest of the public, the government has framed rules and the Govt. servants are expected not only to follow those rules but to observe certain standard of discipline, decorum and dignity while attending their official duty and also in their private life.

The word 'misconduct' is nowhere defined and is not capable of a precise definition. Hon'ble Courts of the country, from time to time, have explained the term in their judgments. Ordinarily, the expression 'misconduct' means disobedience, in subordination, wilful dereliction of duty, dishonesty, submission of wrong information or violation of rules or guidelines etc. Misconduct does not include error of judgment, carelessness or negligence in performance of the duty.

As per provisions made in the CCS (Conduct) Rules 1964, every Government servant commits misconduct, if he fails to -

- (i) Maintain absolute integrity,
- (ii) Maintain devotion to duty; and
- (iii) Do anything, which is unbecoming of a Government servant.

The word integrity is used in Rule 3(i) of CCS (Conduct) Rule in a wider sense, which implies acceptance of full responsibility of the job assigned to a public servant. Integrity is uprightness, honesty or purity. Hon'ble Apex Court, in number of cases has held that cases of corruption, lack of integrity and misappropriation-dismissal or removal is the appropriate penalty to be imposed irrespective of amount involved. The Hon'ble Supreme Court felt that loss of confidence of the employer in employee was primary factor and not the amount of money misappropriated.

Devotion to duty is faithful service. The term 'Devotion to duty' appears to have been used as something opposed to indifference to duty or easy going or casual approach to duty. Every Govt. servant is required to act in his best judgement in the performance of his official duties or in exercise of powers conferred on him.

Unbecoming of Government servant is also not defined anywhere. Generally, it means a conduct which is not appropriate to the position of the Govt. servant and brings discredit to his service by his misdemeanours. Even neglect of family members is an act of unbecoming of a public servant as the Govt. servant is also answerable to Govt. for the misconduct committed in his private life.

Types of misconduct are specified in the conduct rules applicable to Govt. servant has their own conduct rules for their employees. Some of the misconducts which are only illustrative and not exhaustive are listed below :

- (i) Theft, fraud or dishonesty in connection with the business or property of the Govt. etc. or of property of another person within the premises of the Govt. etc.
- (ii) Taking or giving bribes or any illegal gratification, or demanding or offering bribes or any illegal gratification.
- (iii) Possession of property disproportionate to the known sources of income by the employee for which he has no satisfactory explanation.

- (iv) Furnishing false information regarding name, age, father's name, qualification, ability or previous service or any other matter relating to the employment, at the time of or during the course of employment.
- (v) Acting in a manner prejudicial to the interest of the Govt.
- (vi) Wilful insubordination or disobedience, whether singly or in group, of any lawful order of his superior authority.
- (vii) Absence without leave or over staying the sanctioned leave.
- (viii) Habitual late coming to the office or having irregular attendance.
- (ix) Neglect of work or negligence in the performance of duty including malingering or slowing down of work.
- (x) Causing damage to work in progress or to any property of the Govt. etc. either or negligently.
- (xi) Drunkenness or riotous or disorderly or indecent behaviour at the work place or outside such premises where such behaviour is related to or connected with the employment.
- (xii) Engaging directly or indirectly in any trade or business.
- (xiii) Smoking at a public place or at a place where it is prohibited.
- (xiv) Collection of money within the office premises without the permission of the competent authority or against any law or rule.
- (xv) Sleeping on duty.
- (xvi) Commission of any act which amounts to a criminal offence involving moral turpitude.
- (xvii) Absence from place of work without permission of competent authority or reasonable justification.
- (xviii) Purchasing properties, machinery, stores, etc. or selling properties, machinery stores, etc., without express permission in writing from the competent authority.
- (xix) Canvassing in support of the business of any pvt. Agency etc. owned or managed by the spouse/member of the family/relative/friend.
- (xx) Publication of any article, journal, paper or book on any subject prejudicial to the Govt. or connected with any work of the Govt. without the prior permission of the competent authority.
- (xxi) Disclosing to any unauthorized person any information in regard to the working or process of the Govt. which comes into the possession of the employee during the course of his work.
- (xxii) Spreading false rumours or giving false information or to bring into disrepute the employer or its employees or spreading panic among them.
- (xxiii) Occupying or taking possession in an unauthorized manner or refusal to vacate or deliver possession of Govt. quarters or any of its premises, owned or hired, when required to do so.

- (xxiv) Refusal to accept a charge sheet or order or any other communication from the superior authority.
- (xxv) Participation in strike of work or inciting fellow workmen to strike.
- (xxvi) Abetment of or attempt to abet any act which amounts to misconduct.

