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from CVO's Desk.....

Vigilance Awareness Week, propounded by the CVC in the year 2000 as a mechanism to launch a systematic campaign against corruption, by involving all members of the civil society in fighting it, is being observed every year by all organisations coming under the advisory jurisdiction of the Commission. This year, Vigilance Awareness Week was observed during 29-10-12 to 3-11-12, with special emphasis on "Transparency in Public Procurement".

In line with the spirit behind the observance of the Awareness week, various programmes intending to spread awareness as well as to encourage the employees and their families to contemplate on their role in the vital task of fighting against corruption, in various facets of socio-economic structure were organised this time also.

I thank and compliment all the participants, the teachers and principals of the schools who encouraged their students to take part in the events organised, for recognising their responsibility and responding positively to the call to spread awareness on fight against corruption.

On the organisation's part, I hope the commercial sections in particular would have taken this occasion to review and update their procurement policies and procedures to make them more transparent and system oriented for maintaining highest levels of probity, fairness and accountability in their transactions. Ultimately, it is such efforts that would bear fruit in enhancing the reputation of our company as a clean, transparent and ethical organisation.

With best wishes,

(B Siddhartha Kumar)

VIGILANCE AWARENESS WEEK - 2012

In line with the directions of Central Vigilance Commission (CVC), Vigilance Awareness Week (VAW) -2012 was observed in RINL from 29th October 2012 to 03rd November 2012, with the theme for the year "Transparency in Public Procurement".

Week long programs commenced with taking of pledge at 11.00 AM on 29th November 2012, by all the employees. For the benefit of the employees, a guest lecture on "Fraud Risks in current environment" by Shri Sandeep Baldava, Partner & Leader (South), Fraud Investigation & Dispute Services, M/s Ernst & Young (P) Ltd., was organised on 01.11.2012. In his speech, he emphasized that level and intensity of frauds have increased over the last three years and added that fraud not only causes financial loss to the organization but also affects brand perception and reputation. He also gave several interesting examples and case studies showing avenues available in the current environment to commit large scale frauds by both individuals and organizations.

To disseminate awareness against corruption through involvement, following initiatives were taken-

- Display of Banners, Posters and Hoardings at prime locations in and around the plant;
- Skit competition on the topic of "On this earth there is enough for every ones need, but not for their greed" and Elocution competition on the topic "Role of Education & Ethics in Eradication of Corruption" among the school children;
- Slogan competition among the employees and their dependents on the topic of "Fight against Corruption" in Telugu, Hindi & English languages;
- Quiz competition on "Ethics And Integrity" for employees;
- Publishing a brochure containing Messages from Hon'ble President and Vice-President of India, Prime Minister, Leader of Opposition, Central Vigilance Commission and other relevant matter.

Toll free number for lodging complaints with Vigilance Department

1800 425 8878

(available from 09.00 -17.30 on all working days)



राष्ट्रीय इस्पात निगम लिमिटेड
Rashtriya Ispat Nigam Limited



The week-long programmes were concluded with the valedictory function that was held on 3rd November 2012 attended by Directors, CVO, senior officers, employees, their dependents, teachers and students from various schools. In the fittingly organised function, Shri PK Jain, IRS, Chief Commissioner Customs, Central Excise & Service Tax, Visakhapatnam was the chief guest. Prizes were distributed to the winners of various competitions by the dignitaries present.

Prize winning skit and elocution items presented before the audience drew commendation and appreciation of all present. Messages were delivered by the Directors, CVO and the Chief Guest. Addressing the gathering, the chief guest inter-alia stressed that failure to discharge ones duty sincerely and properly should also be considered a form of corruption, as such behaviour also pose danger to the organization. He suggested that values should be inculcated at childhood itself to enable growth of individuals based on sound ethics and morals, and thereby become good future citizens. He complimented the children who participated in the competitions and those who won prizes.

