



SOUTH EAST CENTRAL RAILWAY Vigilance Department

**ON THE VERY SPECIAL OCCASION OF
LAUNCH OF 3 MONTH CAMPAIGN ON PREVENTIVE VIGILANCE
(From 18th August To 17th November-2025)**

WARMLY WELCOMES

**CHIEF GUEST OF THE OCCASION
RESPECTED SHRI TARUN PRAKASH, GM/SECR,
ALL PHODs, DRMs and FELLOW OFFICIALS OF SECR**





Vigilance Awareness Week-2025

(27th Oct-2025 to 2nd Nov-2025)



03 MONTH CAMPAIGN ON PREVENTIVE VIGILANCE

(18th Aug-2025 to 17th Nov-2025)

सतर्कता: हमारी साझा जिम्मेदारी

Vigilance: Our Shared Responsibility

➤ Focus Areas : ***1. DISPOSAL OF COMPLAINTS***

2. DISPOSAL OF PENDING CASES

3. CAPACITY BUILDING PROGRAMS

4. ASSET MANAGEMENT

5. DIGITAL INITIATIVE

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CVC's ADVISE: "THEME" AND "FOCUS AREA"



ACTION PLAN TO IMPLEMENT FOCUS AREA



INITIATIVES TAKEN BY VIGILANCE



A PERSPECTIVE & OVERVIEW

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BUILDING UP THE NATION



RAMS- SYSTEM ENGINEERING



INDIAN RAILWAYS' FRAME-WORK OF ACTIVITIES



ETHICS, MORALS & CODE OF CONDUCT

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THINGS TO ADDRESS- FOLLOWUP



CORRUPTION- PERSPECTIVE & TAKE



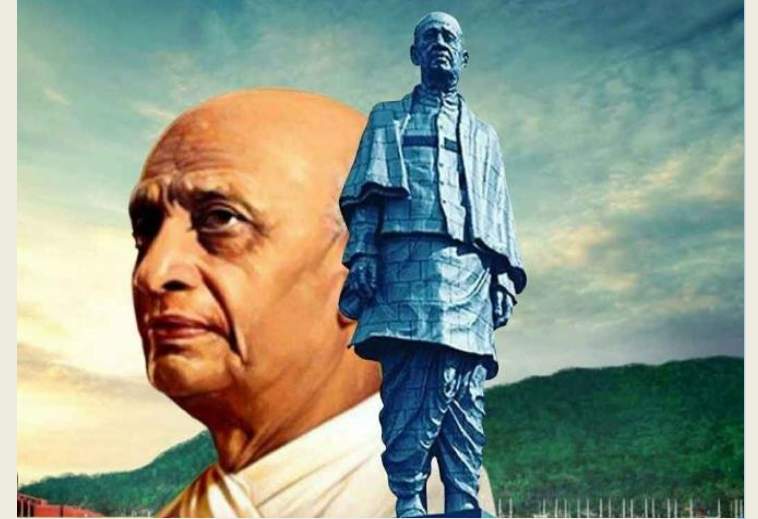
VARIOUS CODAL PROVISIONS- RSCR, DAR, IRVM



FOLLOWED BY VIEWS OF PHODs and GM/SECR's GUIDANCE

VIGILANCE AWARENESS CAMPAIGN - 2025

It is observed in the week in which
the **birth anniversary of Sardar Vallabhbhai Patel** falls
(on 31st October).



VIGILANCE AWARENESS THEME for the year 2025 is :

सतर्कता: हमारी साझा जिम्मेदारी

Vigilance:
Our Shared Responsibility

As a **prelude to Vigilance Awareness Week** (27th Oct to 2nd Nov—2025),
the **Central Vigilance Commission** directed all Ministries to undertake
03-Month Campaign on Preventive Vigilance
from 18th Aug to 17th Nov-2025.



FOCUS AREA



DISPOSAL OF COMPLAINTS



DISPOSAL OF PENDING CASES



CAPACITY BUILDING PROGRAMS



ASSET MANAGEMENT



DIGITAL INITIATIVE

1. DISPOSAL OF PENDING COMPLAINTS

Initiative

- It is necessary to ensure that **complaints** are not kept pending and that they reach a **logical conclusion** within the **prescribed timelines**.
- All complaints received **on or before 30.06.2025** are disposed off during the campaign period

Reporting Format

SN	Particulars	Number
1.	Complaints received on or before 30.06.2025 pending as on 18.08.2025	
2.	Complaints received on or before 30.06.2025 disposed during the campaign period	
3.	Complaints received on or before 30.06.2025 and pending as on 17.11.2025	

2. DISPOSAL OF PENDING CASES

Initiative

- Delay in bringing vigilance cases to a logical conclusion is against the principles of natural justice, also defeats the very purpose of initiating **disciplinary action**.
- Implementing **Systemic Improvements** that address identified gaps will significantly **enhance the efficacy in systems and processes**.
- Advices related to Systemic Improvement which are pending for implementation should also be reviewed and decision taken for **implementation in a time-bound manner**.

Reporting Format

SN	Particulars	Pending As on 18.08.2025 (Nos.)		Implemented/ completed during the campaign period (Nos.)		Brief Summary of each	Pending as on 17.11.25 (Nos.)	
		CVC	Non- CVC	CVC	Non-CVC		CVC	Non- CVC
1	Systemic Improvements					1. 2. 3.		

3. CAPACITY BUILDING PROGRAMS

Initiative

- A well-trained employee is an asset for any organization. A robust training system for employees is important for all organizations to succeed in its objective and functioning.
- Commission intends to focus on **capacity building** of Master Trainers as well as other employees including completion of relevant **courses on iGOT platform**.
- All organizations may **conduct structured training programs** for
 - (a) Training of Master Trainers and
 - (b) Training of other executives and officials by the Master Trainers/ training institutes/ other resources on **Relevant identified Topics of Importance**.

Reporting Format

CAPACITY BUILDING PROGRAMS				
SN	Subject matter of Training	No of Master Trainers trained*	No of Employees trained including those trained by the Master Trainers	Total no. of Employees Trained
1				
2				
3				

SN	Name of the Course on IGOT (Integrated Government Online Training)	No. of Employees who have completed the course during the campaign period
1		
2		

4. ASSET MANAGEMENT-1

Initiative

- A number of organizations possess a large number of **fixed assets like land/ properties**. In many cases, either the ownership documents or lease agreements are not available, **property is not in use or encroachments have taken place.**

Reporting Format

SN	Particulars of Review (Fixed assets)	Details
1	Whether documents in respect of the properties owned by the organizations have been properly documented, verified and digitized as per extant rules	(i) Details of review undertaken during the campaign period and outcome thereof (ii) Details of land/properties for which requisite ownership document/lease agreement are not available, and action plan proposed to rectify the situation
2	In case of property under lease, whether lease agreements are available and periodically reviewed	
3	Whether encroachments have been identified and future plan of action drawn for such properties	(i) Details of review undertaken during the campaign period and outcome thereof (ii) Details of land/ properties which have been encroached upon and action plan proposed to rectify the situation

4. ASSET MANAGEMENT-2

Initiative

- In respect of **movable assets**, many offices have a number of **old, unused or condemned assets** which affect the **cleanliness and efficacy** of the **working environment**.

Reporting Format

SN	Particulars of Review (Movable Assets)	Details
1	Whether inventory of assets (plant and machinery, office equipments, vehicles, sundry items etc) and physical assets are reconciled as per extant rules	(i) Details of review undertaken during the campaign period and outcome thereof (ii) Details of action plan proposed for reconciliation which could not be done in the campaign period to be given
2	Whether identification of obsolete items/ assets has been done and their disposal carried out as per extant rules	(i) Details of review undertaken during the campaign period and outcome thereof (ii) Details of assets due for disposal as per extant rules and pending for disposal at the end of campaign period. Action proposed for disposal of the same to be given

5. DIGITAL INITIATIVES

Initiative

- **Citizens / stakeholders visit the website** seeking details/ information and therefore all organizations should be prompt in **regular updation of their website** for greater transparency and better service delivery.
- All organizations must make efforts to ensure that their websites are updated and **contain all proper and relevant information.**
- All organizations may ensure submission of periodic compliance certificate to specified authority / NIC.
- All organizations to **identify new areas of digital services to customers/ stakeholders.**

Reporting Format-

SN	Particulars	Information
1	Provision for regular updation and maintenance of websites and submission of periodic compliance certificate with respect to website updation to the specified authority/ NIC	Details of action taken during the campaign period
2	Identification of new areas of digital services to customers/ stakeholders was carried out and implemented	Details may be provided 1. 2. 3.