Thus the term misconduct may be defined as an act, a public servant does what he is not expected to do or does not do what he is expected to do. This means that misconduct is a conduct which is blame worthy.

-Om Prakash Sharma, Dy Mgr(Vig)

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“Integrity is telling myself the truth. And honesty is telling the truth to other people.” – Spencer Johnson.



Conscience, the Defence Against Corruption - Dr. A.P.J. Abdul Kalam

Conscience is the light of the Soul that burns within the chambers of our psychological heart. It is as real as life is. It raises the voice in protest wherever anything is thought of or done contrary to the righteousness.

Conscience is a form of truth that has been transferred through our genetic stock in the form of the knowledge of our own acts and feelings as right or wrong.

Conscience is also a great ledger where our offences are booked and registered. It is a terrible witness. It threatens, promises, rewards, and punishes, keeping all under its control. If conscience stings once, it is an admonition, if twice, it is a condemnation. Cowardice 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 have we become deaf to its voice? Insensitive to its pricks? Callous to its criticism? The answer is corruption.

Corruption is an assault on consciousness. The habit of taking bribes and seeking favours has become very common. People holding important positions have developed inconsiderateness to their conscience. They pretend everything is all right. Do they not have an idea of the law of action and reaction? Have they forgotten how impressions of the subconscious mind and their force work? If you take bribes, your thoughts and actions are registered in the subconscious mind. Will you not be carrying forward your dishonesty to your next generations causing them great suffering? It is a painful reality that corruption has become a way of life affecting all aspects of living, personal as well as social. It is not merely the pecuniary corruption but other forms as well. Immoral ways of people holding high positions and handling power have taken away guilt from the minds of lesser mortals. What a dangerous situation? A great civilization is endangered.

A virtuous man alone can use the instrument of conscience. He alone can hear the inner voice of the soul clearly. In a wicked man this faculty is dead. The sensitive nature of his conscience has been destroyed by sin or corruption. Hence he is unable to discriminate right from wrong. Those who are leading organizations, business enterprises, institutions and governments, how can they be corrupt? Is it not wise to have a clean conscience and enjoy freedom from anxiety and all kinds of worries? If you do wrong actions and sinful deeds and treat them lightly today, you will not hesitate to perform serious crimes tomorrow.

If you allow one sin to enter and dwell in your conscience, you pave the way or the entry of thousand sins. Your conscience will become blunt and lose its sensitivity. The habit of doing evil deeds will pervade the whole body like the poison of a scorpion.

Do you know when you are corrupt, your children who are indeed enjoying the fruits 'of your corruption are mocking at you? After all they are well informed and knowledgeable. Your parental mask is too thin to hide the contempt of your children. You are no more the role model of your own children. Is this disgrace not enough? Our society is fast reaching a stage where the immunity of conscience of people holding positions of consequence is challenged by the corruption, as HIV would do to the body of an AIDS patient. The corruption has seeped into every stream of our life-blood. Can we save ourselves as a civilization?

Spiritual leaders have evolved morals, codes, and teachings of righteousness. Beautiful hymns, songs and prayers have been written and composed. But the annihilation of conscience by corruption appears frightening. Religion has not been effective in evoking conscience. Who then will? Can our conscience be redeemed?

A movement through the Foundation for Unity of Religions and Enlightenment of Citizenship (FUREC) against corruption has to be made as a new feature.

(Source: TheHindu)

Presentation : Omprakash, Dy Mgr(Vig)

“If a country is to be corruption free and become a nation of beautiful minds, I strongly believe that there are three key members who can make a difference, they are the Father, the Mother and the Teacher.” – APJ Abdul Kalam

कीचड़ से सफाई नहीं हो सकती

किसी महात्मा का एक धनवान शिष्य था। महात्मा स्वयं टोपी सिला करते और मात्र दो पैसे में उसे बेचकर अपना भरण-पोषण किया करते। वे हमेशा धनार्जन में ईमानदारी बरतने की सीख देते। शिष्य व्यापारी था और कई बार लाभ कमाने के लिए वह अनुचित मार्ग भी अपना लेता और उसे गुरु की यह बात समझ में न आती। एक दिन शिष्य ने कह ही दिया— धन का कोई गुण नहीं होता वह तो व्यक्ति के उपयोग पर निर्भर होता है।