COMMON IRREGULARITIES/LAPSES OBSERVED IN STORES/PURCHASE CONTRACTS AND GUIDELINES FOR IMPROVEMENT IN THE PROCUREMENT SYSTEM

*Chief Technical Examiner's organisation of Central Vigilance Commission (CTE of CVC) had earlier released a booklet on "Common irregularities/lapses observed in stores/purchase contracts and guidelines for improvement in the Procurement System". It is being reproduced for information and guidance of our readers. This is the **first part** of the same and the subsequent issues of Spandana will carry the remaining parts of the booklet.*

1.0 Purchase Manual

The cardinal principle of any public buying is to procure the materials/ services of the 'specified' quality, at the most competitive prices and, in a fair, just and transparent manner. To achieve this end, it is essential to have uniform and well documented policy guidelines in the organization so that this vital activity is executed in a well-coordinated manner with least time and cost overruns. In some of the organizations, the purchase manual is either not at all there or has not been updated for years together. Thus the system of procurement is quite adhoc and arbitrary.

A codified purchase manual containing the detailed purchase procedures, guidelines and also proper delegation of powers, wherever required needs to be made by all the organizations so that there is systematic and uniform approach in the decision-making. Such an integrated approach is likely to put a cap on the corruption and would also ensure smoother and taster decision-making.

2.0 Filing System

The filing system adopted in most of the organizations is not satisfactory. Even the files are not being paginated.

The part files are opened as and when new action is initiated and these part files are not merged with the main file, which inter-alia results in break in continuity and arbitrariness in decision-making. The decisions / deliberations of the individuals or the Tender Committees are not properly documented or recorded which dilutes the accountability of the officers and may result in the 'interested' officers going scot free, even if serious lapses are established against them.

The procurement files are very important and sensitive documents and thus there is a need to have a single file system with proper page numbering. In case of urgency, if opening of the part files is unavoidable, the same should thereafter be merged with the main file.

The decisions and deliberations of the individuals or the Tender Committees also need to be properly recorded and well documented.

3.0 Provisioning

It has been noticed that in certain cases excessive, fraudulent and infructuous purchases were made without taking into consideration the important aspects like available stocks, outstanding dues / supplies, past

consumption pattern and average life of the equipments/ items etc. These excessive /infructuous purchases were at times made in collusion with the firms. This resulted in not only the material lying unutilized for years together with no residual life but also a lot of extra expenditure was incurred on the inventory carrying cost. One of the organizations took double procurement action for purchase of tyres against the same liability. Even the factors like shelf life of 5 years and the past consumption pattern were ignored while placing the orders.

As no action was taken to dispose off the surplus tyres, the department is incurring inventory carrying cost of about 20-25% per year for the last 10 years and the salvage value of the quantity held in stocks is likely to be 'Nil' due to expiry of the shelf life. In few cases, it was noticed that though the demand for the stores was simultaneously received from different wings/field units but, they were not clubbed together and were rather processed individually against the established principle of bulk buying

The provisioning of the stores needs to be done with utmost care taking

into account the available stock, outstanding dues / supplies, the past consumption pattern, average life of the equipment /spares. The requirements also need to be properly clubbed so as to get the most competitive and best prices. The requirements should not be intentionally bifurcated / split so as to avoid approval from higher authorities.

In a case for purchase of 1,000 KVA D.G. sets, the tender enquiry was originally issued by the Organization for supply of D.G sets with four-stroke engine. However, on the request of one of the bidders, the type of the engine was later changed from four-stroke to two-stroke and contract was awarded. During investigation, it was found that the engine manufacturer had given a release that the two stroke engine shall be phased out in two years.

Surprisingly the existing DG Sets were with four-stroke engine.

In yet another case instead of buying DG sets for their energy needs, a shipyard hired DG sets from a firm in an adhoc manner, without following competitive bidding. On investigation, it was revealed that the energy cost/unit worked, in excess of Rs.40/-

One time purchase for projects or capital equipments / spares should be properly justified depending on the actual requirement usage, rate of return etc.

Further, the obsolescence factor should also be taken into account i.e. the equipment to be purchased should conform to the latest specifications and technology available in the market.