INITIATIVES TAKEN BY VIGILANCE UNIT

- Analysis outcome of 3 Years Vigilance Activities and its Impact on Railway Operations
- Review of DAR outcome and its impact
- Planning of PC as per Thrust Area
- Checklist for conducting Preventive Checks
- Suggesting various System Improvement measures for its compliances
- Vigilance Awareness Workshops and Seminars for Field Units
- Communications with PHODs and DRMs other Head of Organisation on Vigilance matters

INITIATIVES TAKEN BY VIGILANCE UNIT

- **Internal In-house Capacity Building Workshops** on Topics of relevance
- **IGOT content uses**
- **IGOT Content creation** on Topics related to Vigilance
- **Skill and Competency Matrix** to track Continued upgradation
- **Upgrading Office infrastructure** to create a good working environment
- Optimum usage of **Internal Shared folder** for ready reference
- Compendium of **Checklist for PC, Vigilance and Department specific policy guidelines**
- **Recording Facility** for recording good quality Awareness content

ACTIVITIES PLANNED BY VIGILANCE DURING CAMPAIGN

- **Pending Complaint Investigation & finalisation of cases**
- **Compliances of System Improvements at field level and its impact**
- **Scrutiny of cases PC- as per Thrust Areas as a preventive measure**
- **Competency building measures by in-house workshops & formal Training at CTI/ ZTCs**
- **Usage of IGOT courses @ 1 Hr per Week per employee**
- **Creation of 3 no. IGOT courses on Vigilance matters**

ACTIVITIES PLANNED BY VIGILANCE DURING CAMPAIGN

- Use of **Digital IT** systems to record good quality awareness **content** for spreading awareness across all stake holders
- To Conduct **Interzonal Audit at WR** to suggest & learn best practices
- Conduct **Rly Board's Zonal vigilance review** meeting at SECR/BSP
- Publishing of **Vigilance Bulletin** with case studies and imp Addl guidelines besides certain aspects on Integrity and Conduct
Inputs from all departments is solicited.

ACTIVITIES PLANNED BY VIGILANCE DURING CAMPAIGN

- Conduct **extensive Vigilance Awareness Programme** at HQ, Div, Con & Workshops
- Spread public awareness through **participation by staff and stake holders** at all Divisions and functional units over SECR
- **Drawing, Painting, Elocution competition, Nukkad Nataks** etc. will be conducted by Divisions in public premises to spread awareness

ACTIVITIES PLANNED BY VIGILANCE DURING CAMPAIGN

- Interaction with Divisions to pursue timely completion of **DAR cases**
- Improving **Internal System Improvements** of Vigilance functioning- Weeding out old files and records, upgrading systems, Compendium of Vig directives and departmental matters, exploring further usage of digital IT technology to improve functioning.

VIGILANCE AWARENESS CAMPAIGN

NOTICE OF COMPLAINT



03 Month Campaign on Preventive Vigilance (18.08.2025 - 17.11.2025)

थीम: "सतर्कता: हमारी साझा जिम्मेदारी"
Theme: "Vigilance: Our Shared Responsibility"

Vigilance Awareness Week-2025 (27.10.2025 - 02.11.2025)

Focus Areas:

- Complaints Investigation & Preventive Checks
- DAR and System Improvements Compliances
- Capacity Building Programmes
- Asset Management
- Digital Initiatives

"Integrity without knowledge is weak,
Knowledge without integrity is dangerous"



सूचना / NOTICE

विषय Sub: भ्रष्टाचार उन्मूलन / Eradication of Corruption.

स्थित तब दो और स्थित तब दो।

यदि इस कार्यालय का कोई व्यक्ति स्थित तब दो या यदि आपके पास इस कार्यालय में भ्रष्टाचार के बारे में कोई जानकारी है या यदि आप इस कार्यालय में भ्रष्टाचार के शिकार हैं, तो आप इसकी शिकायत श्वस्य प्रमुख एवं निम्न के पास कर सकते हैं:

DO NOT PAY BRIBES OR DO NOT TAKE BRIBES.
IF ANYBODY OF THIS OFFICE ASKS FOR BRIBE OR IF YOU HAVE ANY INFORMATION ON CORRUPTION IN THIS OFFICE OR IF YOU ARE AN VICTIM OF CORRUPTION IN THIS OFFICE THEN YOU CAN COMPLAIN TO THE HEAD OF DEPARTMENT IS THIS DEPARTMENT & ALSO TO:

- VIGILANCE/SECR:
 - SDGM/SECR, VIGILANCE DEPARTMENT, 1ST FLOOR, OLD GM BUILDING, RTS COLONY, BILASPUR, PIN - 495004, Phone: 64006 [Rty], 07752-414229
- CENTRAL BUREAU OF INVESTIGATION (CBI):
 - HEAD OF BRANCH, CBI - ANTI CORRUPTION BRANCH, VIP ROAD, NEAR PTS CHOWK, POST MANA CAMP, RAIPUR, CHHATTISGARH - 492015, TELEPHONE/FAX NO.: 0771-2970800, 0771-2970801, 9202930778, Email: hobaccc@cbi.gov.in
- CENTRAL VIGILANCE COMMISSION (CVC):
 - CHIEF VIGILANCE COMMISSIONER, SATARKETA BHAVAN, BLOCK - A GPO COMPLEX, INA NEW DELHI - 110023, PHONE: 011-24600200, FAX: 011-24651186
- PIDPI (Public Interest Disclosure & Protection of Informer):

पीआईडीपीआई (PIDPI) क्या है?	<ul style="list-style-type: none">• पीआईडीपीआई भारत सरकार का एक संकल्प है।• इसके तहत दर्ज किये गये सभी शिकायतों में शिकायतकर्ता की पहचान गोपनीय रखी जाती है।
पीआईडीपीआई शिकायत कैसे दर्ज की जाती है?	<ul style="list-style-type: none">• शिकायत "सचिव, सीवीसी" को संबोधित होनी चाहिए और डाक बिकाफे पर "पीआईडीपीआई (PIDPI)" लिखा होना चाहिए।• शिकायतकर्ता का नाम और पता डाक बिकाफे पर नहीं बल्कि बिकाफे के अंदर बंद पत्र में अंकित होना चाहिए।
पीआईडीपीआई (PIDPI) शिकायत भेजने का पता	सतर्कता भवन, ब्लॉक-ए, जीपीओ कॉम्प्लेक्स, आईएनए, नई दिल्ली- 110023, फोन: 011-24600200, फैक्स: 011-24651186

Issued by: VIGILANCE DEPARTMENT/SECR, BILASPUR

**In true spirit
to serve the Nation, is to serve Ourselves**

**Let's DO all things possible to eliminate from our systems,
INCOMPETENCIES and CORRUPT PRACTICES.**

and align our acts together, in tune with the theme:

**सतर्कता: हमारी साझा जिम्मेदारी
Vigilance: Our Shared Responsibility**



ACTIVITIES EXPECTED FROM HQ & DIVSIONS DURING THE CAMPAIGN PERIOD

- **Workshop and Seminars** to improve Skill and Competencies of Railway Staff as well as Contractual agencies.
- Encourage staff for usage of **IGOT content** @ 1 Hr/Week.
- Implement **System Improvements** recommended by Vig unit.
- **Identify area of Improvement** to improve **productivity**.
- Issue **Compendium of Policy guidelines** and review regularly.
- Adress Issues of **Integrity & Ethical behaviour** by regular **interaction & scrutiny** with subordinate **officials, Contractors And other Stake holders**- Customers, Suppliers, Service providers etc.

ACTIVITIES EXPECTED FROM HQ & DIVISIONS DURING THE CAMPAIGN PERIOD

- Take **stern action** against those involved in malpractices be it Railway Official, Contractual Agency, Supplier, Service provider or Customer- Passenger or Parcel or Goods, etc. in line with **Government's policy of "Zero tolerance to corruption"**.
- Make **usage of Digital IT technology** to improve efficiency
- **Create good work environment** by weeding out old and outdated records and systems and providing good work space.
- Take **staff welfare measures** to enable them contribute more with pride.
- **Submit Monthly Progress/ Status Report** as per CVC format.
- Lets make **SECR** and our Nation- **INDIA** proud by serving it well.

DIGILTAL INITIATIVES- FEW SUGGESTIONS

1. Content utilization on IGOT portal- Domain, Functional & Behavioral aspect
2. Content Creation on IGOT- by respective departments on important topics
3. Studio Room to record Workshops and Seminars
4. Skill and Competency Matrix Management
5. Use of Photographs, Videos and IP based CCTV to access day to day field activities.

DIGILTAL INITIATIVES- FEW SUGGESTIONS

1. Data Base Management System- Technical details, Policy Guidelines, Inspection Reports, Important Correspondence, Targets and Achievements on Internal Shared folders.
2. Predictive analytics with sensor-based IT technology & Digital field records from point of origin to point of monitoring- Online/ Offline access on server space- Internal Shared folder
3. Provision of Laptop/ Mobile to Field Supervisors to access data from anytime anywhere with internet- Railnet access.