एक दिन संत उस शिष्य के पास बैठे हुए थे तभी एक भिखारी वहाँ आया। शिष्य ने एक मोहर निकालकर उसे दे दी। जब वह गया, तो संत ने शिष्य से कहा जाओ और पता करो वह पैसा कहाँ खर्च करता है? दूसरे दिन शिष्य ने उसे दूसरे भिखारी को बताते सुना—गई रात एक आदमी ने मुझे मोहर दी। मैंने भी—भरकर शराब पी और मौज—मस्ती की। शिष्य ने यह बात महात्मा को बताई। उन्होंने उसे अपने पास से टोपी बनाकर कमाए धन में से दो पैसे निकालकर किसी अपात्र व्यक्ति को दान देने को कहा। शिष्य ने, एक बदमाश व्यक्ति को जो शराबखाने की ओर जा रहा था, को वह पैसे दे दिए। शिष्य उसके उपयोग को जानने के लिए उस रात उसके घर पहुँचा। वहाँ रोते हुए बदमाश अपनी पत्नी से कह रहा था— आज कोई कमाई नहीं हुई। निराश होकर मैं थैले में सड़क पर पड़ा एक मरा पक्षी उठाकर ला रहा था, तभी एक रईस ने मुझे दो पैसे दिए। मैं उसे देवदूत के दिए धन से यह भोजन लेकर लाया हूँ। आज से मैं भी मेहनत कर दूसरों की मदद करने का प्रयास करूँगा। उस बदमाश की बात सुनकर शिष्य की आँखें खुल गई और उसने ईमानदारी से धनार्जन करने का संकल्प लिया।

जैसे कीचड़ से सफाई नहीं की जा सकती,
वैसे ही अधर्म द्वारा अर्जित धन से धर्म
का कार्य नहीं किया जा सकता।

अच्छे कर्म का प्रतिफल

अमेरिका में घटी यह एक सच्ची घटना है। बोस्टन में एक गरीब लड़का घर-घर जाकर सामान बेचता था, ताकि वह अपनी पढ़ाई के लिए फीस जुटा सके। एक दिन वह इसी तरह काम पर निकला था कि उसे बहुत जोर से भूख लगी। उसने अपनी जेब को टटोला तो पाया कि उसके पास थोड़े से ही पैसे हैं। उसने मन में निश्चय किया कि अगले घर के दरवाजे से वह अपने लिए भोजन मांगेगा, लेकिन जब वह अगले दरवाजे पर पहुँचा तो उसने हड़बड़ी में खाने के बजाए पानी मँगा। युवती ने उसके सुर्ख चेहरे के हाव-भाव देखकर सोचा कि लड़के को भूख लगी है और वह पानी के बजाय दूध से भरा एक बड़ा ग्लास ले आई। लड़के ने पूरे सुकून के साथ आहिस्ता-आहिस्ता दूध पिया और ग्लास खाली करने के बाद उसने भावपूर्ण नजरों से युवती को निहारा और पूछा, मैं आपका कितने का कर्जदार हुआ? युवती ने इस पर कहा कि मुझ पर आपका कोई कर्ज नहीं है। मेरी माँ ने सिखाया है कि सहृदयता के लिए कोई मोल न लेना। इस पर लड़के ने कहा कि मैं आपका तहे-दिल से शुक्रिया अदा करता हूँ। यह कहते हुए वह लड़का (हॉवर्ड केली), युवती से विदा लेकर चला गया। इस घटना के बाद उसका ईश्वर और मानवता में विश्वास बढ़ गया।

कई साल यूँ ही गुजर गए। एक बार उक्त युवती बुरी तरह बीमार पड़ गई। स्थानीय डाक्टरों को कुछ समझ नहीं आया। उन्होंने उस महिला को शहर के एक बड़े हॉस्पिटल में जाने का सुझाव दिया। यहाँ पर महिला की बीमारी के लिए विशेषज्ञ डाक्टर बुलाए गए। इसके लिए परामर्षदाता के रूप में डॉ. हॉवर्ड केली (वही गरीब लड़का) को बुलाया गया। जब डॉ. केली को बीमार महिला के शहर का नाम पता चला तो उनकी आँखों में अजीब सी चमक आ गई। वे तुरंत उस महिला से मिलने उसके कमरे में पहुँचे और वहाँ उसको तुरंत पहचान लिया। उसके बाद से डॉ. केली ने उस महिला को स्वस्थ करना अपना मकसद बना लिया और पूरा ध्यान उस पर लगा दिया। इस कोषिष में वे सफल भी रहे।

डॉ. केली ने महिला के हॉस्पिटल बिल को अपने पास मंगाया। उसके कॉर्नर में कुछ लिखकर उसे उस महिला के पास वापस भेज दिया गया। महिला बिल देखने की हिम्मत नहीं जुटा पा रही थी। उसे इस बात का डर था कि कहीं यह बिल उसकी जिंदगी भर की कमाई को न निगल जाए। आखिर उसने हिम्मत करके बिल पर नजर दौड़ाई और कॉर्नर में लिखे लफ़्ज पढ़ने शुरू किए। उसमें लिखा था कि एक ग्लास दूध के साथ बिल का पूरा भुगतान हो गया। नीचे था, हस्ताक्षर—डॉ. हॉवर्ड केली। महिला की आँखों से खुशी की अश्रुधारा फूट पड़ी। उसने ईश्वर से प्रार्थना की, हे भगवान ! आपका लाख-लाख शुक्र है। आपका प्रेम मानव हृदय और हाथों से इस तरह प्रवाहित हो रहा है।