4.0 Appointment of Consultants:

Some of the organizations appoint consultants due to lack of in-house expertise in technical matters. It has invariably been noticed that the appointment of consultants is not being done in a transparent manner and their

working is also not properly supervised.

The appointment of consultants is often made in an arbitrary manner without inviting tenders and without collecting adequate data about their performance, capability and experience. In some of the cases, the consultants were appointed after holding direct discussions with only one firm without establishing the reasonableness of consultation fee payable to them.

In some cases the terms were modified to the financial advantage of the consultant, even after award of the contract. In one of the cases, the organization continued with a consultant for about 30 years and for all types of contracts. In yet another case, the Organization invited offers from 8 enlisted consultants but, awarded the contract to the highest bidder on the plea that they are Padma Shree awardees. Extra amount on account of travel expenses was also sanctioned after award of the contract.

The payment terms to the consultants are allowed quite liberally.

In one of the cases, the consultant fee was paid on quarterly basis without linking the same with the progress of the project. Even full payments had been authorized before the completion on of the project.

Quite a few organizations especially in the Banking Sector seem to abdicate their responsibility completely and do not oversee the working of the consultants resulting in the latter exploiting the circumstances and at times in collision with the suppliers, give biased recommendations in favour of a particular supplier. It has also been noticed that the consultants recommend acceptance of inferior items/equipments and also give undue benefit to the suppliers like non-recovery of penalties, for the delayed suppliers and

corresponding reduction in the excise duty/custom duty, if announced after award of the contract.

The consultants need to be appointed only when it is felt absolutely essential. The appointment of consultants needs to be done in a transparent manner and after following the competitive tendering system. The consultants' role should be well-defined. The consultant is meant to assist the departmental officers because of lack of expertise and, it should not mean that they take over all the functions. The responsibilities relating to award of contract and execution of contract after appointment of consultant should not be abdicated completely by the organizations. Rather appropriate checks should be exercised at all stages of the execution of the contract. Penal clauses for deficiency in service should invariably be stipulated in the contracts/ MOUs with the consultants.

5.0 Estimated Rates

It was observed that the estimated rates are being worked out in an unprofessional and perfunctory manner, at times by extrapolating the price of the lowest capacity equipment or by applying, a uniform yearly compounded escalation over the prices of similar equipment purchased few years ago. Consequently, the inflated estimated rates prepared by the Organizations resulted in acceptance and payment of higher prices to the firms.

As the estimated rate is a vital element in establishing the reasonableness of prices, it is important that the same is worked out in a realistic and objective manner on the basis of prevailing market rates, last purchase prices, economic indices for the raw material/labour other input costs, IEEMA formula wherever applicable and assessment based on intrinsic value etc.

... to be continued.

About Evidence

(By Sri K. Subramanian, Director, CVC, as published in Vigeye Vani, September 2012)

1. Evidence is the information collected and used to support vigilance finding. The nature, quality and amount of evidence collected is therefore crucial to investigation. Evidence can be physical, oral, documentary and analytical.
2. The concept of reliability, relevance and reasonableness of evidence is elaborated below:
 - a. **Reliability:** Evidence is more reliable if it is corroborated with the help of different types of evidence obtained from other sources. Documentary evidence is more reliable than oral evidence. Evidence obtained through direct observation is more reliable than indirectly obtained evidence. The reliability of entity generated information is a function of reliability of internal control system within the entity.
Oral evidence which is corroborated in writing is more reliable than oral evidence alone.
 - b. **Relevance:** Evidence is relevant if it bears clear and logical relationship to the line of inquiry i.e the hypothesis which is aimed to be proved / disproved.
 - c. **Reasonableness:** For the purpose of vigilance investigation the evidence need not be conclusive, but it has to be necessarily persuasive, i.e a reasonable person should be persuaded that the findings and conclusions are warranted.
3. Some factors that may affect the reasonableness, relevance and reliability of evidence are:-
 - evidence is incomplete and does not establish a cause and effect relationship (reliability, sufficiency)
 - evidence is conflicting (reliability)
 - evidence is biased (reliability)
4. Types of Evidence:
 - a. **Documentary evidence** is the most common form of evidence. These could be both internal as well as external, though in most cases, external evidence is also available in the records of the entity.
 - b. **Physical evidence** is obtained by physical observation. Photographs, charts, maps, graphs or other pictorial representations, etc. are some examples. It is desirable to corroborate physical evidence, particularly if it is crucial to any findings. One of the desirable corroboration of physical evidence is the acceptance of such evidence by the concerned organisation.
 - c. **Analytical evidence** stems from analysis and verification of data, which can involve computations, analysis of rates, trends and patterns, comparisons against standards and benchmarks, etc. The analysis and comparisons can be both numerical and non-numerical. The source of data analysed to develop evidence should be indicated to facilitate acceptance by the entity.
 - d. **Oral evidence** is the statement in response to inquiries or interviews. The statements made can either provide a background or a lead for further examination that may not be available through documentary examination. Experts and consultations can be contacted to provide corroborative evidence.