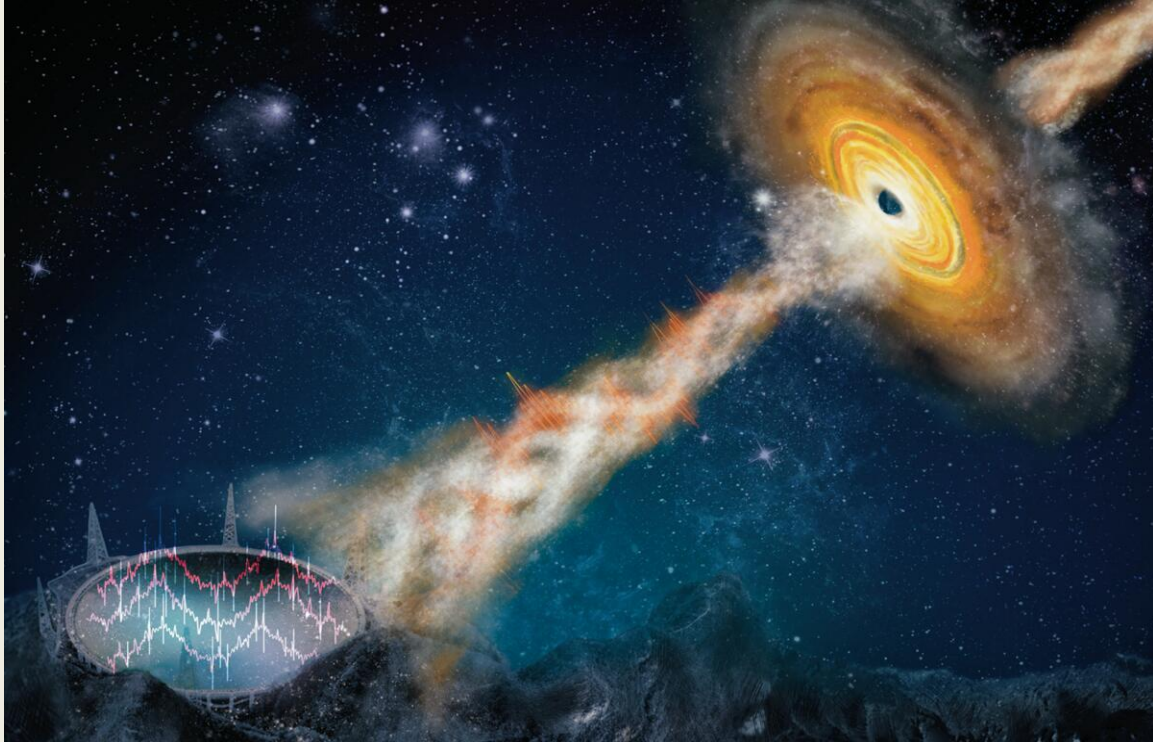
LET'S BEGIN FROM THE BEGINNING OF THE BEGINNING

- FROM WHERE ? (BIRTH.....& BEFORE?)
- TO WHERE ? (DEATH....& BEYOND)
- A JOURNEY- CALLED A LIFE

TIME LINE OF OUR EXISTANCE

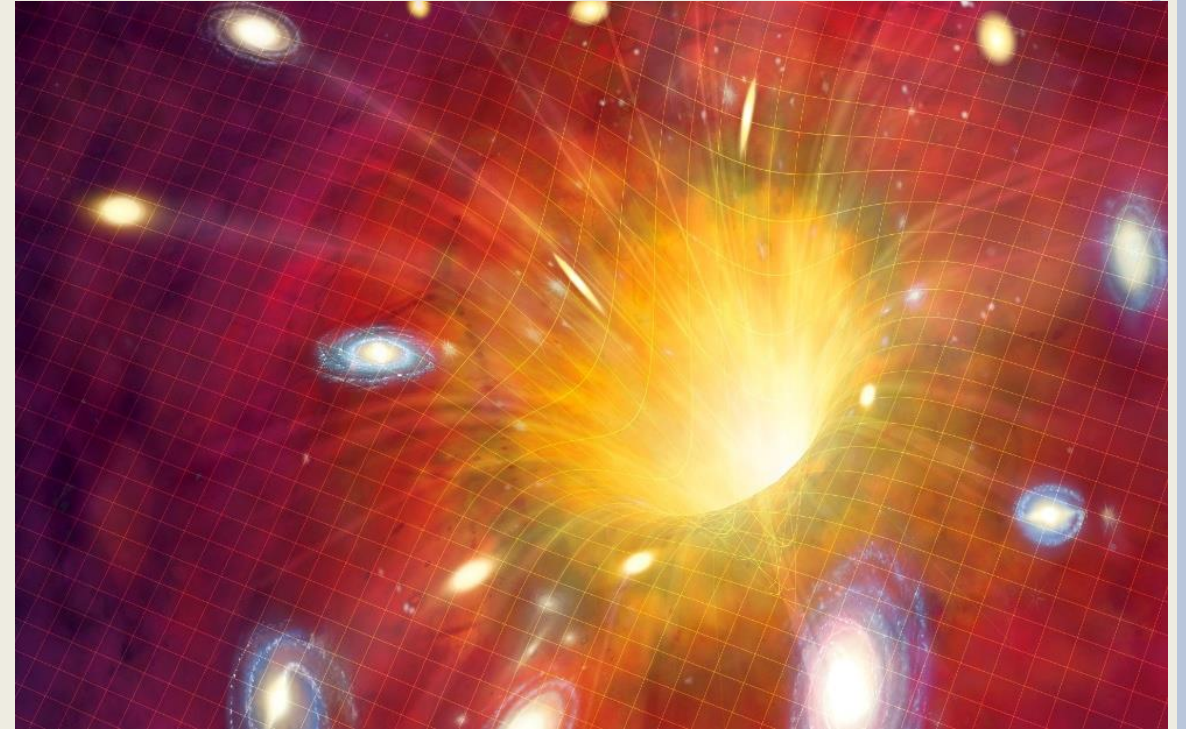


BLACK HOLE THEORY



NEGATIVE AND DESTRUTIVE-DEATH FORCES OF NATURE-

BLACK HOLES SUCKS ALL THE EXISTENCE AROUND IT INCLUDING THE ENERGY, THE FORCES OF LIFE. CORRELATING WITH THE GREED- IT HAS SEVERLY DAMAGED AND PERISHED THE WORLD. IT MAY LOOK GOOD TO BE GREEDY IN SHORT TERM. BUT, LIFE FORCES TAKES OVER AT THE END...!



POSITIVE LIFE FORCES OF THE NATURE-
UNIVERSE HAS COME TO EXISTENCE BY EXPLODING THE BLACK HOLE i.e. RELAEASING ALL THE ELEMENTS OF LIGHT OF LIFE WHICH IT HAD ENGULFED. INCIDENTALLY GREEDINESS ITSELF HAS BEEN A CAUSE OF EXPLOSION AS IT COULD NOT CONTAIN THE LIFE FORCES WITHIN & EXPLODED.

NOT ONLY LIFE HAS ESCAPED FROM THE CLUTCHES BUT ALSO THE DEATH/ NEGATIVE FORCES OF THE VERY ELEMENTS OF BLACK HOLE ALSO SHADOWED IT AS THEY ARE SO INTWINED...!
SO IS THE NATURE- TO BE ALIVE, WE HAVE TO SEGGRGATE IT