अच्छे कर्म जो आप आज करते हैं, उसका प्रतिफल आप पर या आप के किसी प्रियजन पर ऐसे समय प्रकट होता है, जिसकी आप कल्पना तक नहीं करते हैं।



आज हर एक बच्चे को सुभाष होना चाहिये

अंधियारा है बहुत प्रकाश होना चाहिये
इस धरती पे जन्म का सौभाग्य होना चाहिये।
सबके दिल में आजादी का एहसास होना चाहिये
आज हर एक बच्चे को सुभाष होना चाहिये ॥

आजादी जो मिली खून से, ना बर्बाद होनी चाहिये
दिग्गज नेताओं को खुली किताब होना चाहिये।
फिर से इंकलाब की आवाज होनी चाहिये
आज हर एक बच्चे को सुभाष होना चाहिये ॥

बेरोजगारों का स्वदेशी रोजगार होना चाहिये
स्वाभिमान का ऊँचा आकाश होना चाहिये।
खौलते लहू की बरसात होनी चाहिये
आज हर एक बच्चे को सुभाष होना चाहिये ॥

भ्रष्टाचार और कुशासन पर तेजाब होना चाहिये
दुर्योधन और दुशासन का ना राज होना चाहिये।
खाकी वस्त्र पहनने की औकात होनी चाहिये
आज हर एक बच्चे को सुभाष होना चाहिये ॥

चौड़ा सीना और ताकत बेहिसाब होनी चाहिये
तीर और तलवारों से डर हमनी चाहिये।
कायर की ना नियत खराब होनी चाहिये
आज हर एक बच्चे को सुभाष होना चाहिये ॥

देश सेवा में बढ-च्छ पर भाग होना चाहिये
ना फिर से जलियाँवाला बाग होना चाहिये।
भगतसिंह का सपना फलार्थ होना चाहिये
आज हर एक बच्चे को सुभाष होना चाहिये ॥

दुश्मन पे गोलियों की बरसात होनी चाहिये
लोहे और पत्थर सा जाँबाज होना चाहिये ।

जुल्म के खिलाफ उठती आवाज़ होनी चाहिये
आज हर एक बच्चे को सुभाष होना चाहिये॥

देश हित में न निज स्वार्थ होना चाहिये
माया और लोभ का ना वास होना चाहिये।
पुरुषों में थोड़ा पुरुषार्थ होना चाहिये
आज हर एक बच्चे को सुभाष होना चाहिये॥