On Corruption and Fraud

(By Sri.K.Subramaniam, Director, CVC as published in Vigeye Vani, July 2012)

1. According to the Prevention of Corruption Act, corruption is the acceptance of illegal gratification (pecuniary or in kind) by a public servant in return for showing undue favour to any entity while discharging his / her official functions. It involves the following types of activity:
 - i. Bribery i.e. accepting bribe from individuals and groups seeking government favours.
 - ii. Theft or illegal appropriation of public resources by civil servants.
 - iii. Nepotism, which is more prevalent in matters of recruitment, promotion or important appointments
 - iv. Abuse of public authority and position to exact payment and privileges.
 - v. Any other type of activity that illegally increases the public servant's compensation package.

2. The essential element in an act of corruption is “quid pro quo” wherein a public servant grants undue benefit to any entity (individual or organization) with the expectation of illegal gratification in return. An act of corruption would comprise one or more of the following elements:
 - i. There must be at least two parties to an act of corruption, namely the person who offers the inducement and the party accepting it;
 - ii. There must be misuse of office or position of authority for private gain;
 - iii. There is either an offer and/or acceptance of inducement;
 - iv. An attempt to solicit a benefit in return for performance of an official act;
 - v. Any act through which public property is dishonestly misappropriated;
 - vi. There may be an attempt to camouflage, conceal or misrepresent information. This is what is called **fraud** and in most cases corruption is accompanied by some form of fraud as the corrupt often resort to fraud in order to cover their tracks.
 - vii. Corruption involves breach of trust.
3. Fraud is any intentional act or omission designed to deceive others resulting in the victim suffering a loss and/or the perpetrator achieving a gain involving misrepresentation of facts. The following can be classified as instances of a fraudulent act.
 - i. Manipulation, falsification or alteration of records or documents.
 - ii. Misappropriation/ misapplication of assets.
 - iii. Suppression or omission of the effects of transactions from records or documents.
 - iv. Recording of transaction without substance.
 - v. Misapplication of accounting policies.
4. There is a distinction between fraud and corruption and the two are required to be dealt with differently. It is particularly important for banking sector vigilance to understand this distinction because fraud is more prevalent in the Banking sector.

CIRCULARS

Following Circulars were issued by CVC during the quarter ending 30.09.2012:

S.No	Subject	Circular No. & Date
01	Adoption of Integrity Pact - Standard Operating Procedure	011/VGL/053-187761 of 23rd July 2012
02	Revised threshold values for submission of Quarterly Progress Reports - QPR	98-VGL-25, 30.07.2012 of 30th July 2012
03	Observance of Vigilance Awareness Week - 2012	012/VGL/063 of 28th September 2012

For complete text of the Circulars, please visit www.cvc.nic.in

SYSTEM / CASE STUDIES

1. Inspection at Stores – Suggested for suitable procedure to be adopted for checks and controls on receipt of Brick material

At present IS:6 bricks are received at stores and are issued to SMS. To avoid intermediate handling / expenditure, it was suggested to explore the possibility

for receipt / handling IS:6 bricks at SMS/ any other related department, by drawing a suitable procedure with proper checks / controls and responsibility of individual

departments. This is expected to avoid the handling expenditure of about Rs.16.39 lakhs per annum.