UNIVERSE AND THE EARTH



A MULTIVERSE- COSMIC DUST



THE UNIVERSE

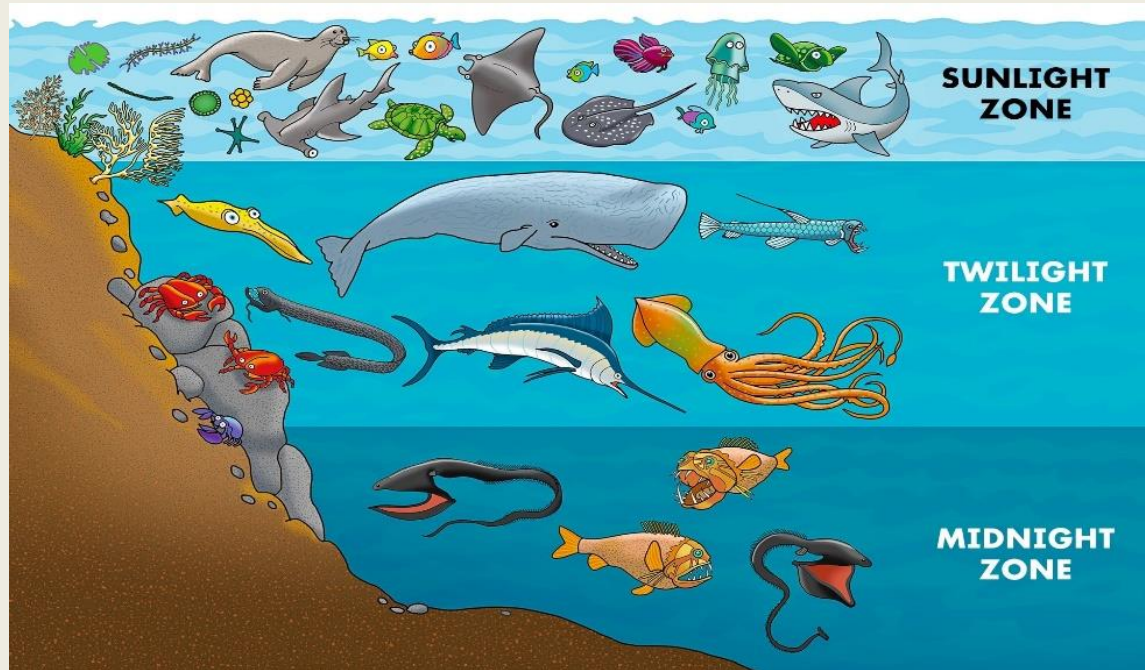


THE SOLAR SYSTEM



THE EARTH

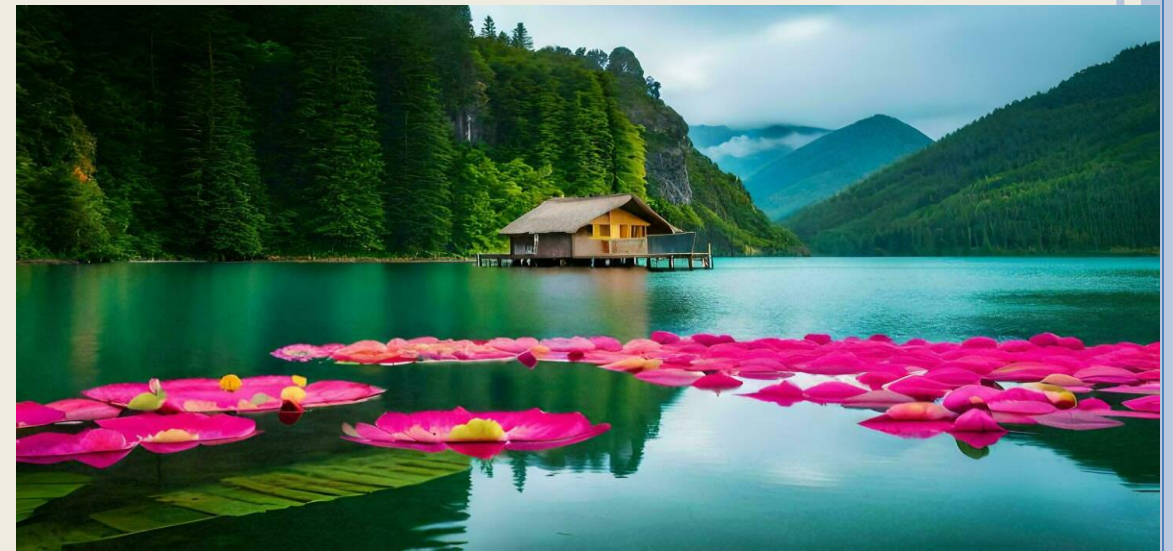
EVOLUTION OF LIFE ON THE EARTH



DEEP SEA NATIVES

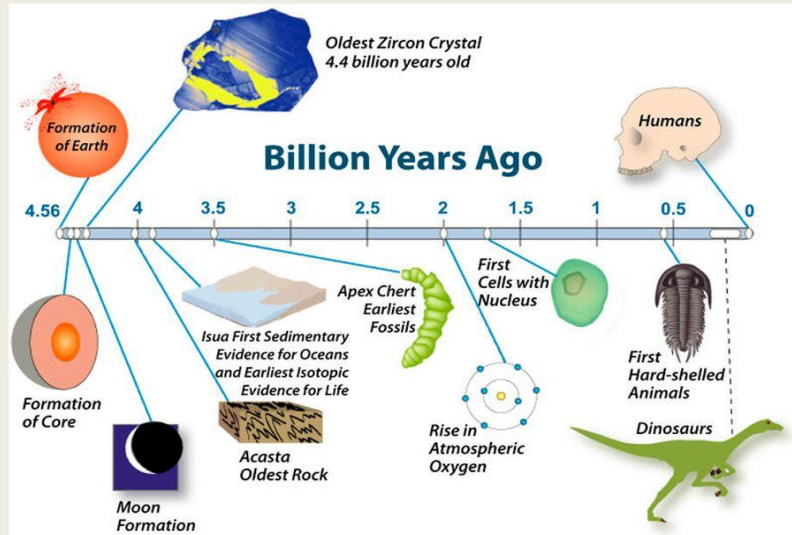


LIVING CREATURES ON THE EARTH



EARTH

This timeline shows the history of life on Earth.



HUMANITY

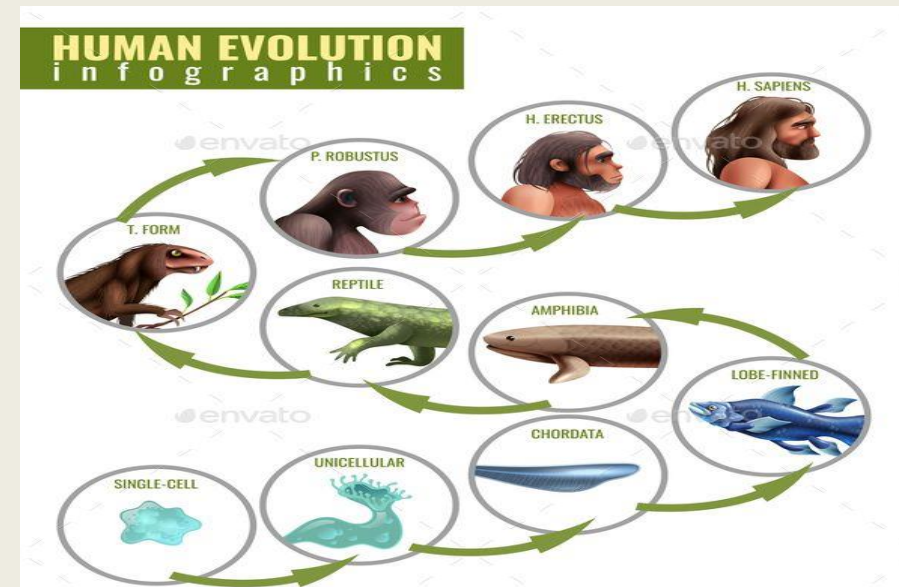
HUMANITY today is actively [reshaping the planet](#).

Our APPETITE / GREED for natural resources and large-scale industrial activity is eradicating species, warming the oceans and disrupting the global climate on an unprecedented scale.

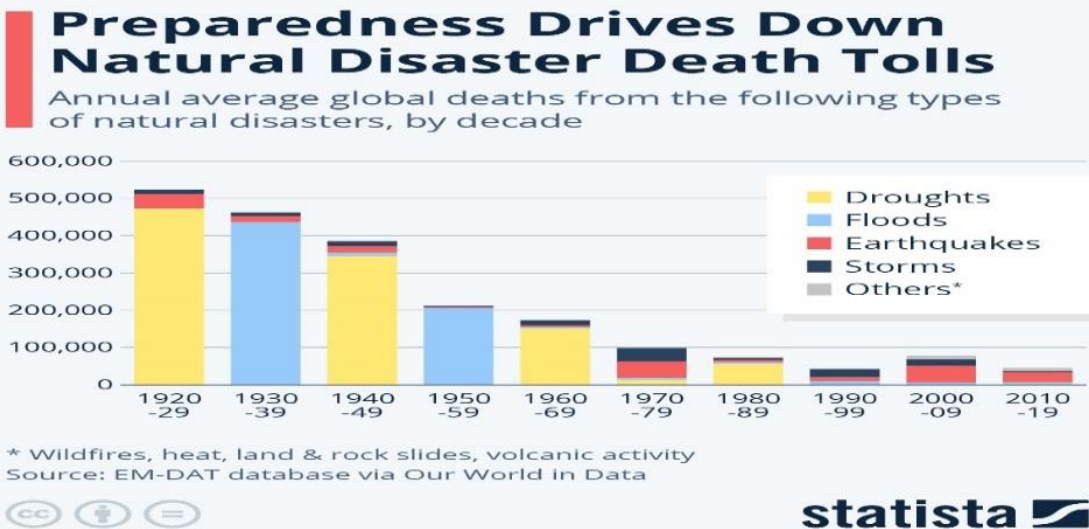
Surprising ways the changing Earth shaped human evolution and society

From the development of our remarkable brains to the geographic divides in the way we vote, our shape-shifting planet has guided the path of humanity

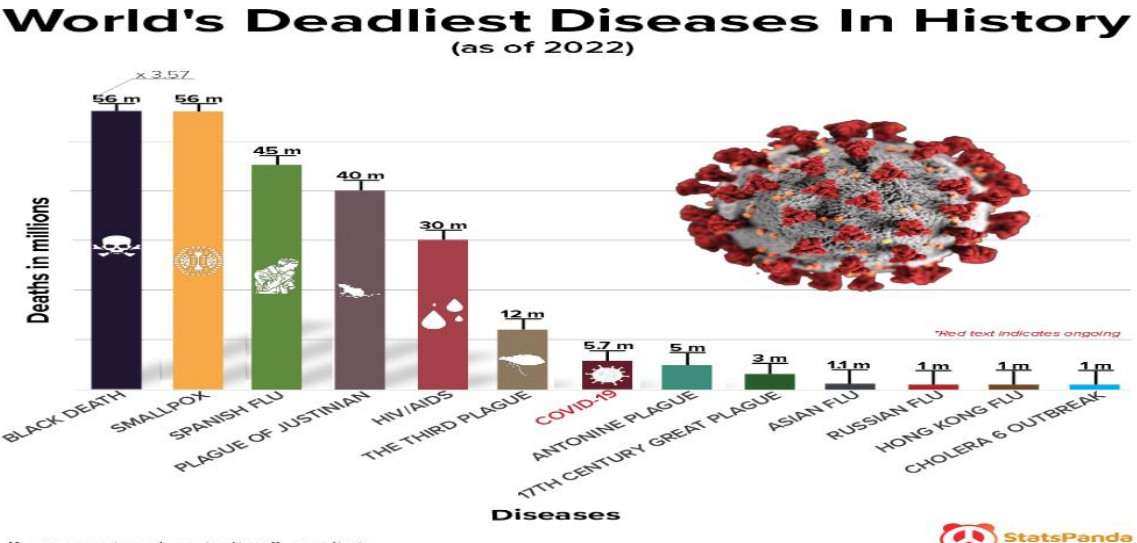
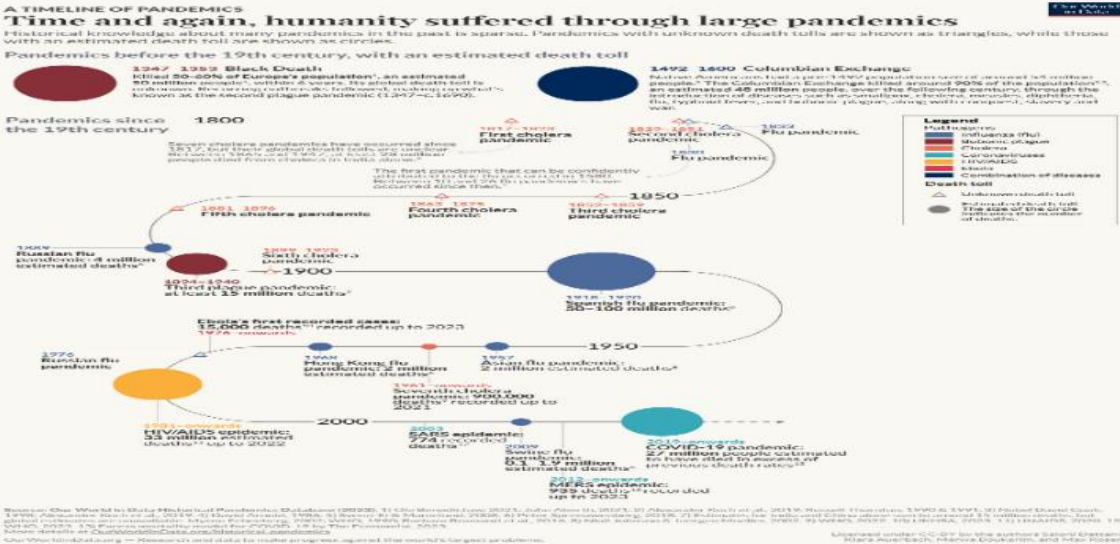
HUMAN EVOLUTION