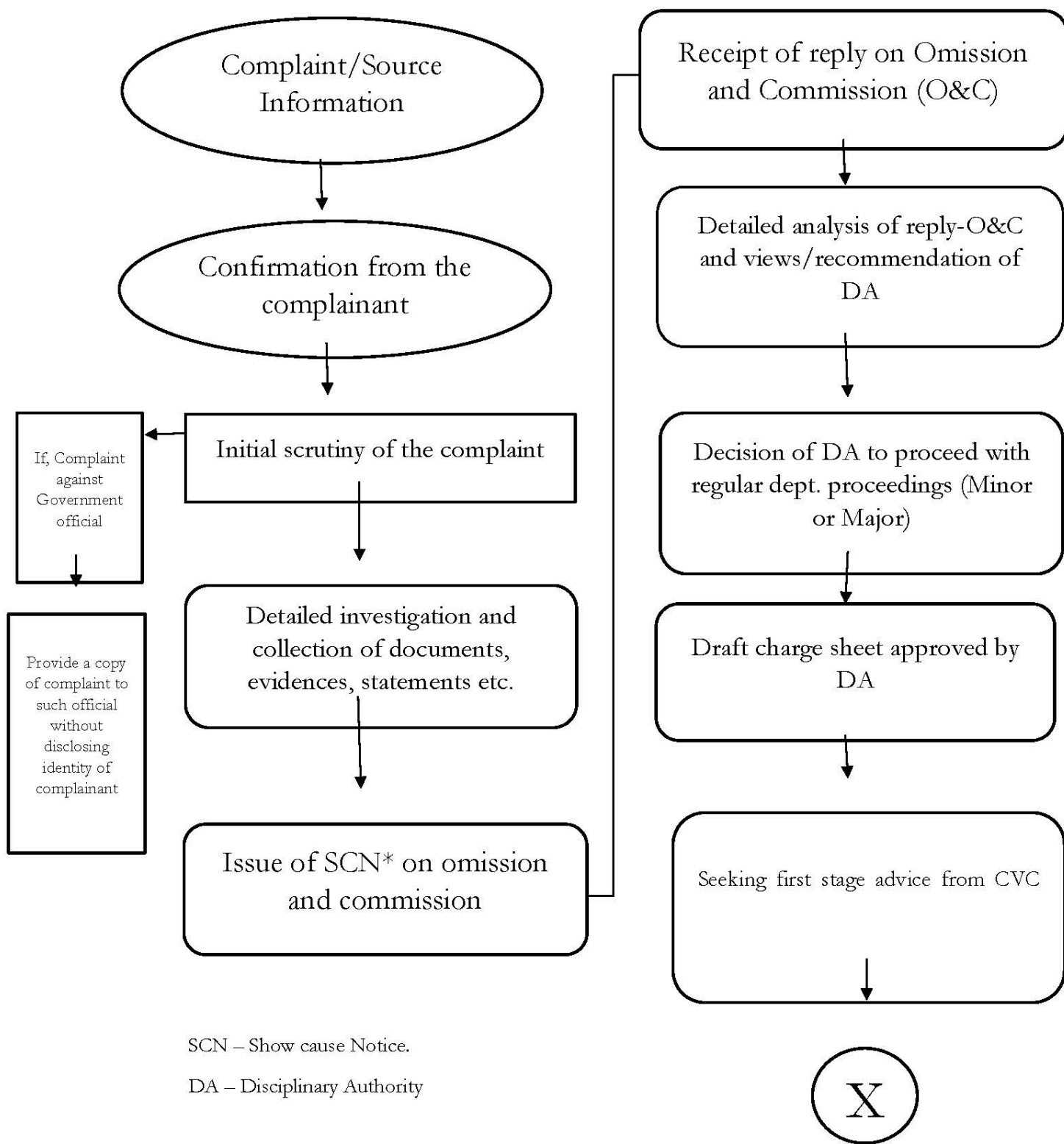
सरहद पे सिंह की दहाड़ होनी चाहिये
हर युद्ध में जीत का विश्वास होना चाहिये।
जय हिन्द, जय भारत की ललकार होनी चाहिये
आज हर एक बच्चे को सुभाष होना चाहिये॥

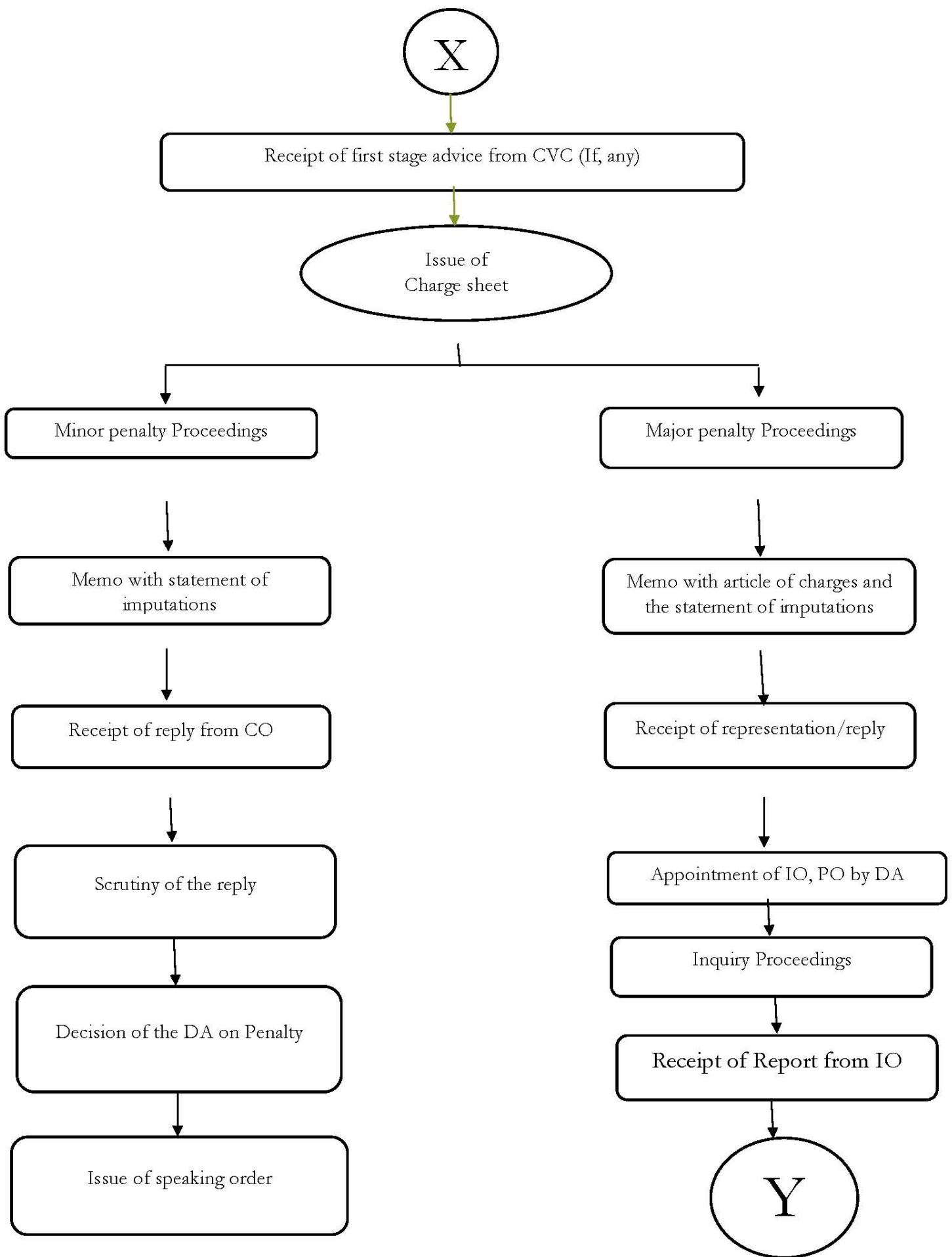
वल्लभ और शेखर सा लाल होना चाहिये
मंगल और खुदी सी मिसाल होनी चाहिये।
हर आदमी आम नहीं खास होना चाहिये
आज हर एक बच्चे को सुभाष होना चाहिये॥