2. Study on shelf life of items procured

1) Though the material is being procured through bulk orders, in different lots with different delivery dates, delivery period is not properly staggered resulting in expiry of certain material before use. To avoid expiry of the material before use, it was suggested to consider the shelf life of the material, if any, while freezing the delivery period of different lots against different procurement cases.

2) In certain departments, material, having shelf life, is getting expired because of excess drawl from Central Stores. To avoid excess drawl and expiry of the shelf life of material before use, resulting in higher procurement cost, in respect of items with fixed shelf life, it was suggested to freeze the quantity that can be indented by the individual departments.

3) Batteries, having shelf life, are not considered as shelf life items and they are expiring before use. Further, in respect of non-shelf life items, FIFO concept is not followed resulting in expiry of material before use. To ensure issue of different shelf life items (including batteries) on FIFO basis and to avoid expiry of the same before use, it was suggested to review the existing list of shelf life items.

3. Study on indents raised for procurement of items

1. Different departments are processing their requirement through indents and material is procured through individual tenders. Whenever tenders are processed covering the requirements of different departments, at the same time, to get price advantage, the department was advised to club such requirements and process the cases.

2) Whenever tenders are issued for procurement of material with IS specification and there is no vendor base for the said material, the department was advised to ensure:

a) Based on the information available on BIS website, enquiry is to be issued to all the suppliers who are having valid BIS licence

b) Budgetary quotations, if required, shall be obtained only from BIS registered suppliers

3) In the procurement cases where DGS&D rates are available, the department to consider said rates in case they are lower than the rates obtained through the tender.

4. Inspection at Stockyards

1) Straightened material of Rebars lying in the stockyard was not having any identity of size, grade and heat number giving ample scope for mix-up. Since size and grade play an important role while pricing and also while usage by the customers, the department was advised

to take appropriate action for ensuring transfer of material details from Rebar coil to the straightened material by developing a suitable system, if required.

2) Strapping material is collected and made as different lots in the yard and, at present, packing material is weighed

only during delivery and the weight of the packing material available in the yard is not known. To avoid any misappropriation of the material, it was suggested to look into the same and devise a proper system.

5. Inspection at M&HS

1) The department was advised to insist for supply of medicines with stipulated shelf life and in the cases where the shelf life of medicines received by VSGH is less than the stipulated shelf life period and such medicines getting expired on account of low shelf life, it was suggested that recovery towards the cost of expired medicines is to be made from the suppliers instead of getting write off approval for such expired medicines.

Further, the department was advised to put online checks/controls to avoid write off of expired medicines on account of reduced/lesser shelf of medicines supplied by the suppliers. Further, in respect of the medicines that have shelf life less than 18 months, it was suggested to properly amend the NIT conditions.

2) While freezing the specification of Medical equipment, since the department is unaware of the

specifications to be frozen, restrictive and non-measurable specifications are being stipulated in the tenders. To avoid such instances, the department was advised to consider the CVC Circular No. 011/VGL/014 dated 11/02/2011, which addresses the procurement cases where technical specifications need to be iterated more than once.

NEWS AND EVENTS

Contract was signed with M/s TQ Services, Secunderabad (A division of TATA Projects Ltd.) on 17.09.2012, following set procedures, for rendering services in respect of re-certification audit of Quality Management System of Vigilance functions of RINL to ISO 9001:2008 and periodic surveillance audit of the QMS during 2013 & 2014.