RISK TO HUMANITY- WAR, DISEASE, FAMINES



NATURAL DISASTER- POSED BIG CHALLENGE TO HUMANITY



DISEASES TOOK HUGE TOLL OF HUMAN RACE



DISEASES RAN BEHIND THROUGHOUT THE EVOLUTION

FOR SURVIVAL PEACE AND PROSPERITY- HUMANS AT WARS

HUMAN EXPEDITION- EXPLORATION OF NATURE



HUMAN SETTLEMENTS ON LAND



HUMAN EXPLORTION- SEA/OCEAN



HUMAN EXPLORTION- SKY



HUMAN EXPLORTION- SPACE

HUMAN EXPLOITATION & IMPACT ON NATURE



HUMAN EXPLITATION OF NATURE



HUMAN IMPACT ON ENVIRONMENT



HUMAN EXPLITATION OF NATURE

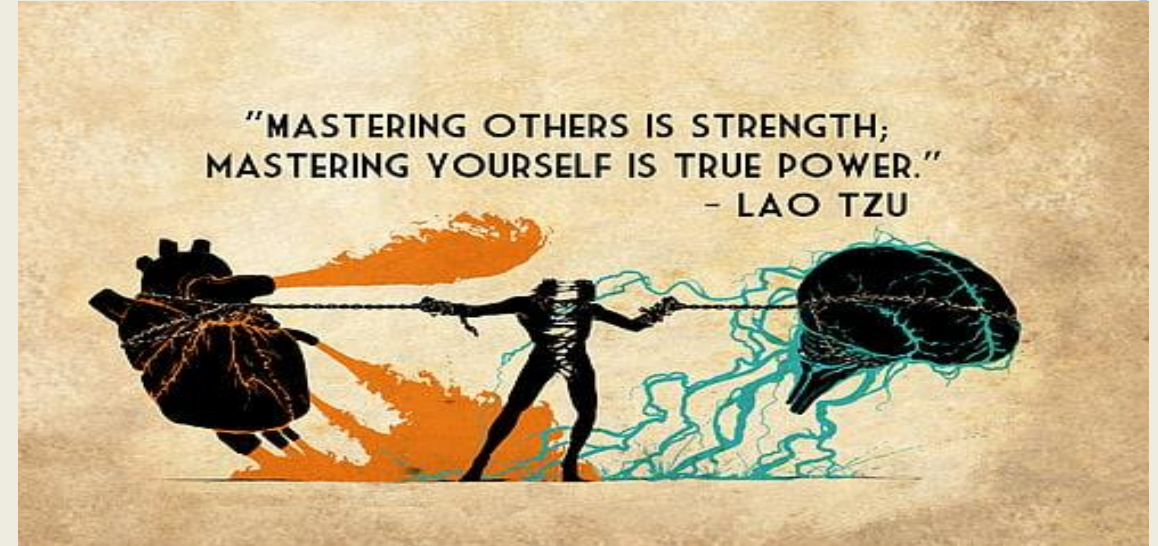


AFTER MINDLESS EXPLOITATION OF NATURE, HUMANS ON SOS CALL

INDISCRIMINATE EXPLOITATION OF HUMANITY BY FEW IN POWER



BRAIN OF DESTRUCTION- CHOICE OF SINGULAR SURVIVAL



DUALITY OF MIND- BETTER CHOICE FOR SURVIVAL OF ALL



Article 23 & 24

Right Against
Human
Exploitation
CASELAWS

HUMANITY FIGHTING TO SURVIVE



WIDENING GAP BETWEEN FEW RICHES AND POORS

PROSPERITY TO PERISH BY EXPLOITATION OF HUMANITY, BY FEW IN AUTHORITY



ANCIENT INDIA- PROSPEROUS AND PEACEFUL



BATTLE OF CHAMKAUR CHANGED COURSE OF INDIAN POLITY

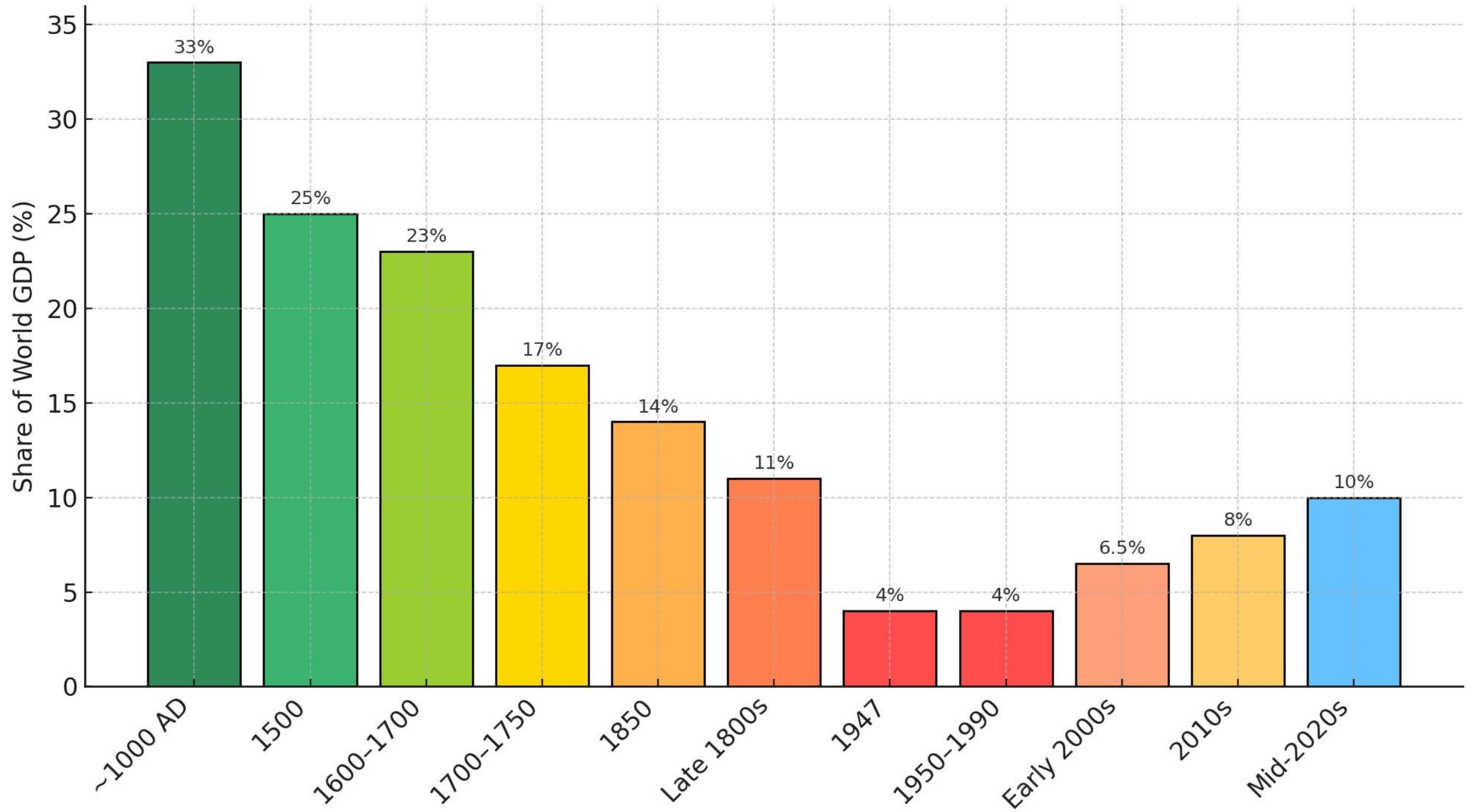


INDIA IN COLONIAL ERA

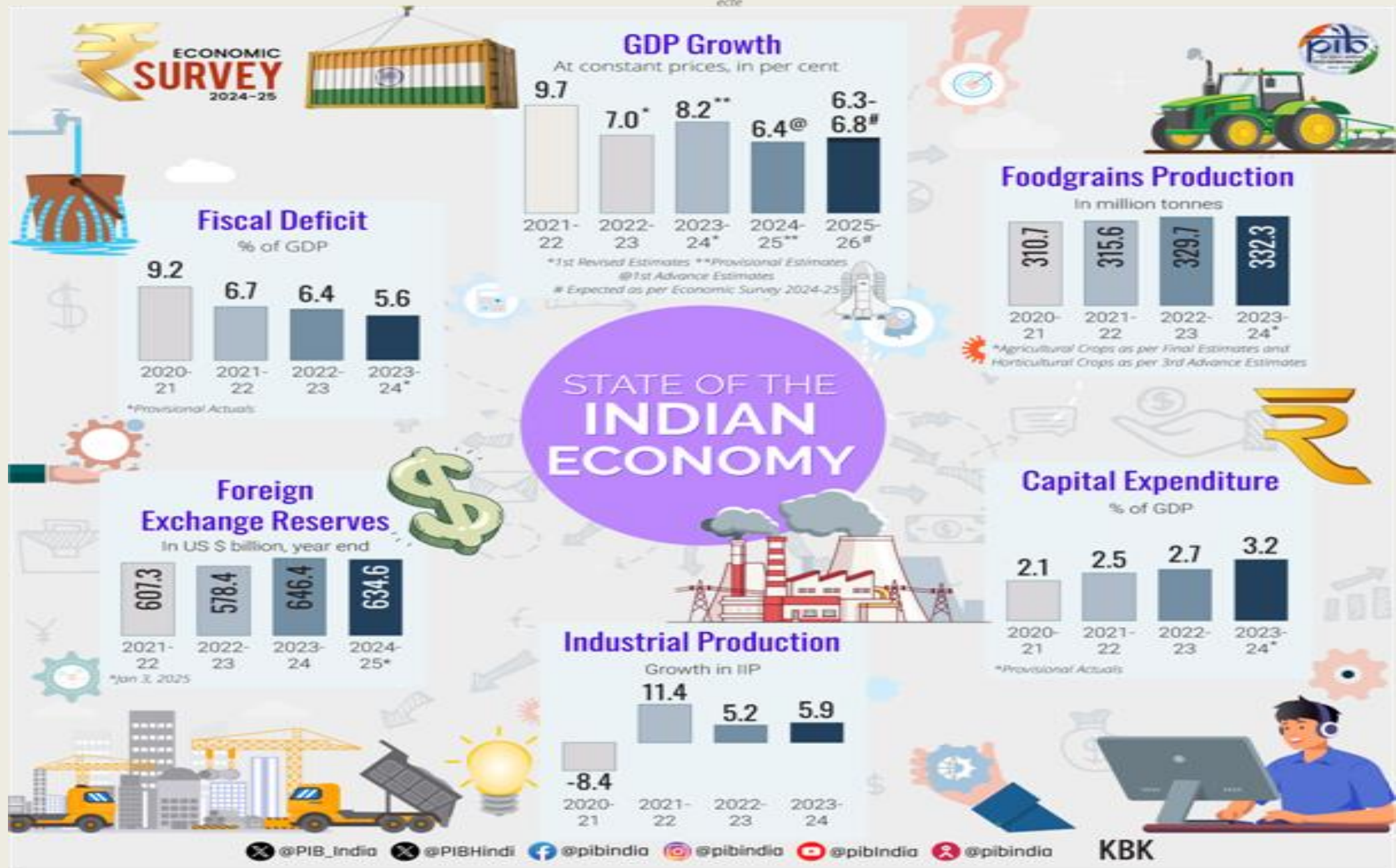


FAMINES- HUGE DEATH TOLL FORCED UPON BY BRITISH EMPIRE

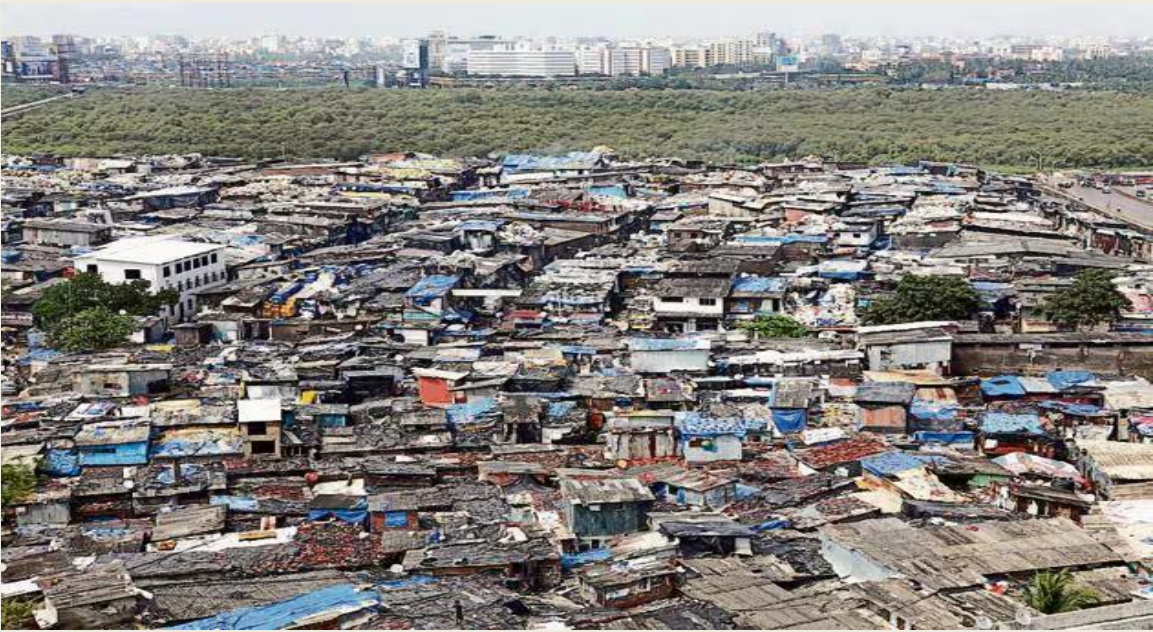
India's Share of World GDP Over Time



INDIAN ECONOMY 2023-24







TRANSFORMING INDIA... A BIG CHALLENGE...!



WHAT RAILWAYS HAVE DONE SO FAR!