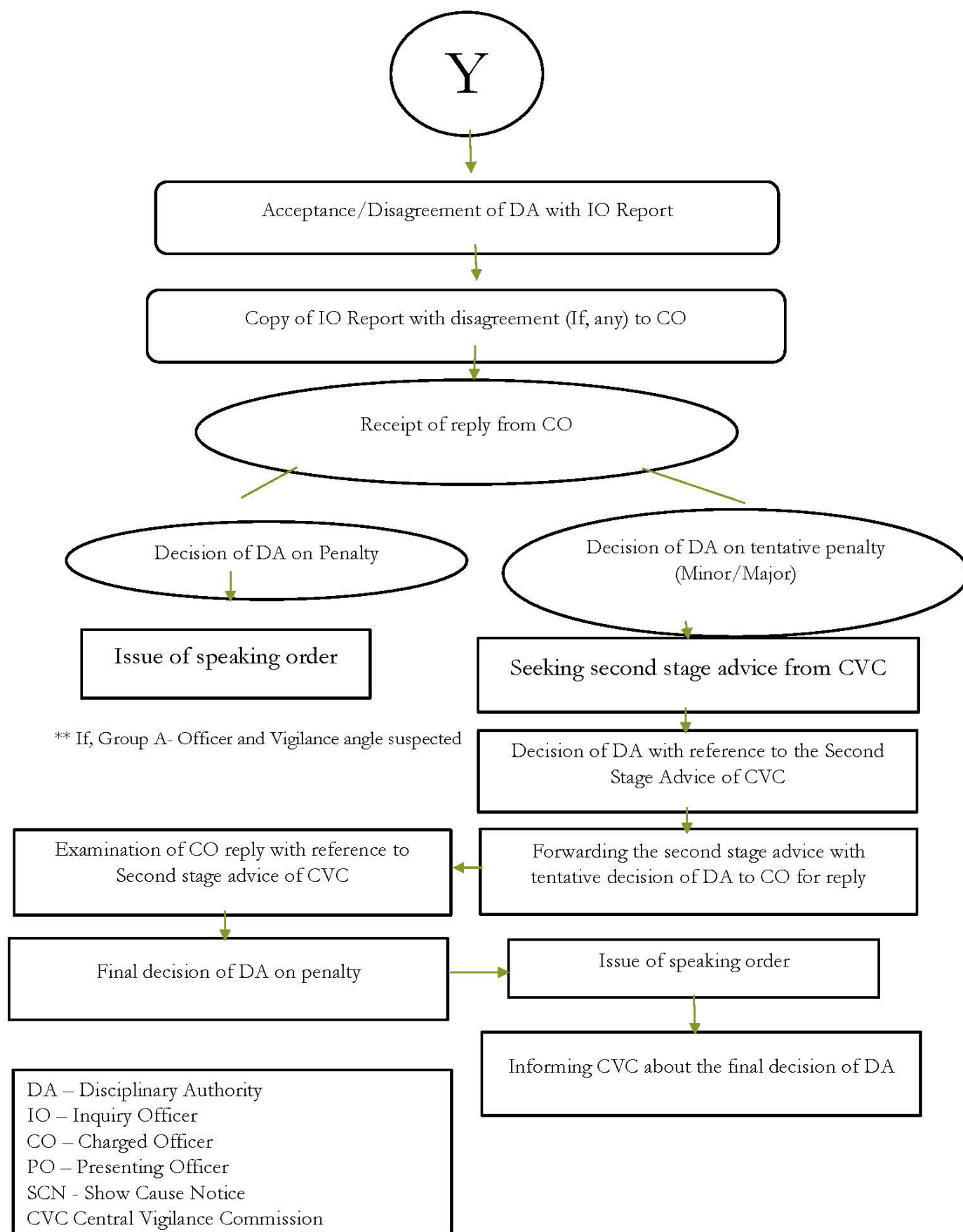
खुशहाली की ये सौगात होनी चाहिये
दिल में देशभक्तों का राज होना चाहिये।
ना भूलना कभी अपना इतिहास होना चाहिये
आज हर एक बच्चे को सुभाष होना चाहिये॥