VAW 2012

PHOTO GALLERY



HOARDINGS AND POSTERS DISPLAYED AT PRIME LOCATIONS



Guest lecture on "Fraud Risks in current environment" by Shri Sandeep Baldava, Partner & Leader (South), Fraud Investigation & Dispute Services, M/s Ernst & Young (P) Ltd.,



**Elocution competitions on the theme
*'Role of education & ethics in eradication of corruption'***



**Scenes from Skit competitions for the school children
Theme: *'On this earth there is enough for every ones need, but not for their greed'***



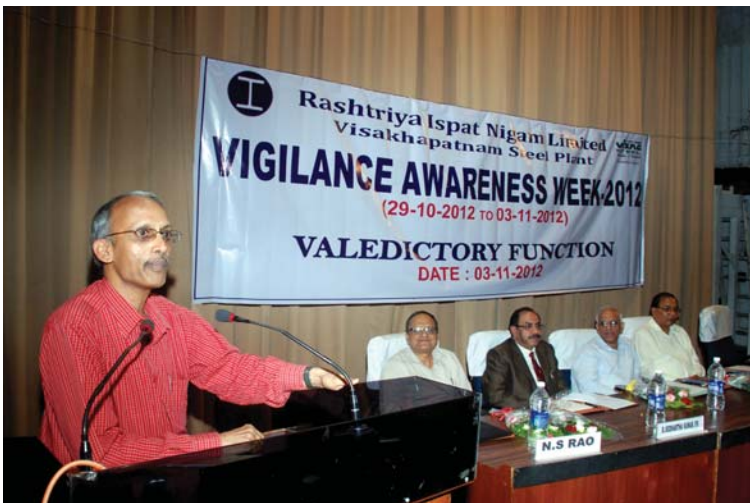
**Scenes of the Quiz competition organised for the employees
Theme: *'Ethics and Integrity'***



Lighting of the Lamp by Chief Guest, Directors and CVO for the Valedictory session



Chief Guest Shri S K Jain, IRS, Chief Commissioner Customs, Central Excise & Service Tax, Visakhapatnam, delivering his message



Clockwise from top Left - Shri B Siddhartha Kumar, CVO, RINL, Shri Umesh Chandra, Director (Operations), RINL, Shri N S Rao, Director (Projects), RINL & Shri Y R Reddy, Director(Personnel), RINL delivering their message.



Chief Guest Shri S K Jain, IRS, with the prize winning students during the Valedictory Function.



Clockwise from top Left - Shri Umesh Chandra, Director (Operations), RINL, Shri Y R Reddy, Director (Personnel), RINL, Shri N S Rao, Director (Projects), RINL & Shri B Siddhartha Kumar, CVO, RINL distributing prizes to the winners.

PRIZE WINNERS IN THE COMPETITIONS HELD FOR SCHOOL CHILDREN

Sl. No	Competition	Class/Grade of Participants	Schools	Topic /Theme	Prize Winners (Master/Miss)		
					First	Second	Third
01	Elocution (Telugu)	6 th to 10 th	10 Ukkunagaram Schools	అవినీతి నిర్మూలనలో విద్య మరియు నైతికత యొక్క పాత్ర	P Madhuri, Class- X, DAV Centenary Public School	K Bhavana, Class-IX, Chaitanya Public School	K Kumari, Class-X, VVV Pedagantyada
02	Elocution (Hindi)	6 th to 10 th	10 Ukkunagaram Schools	भष्टाचार उन्मूलन में शिक्षा और नैतिकता की भूमिका	V Nandita, Class- X, DAV Centenary Public School	V Nanya, Class-VII, Siva Sivani Public School	N Sai Mani, Class-X, VVV Pedagantyada
03	Elocution (English)	6 th to 10 th	10 Ukkunagaram Schools	Role of Education & ethics in eradication of Corruption	A Anjana Srivatsa, Class-VI, De Paul School	G Mounica, Class- X, DAV Centenary Public School	V Ramya, Class-VII, Siva Sivani Public School
04	Skit	---	10 Ukkunagaram Schools	On this earth there is enough for every ones need, but not for their greed	VVV Pedagantyada	DAV Centenary Public School	Kendriya Vidyalaya
05	Painting	Seniors	Arunodaya Special School	General	P Kiran Kumar	K Alekhya	G Yamini
06	Painting	Juniors	Arunodaya Special School	General	K Dinesh	Atik Chouhan	B Sumati
07	Elocution (English)	8 th to 10 th	DAV in JLM	Role of children in building an honest society	K Bhavana, Class - VII	N Sardius Lifra, Class-X	T Sunduri , Class-X
08	Essay Writing (English)	6 th to 7 th	DAV in JLM	Value based education - the need of the hour	M Akhila, Class-VII	Yash Kumar, Class-VI	N Saranya, Class-VII
09	Elocution (English)	8 th to 10 th	DAV in MDM	Role of children in building an honest society	P PoojaSatya, Class-X	P AnandTeja, Class-VIII	Asia Begum, Calss-IX
10	Essay Writing (English)	6 th to 7 th	DAV in MDM	Value based education - the need of the hour	B Srinath, Class-VII	B Sushitha, Class-VI	A Sahiti, Class-VI