- GAUGE CONVERSION

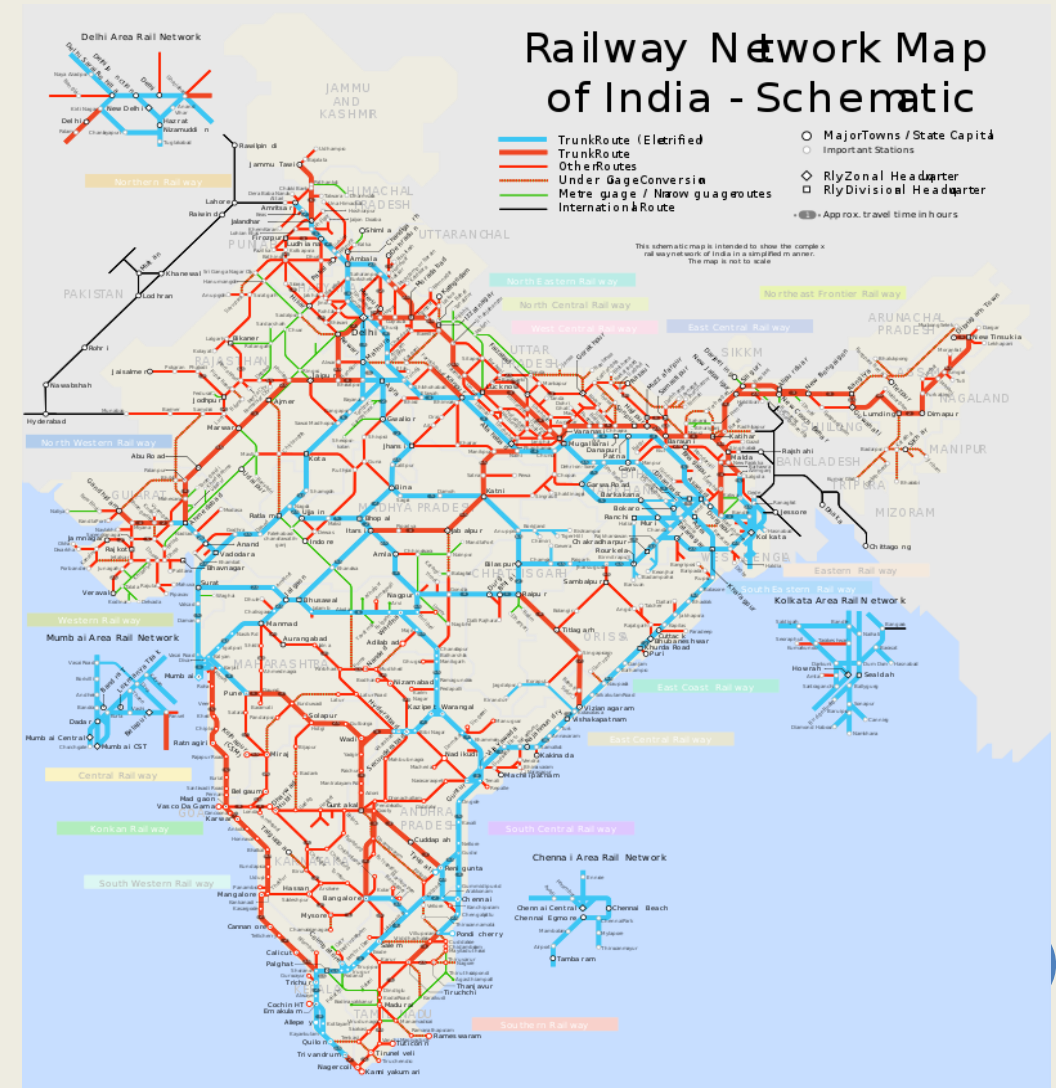
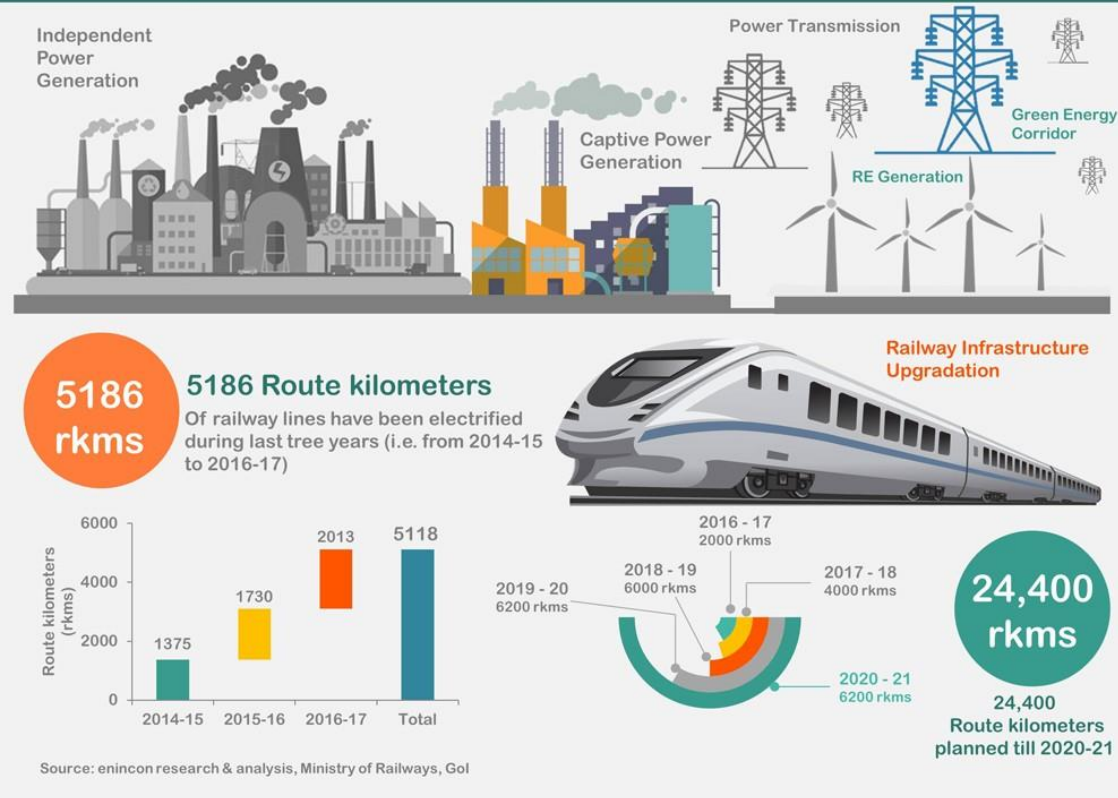
	Light Gauge 610 mm 2 ft
	Narrow Gauge 762 mm 2 ft 6 in
	Meter Gauge 1000 mm 3 ft 3⅞ in
	Broad Gauge 1676 mm 5 ft 6 in



WHAT RAILWAYS HAVE DONE SO FAR!

○ RAILWAY ELECTRIFICATION

Exhibit 1: Railway Electrification Trend & Roadmap for India till FY 2022



WHAT RAILWAYS HAVE DONE SO FAR!

- LINE CAPACITY ENHANCEMENT- MULTI TRACKING- DOUBLING, TRIPLING, QUADRUPLING- ON THE ANVIL



WHAT RAILWAYS HAVE DONE SO FAR!