ऋचा गौर- वैयक्तिक सहायक

Flow Chart of Disciplinary Proceedings







The Seven Principals that Should be Observed by the Public Servant in Public Life

Selflessness: Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other materials benefits for themselves, their family, or their friends.

Integrity: Holders of public office should not place themselves under any financial or other obligation to outside individuals or organizations that might influence them in the performance of their official duties.

Objectivity: In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices or merit.

Accountability: Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness: Holders of public office should be as open as possible about all decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty: Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership: Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

“Discipline of desire is the background of character.” – John Locke

Dos and Dont's for Government Employees (As per CCS (Conduct Rules, 1964))

Dos:

1. Maintain absolute integrity at all times.
2. Maintain absolute devotion to duty at all times.
3. Maintain independence and impartiality in discharge of your duties.
4. Maintain a responsible and decent standard of conduct in private life.
5. Render prompt and courteous service to the public.
6. Observe proper decorum during lunch break.
7. Report to your superiors the fact of your arrest or conviction in a Criminal Court and the circumstances connected therewith, as soon as it is possible to do so.
8. Keep away from demonstrations organized by political parties.
9. Maintain political neutrality.
10. Manage private affairs in such a way as to avoid habitual indebtedness or insolvency.
11. If any legal proceedings are instituted against you for the recovery of any debt or for declaring you as insolvent, report the full facts of such proceedings to the competent authority.
12. Act in accordance with the government policies.
13. Observe courtesy and consideration to Members of Parliament and State Legislatures.
14. In performance of duties, communicate information to a person in accordance with the 'Right to Information Act, 2005' and the rules made thereunder.

Don'ts

1. Do not enter into any private correspondence with Foreign Embassies or Missions/ High Commission.
2. Do not accept lavish or frequent hospitality from any individual, industrial or commercial firms, organizations, etc., having official dealings with you.
3. Do not accept any offer of the cost of passage to foreign countries or hospitality by way of free boarding and lodging there, if such offers are from foreign firms contracting with Government.
4. Do not accept invitations to you and members of your family for free inaugural flights offered by Air India, Indian Airlines Corporation or Foreign Airlines.
5. Do not accept any gift from any foreign firm which is having official dealings.

6. Do not engage yourself in canvassing business of Life Insurance Agency, Commission Agency or Advertising Agency owned or managed by the members of your family.
7. Do not lend money to or borrow money from or deposit money as a member or agent, with any person, firm or private company with whom you are likely to have official dealings. Do not otherwise place yourself under pecuniary obligation with such person, firm or private company.
8. Do not approach your subordinates for standing surety for loans taken from private sources either by you/your relations/friends.
9. Do not undertake private consultancy work.
10. Do not speculate in any stock, share or other investment.
11. Do not purchase shares out of the quota reserved for friends and associates of Directors of Companies.
12. Do not bid at any auction of property where such auction is arranged by your own officers.
13. Do not stay as guest with foreign diplomats or foreign nationals in India.
14. Do not invite any Foreign Diplomat to stay with you as your guest in India.
15. Do not accept or permit your wife or dependents to accept passage money or free air transport from a Foreign Mission/Government or Organization.
16. Do not bring any political influence in matters pertaining to your service.
17. Do not consume any intoxicating drinks or drugs while on duty.
18. Do not appear in public place in a state of intoxication.
19. Do not indulge in any act of sexual harassment of any woman at her work place.
20. Do not employ children below 14 years of age.
21. Do not accept award of monetary benefits instituted by Private Trusts/Foundations, etc.
22. Do not make joint representations in matters of common interest.
23. Do not indulge in acts unbecoming of a Government servant.
24. Do not be discourteous, dishonest and partial.
25. Do not adopt dilatory tactics in your dealings with the public.
26. Do not convey oral instructions to subordinates. If any oral instruction is issued due to urgency, confirm it in writing as soon as possible.
27. Do not practice untouchability.
28. Do not associate yourself with any banned organizations.