PRIZE WINNERS IN THE COMPETITIONS HELD FOR EMPLOYEES & THEIR FAMILIES

Competition	Theme	Prize	Name of the Employee/Dependent (S/Sri/Smt)	Slogan
Slogan (English)	Fight against Corruption	1 st	KVV Sanjeev Kumar, E.No. 116149, AGM, ERP	'Ethics is our prescription to eradicate corruption'
		2 nd	MRS Sudesh Kumar, E.No.119759, Mgr., Plant Design	'Save nation from selfish brain; Stop people working for personal gain'
		3 rd	Brajesh Rajak, E.No. 122991, MT, Law Dept.,	'Transparency you opt, to slay the dragon of graft'
Slogan (Hindi)	भ्रष्टाचार के खिलाफ लड़ाई	1 st	D L Narayana S/o D Bhaskara Rao, E.No. 104876, JO, ES&F/CMS Department	आज अभी और कल। अविनीति का विरोध करें हरपल।।
		2 nd	Ranjan Sharma, E.No.119657, Mgr., QA&TD	भ्रष्टाचार के खिलाफ है जंग आप खड़े है किसके संग ?
		3 rd	Ch Mruthyunjaya Rao, E.No.104472, Mgr., CSR	सरकारी लेनदेन में हो पारदर्शिता। सभी ग्राहकों के प्रति दिखाएं समदर्शिता।।
Slogan (Telugu)	అవినీతి వ్యతిరేక పోరాటం	1 st	G Radha Rani, E.No. 115490, AGM, IA &SV	అవినీతిని ప్రతిఘటించు ... దేశ ప్రగతిని ఇనుమడించు.
		2 nd	A Vijaya Chandra, E.No. 105408, DM, SMS	ఆర్థికవ్యవస్థ పతనానికి మూలం అవినీతి అంతముందిస్తేనే సాధ్యం పురోగతి
		3 rd	P Anil Kumar, E.No.119358, Sr.Mgr., R&D	చీ కొట్టు అవినీతిని జై కొట్టు అభివృద్ధిని
Quiz	Ethics and Integrity	1 st	K Venugopal, E.No. 104687, AGM, MM & J Rahul, E.No. 116120, AGM, HRD	
		2 nd	SS Choudary, E.No. 113023, AGM, IT & Abhijeet, E.No.121060, AM, IT	
		3 rd	R Krishna Rao, E.No.110000, AM, PPM & Chavala Mallikharjuna, E.No.121203, AM, PPM	

CHECKS CARRIED OUT BY VIGILANCE DEPARTMENT DURING JULY - OCT., 2012

Activity	Numbers
1. Surveillance / checks	79
2. Road/Rail Re-Weighments	32
3. Quality checks	17
Total	128

Editorial Board: **Raju Isaac, DGM (Vig), M Jaya Raju, AGM (Vig) and GY Rama Mohana Rao, Mgr (Vig)**

Please visit **VIGILANCE PORTAL** on INTRANET or www.vizagsteel.com to read Spandana online.

Feedback for improvement is welcome and may be sent to spandana@vizagsteel.com