YARD REMODELLING- TRAFFIC FACILITIES



WHAT RAILWAYS HAVE DONE SO FAR!

- HIGH POWERED ENGINES



WHAT RAILWAYS HAVE DONE SO FAR!

○ LHB COACHES





WHAT RAILWAYS HAVE DONE SO FAR!


○ HIGH SPEED AND MORE COMFORTABLE “VANDE BHARAT”

VANDE BHARAT MAP

With PM Narendra Modi **flagging off** five new trains on Tuesday, India is now connected by 23 VANDE BHARAT TRAINS



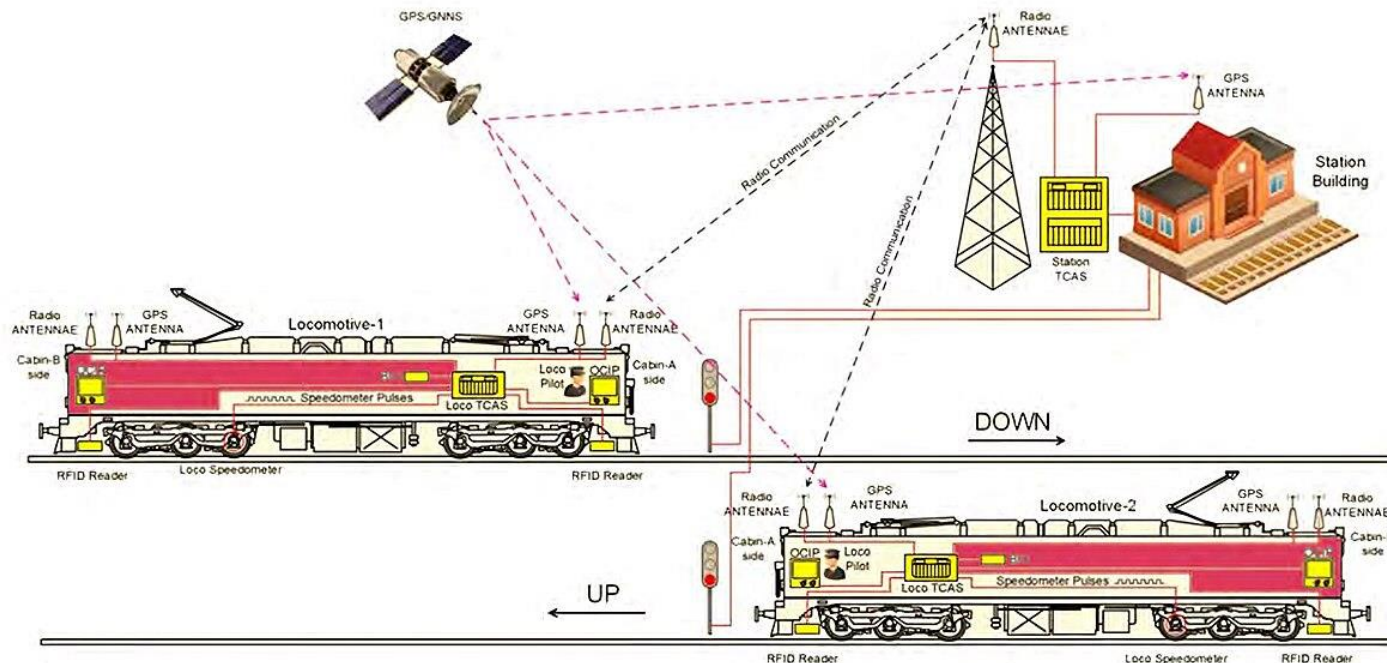
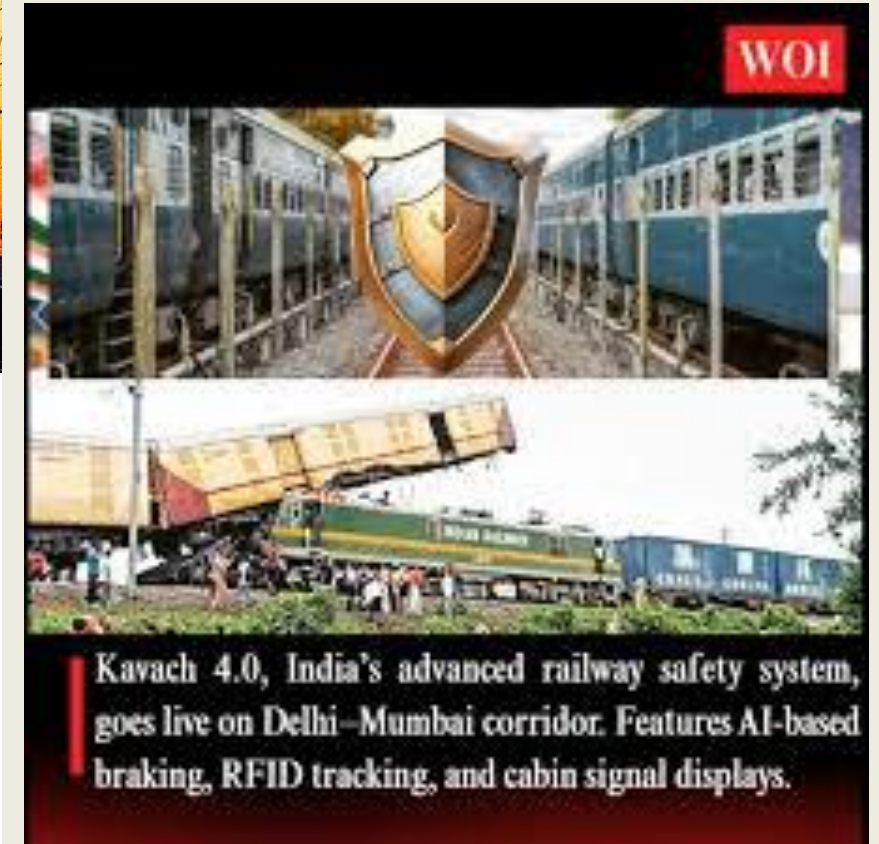
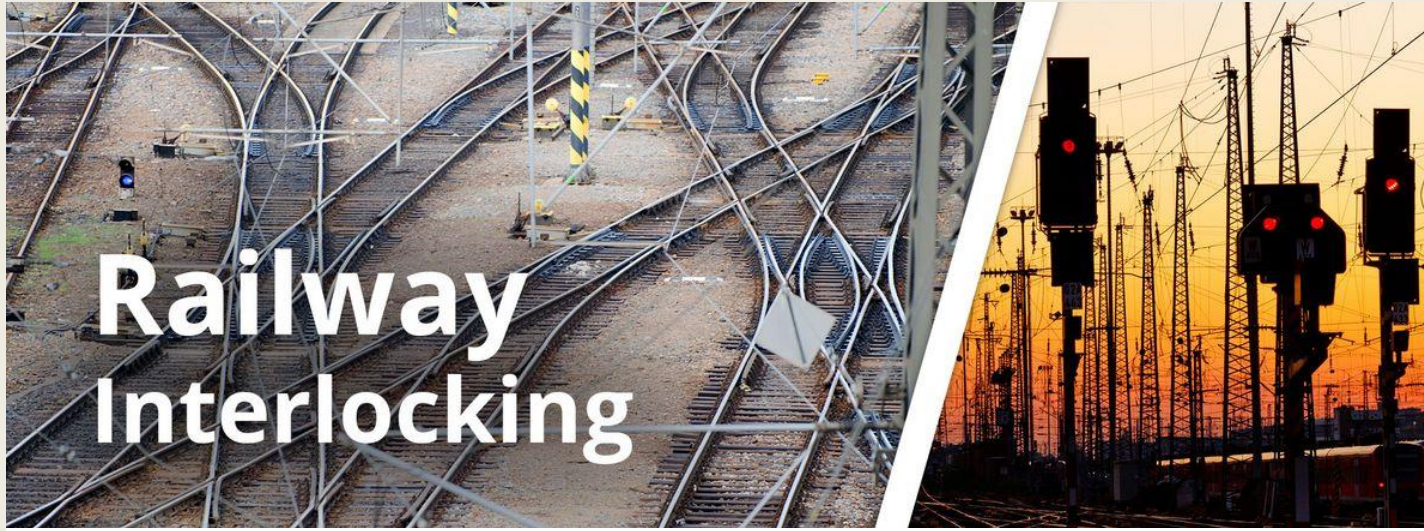
NEWS 18 creative