29. Do not join any association or demonstration whose objects or activities are prejudicial to the interest of the sovereignty and integrity of India, public order and morality.
30. Do not give expressions to views of Indian or foreign affairs, while visiting foreign countries.
31. Do not get involved in unauthorized communication of any official document or any part thereof or classified information to any government servant or any other persons to whom you are not authorized to communicate such document or classified information.
32. Do not give or take or abet giving or taking of dowry or demand any dowry directly or indirectly from the parent or guardian of a bride or bridegroom.
33. Do not use your official position or influence directly or indirectly to secure employment for any member of your family in any company or firm.
34. Do not join or support any form of strike.

“If we do not discipline ourselves, the world will do it for us.” – William Feather

Disciplinary Authority, the Appellate Authority & Reviewing Authority of NHAI

Sl. No	Grade of Officers/Employers	Appointing Authority	Disciplinary Authority competent to impose penalties provided in Rule 11 of the CCS (CCA) Rule, 1965		Appellate Authority	Reviewing Authority
			Minor Penalties	Major Penalties		
(I)	Chief General Managers & those in equivalent Grade pay	Chairman	Chairman	Chairman	Executive Committee comprising of chairman and fulltime Members	Authority
(II)	General Manager & those in equivalent grade pay	Chairman	Member (Admn.)	Chairman		
(III)	Deputy General Manager , Manager and Deputy Manger & Those in equivalent grade pay at HQ	Member (Admn.)	Chief general Manger under who the officer is working	Member (Admn.)	Chairman	Executive Committee comparing of Chairman and fulltime Members
(IV)	Deputy General Manager , Manager and Deputy Manager & Those in equivalent grade pay at field Offices	Member (Admn.)	Chief general Manager/ RO (Where CGM is not posted in RO, CGM of HQ looking after the State	Member (Admn.)		
(V)	All Group-B posts at HQ	Member (Admn.)	Chief General Manager (Admn. & HR)	Member (Admn.)		
(VI)	All Ground-B posts at field Offices	Member (Admn.)	Chief General Manager RO (where CGM in not posted in RO. CGM of HQ looking after the State)	Member (Admn.)		
(VII)	All Ground-C and D posts at HQ	Member (Admn.)	Deputy General Manger (Admn.)	Member (Admn.)		
(VIII)	All ground –C and D posts at Filed Offices	Member (Admn.)	Deputy General Manager of RO (Where DGM is not posted in RO DGM of HQ looking after the States.	Member (Admn.)		

Glimpse of some activities from Vigilance Week 2021





सतर्कता जागरूकता सप्ताह

(31 अक्टूबर से 06 नवंबर 2022)

"भ्रष्टाचार मुक्त भारत-विकसित भारत"

भारतीय राष्ट्रीय राजमार्ग प्राधिकरण
(सड़क परिवहन और राजमार्ग मंत्रालय)

सड़कें ही नहीं, राष्ट्र का निर्माण भी



भ्रष्टाचार मिटाओ
समृद्ध भारत बनाओ

**CORRUPTION FREE INDIA,
FOR BUILDING A DEVELOPED NATION**



VIGILANCE AWARENESS WEEK 2022

31.10.2022 to 06.11.2022

भारतीय राष्ट्रीय राजमार्ग प्राधिकरण
(सड़क परिवहन और राजमार्ग मंत्रालय)

BUILDING A NATION, NOT JUST ROADS.

VIGILANCE SET-UP

Name of the Officers	Designation
Shri Niraj Kumar	CVO
Shri Krishan Kumar	GM
Shri Vishal Goyal	DGM
Shri Parveen Yadav	DGM
Shri Amit Kaushik	DGM
Shri Harsh Gupta Manager	Manager
Shri Prashant Kumar Mishra	Manager
Shri Abhishek Kumar Gupta	Dy. Manager
Shri Manoj Kumar	Dy. Manager
Shri Om Prakash	Dy. Manager
Shri B. N. Jha	Dy. Manager

“Conscience is man’s compass”

-Vincent Van Gogh



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