Innovativezone
Enlighten the world with innovation

INDIAN RAILWAYS
TO LAUNCH 9 NEW
VANDE BHARAT EXPRESS
TRAINS ON THESE ROUTES

WHAT RAILWAYS HAVE DONE SO FAR!



STILL FALLING SHORT OF DEMAND...!



NITI AAYOG'S VISION FOR INDIA@2047

SN	Pillar	Vision Highlights
1	Economic Growth	\$30 Tn economy, ~\$18k–\$20k per capita income from present ~\$ 3k, @~7 to 7.5 % annual growth
2	Manufacturing & Urbanization	Manufacturing ~25% of GDP; urbanization >50% for scale and efficiency
3	Sustainability & Tech	Renewable energy transition, net-zero by 2070, AI and digital governance
4	Human Development	Universal access to housing, healthcare, education, broadband; literacy ~90%, life expectancy ~72 Year
5	Cooperative Federalism	Inclusive planning across states with “Team India” ethos
6	Global Integration & Innovation	Indian global champions, R&D partnerships, global economic leadership
7	SDG Alignment	Fast-tracking SDGs, leveraging programs like Aspirational District Initiative for Sustainable Devpt

GOI- NITI AAYOG'S VISION: *INDIA@2047* (VIKSIT BHARAT BY 2047)

○ **Transformation Blueprint:**

NITI Aayog has crafted "Vision India@2047", a long-term development roadmap aiming for a \$30 trillion economy by India's centenary of independence.

○ **Beyond Just Economics:**

The vision emphasizes holistic development-

Access to Quality Housing, clean Water, Electricity, Broadband,

Healthcare, Education, Employment, Technology, Infrastructure, and

Global Economic Leadership, not just a nominal income

PM GATISHAKTI



- Driven by seven engines: Roads, Railways, Airports, Ports, Mass Transport, Waterways, and Logistics Infrastructure.
- National Master Plan aimed at world class modern infrastructure and logistics synergy



Formulation of Master Plan for expressways.
Completing 25000 km national highways in
2022-23



- Unified Logistics Interface Platform allowing data exchange among all mode operators
- Open Source Mobility Stack for seamless travel of passengers
- 4 Multimodal Logistics parks through PPP to be awarded in 2022-23



- Integration of Postal and Railways Network facilitating parcel movement.
- One Station One Product
- Extending coverage under Kavach
- 400 new generation Vande Bharat Trains



- Multimodal connectivity between mass urban transport and railway stations
 - National Ropeways Development Plan as sustainable alternative to conventional roads.
- Capacity building for infrastructure Projects

WAKING TO RE-BUILD INDIA – HOME OF OUR OWN DESTINY

GATI SHAKTI MASTER PLAN

Roadways capacity to be increased



Around 200 new airports, heliports and water aerodromes envisioned

Railways transport cargo capacity to be increased to **1,600 tonnes** by FY25



Transmission network to be increased to **4,54,200 circuit km**



Renewable capacity to be increased to **225 GW** by FY25



4G connectivity for villages by FY22. **Around 20** new mega food parks



WAKING TO RE-BUILD INDIA – HOME OF OUR OWN DESTINY

BENEFITS UNDER MAKE IN INDIA



Export Incentives



Incentives under income tax act



Deductions in Wages



Sector specific initiatives



State Incentives



Area based incentives



R&D Incentives

Transform India into a global manufacturing & investment hub

Increase manufacturing share in GDP from 16% to 25% by 2022

The 110L Cr PM Gati-Shakti initiative has improved logistics and transport connectivity, while India received \$667.41 billion (5.5 L Cr) in FDI in 2014-24.



VISION OF THE COUNTRY AND INDIAN RAILWAYS

- TO BE A THIRD LARGEST ECONOMY IN THE WORLD.
- TO REACH A USD 5 Tn MARK BY 2030
- TO BE A DEVELOPED NATION BY 2047
- RAILWAYS IS PREFERRED OVER OTHER MODES OF TRANSPORT-
 - ONE OF THE BEST IN SAFETY RECORD. RIGHT OF WAY.
 - CHEAPEST- ECONOMICAL COMFORTABLE ACCESSIBILITY BY ALL CLASS OF PASSENGERS
 - ACCEPSSIBILITY FOR MOST CLASS OF GOODS TRAFFIC
 - REACHABILTY OVER VAST AREA OF OUR GEOGRAPHY
 - OPTIONS FROM SMALLEST TO LARGEST DISTANCE
 - ENVIRONMENT FRIENDLY
 - ADOPTIBILITY TO LEVERAGE MODERN TECHNOLOGY
 - ALL WEATHER RUGGED MODE OF TRANSPORT
 - IT'S THE MOST CREDIBLE OPTIION FOR TRAVEL WITH OR WITHOUT BAGGAGE. VALUE FOR TIME AND MONEY.
- CHALLENGES AHEAD
 - TO REDUCE LOGISTIC COST FROM 15% TO 8%.
 - RAILWAYS TO INCREASE MODAL SHARE i.e. NATIONAL TRANSPORT SHARE FROM 27% TO 45% i.e. ABOUT FOUR TIMES THE PRESENT VOLUME i.e. FROM 1,500 Mn MT to 6,000 Mn MT OF GOODS TRAFFIC IN 20 YEARS and
 - SIMILAR GROWTH OF FOUR TIMES IN PASSENGER TRAFFIC CAN BE EXPECTEDON RAIL NETWORK
 - WORLD CLASS PASSENGER AND FREIGHT SERVICES
 - IMPROVISE ITS OWN SAFETY RECORD AND BE THE SAFEST MODE OF TRANSPORT
 - IMPROVE UPON THE PUNCTUALITY WITH REDUCED TRAVEL TIME i.e. MORE RELIABLE, HIGH SPEED, HIGH CAPACITY NETWORK.

INDIAN RAILWAYS INFRASTRUCTURE MODERNISATION



INERA
JUNCTION

KHARSIA-PARMALKASA

**NEW RAIL LINE TO BOOST CONNECTIVITY
AND GROWTH IN CHHATTISGARH**





AS THE TRAIN OPERATIONS INTENSIFIES, SO OUR RISKS...!

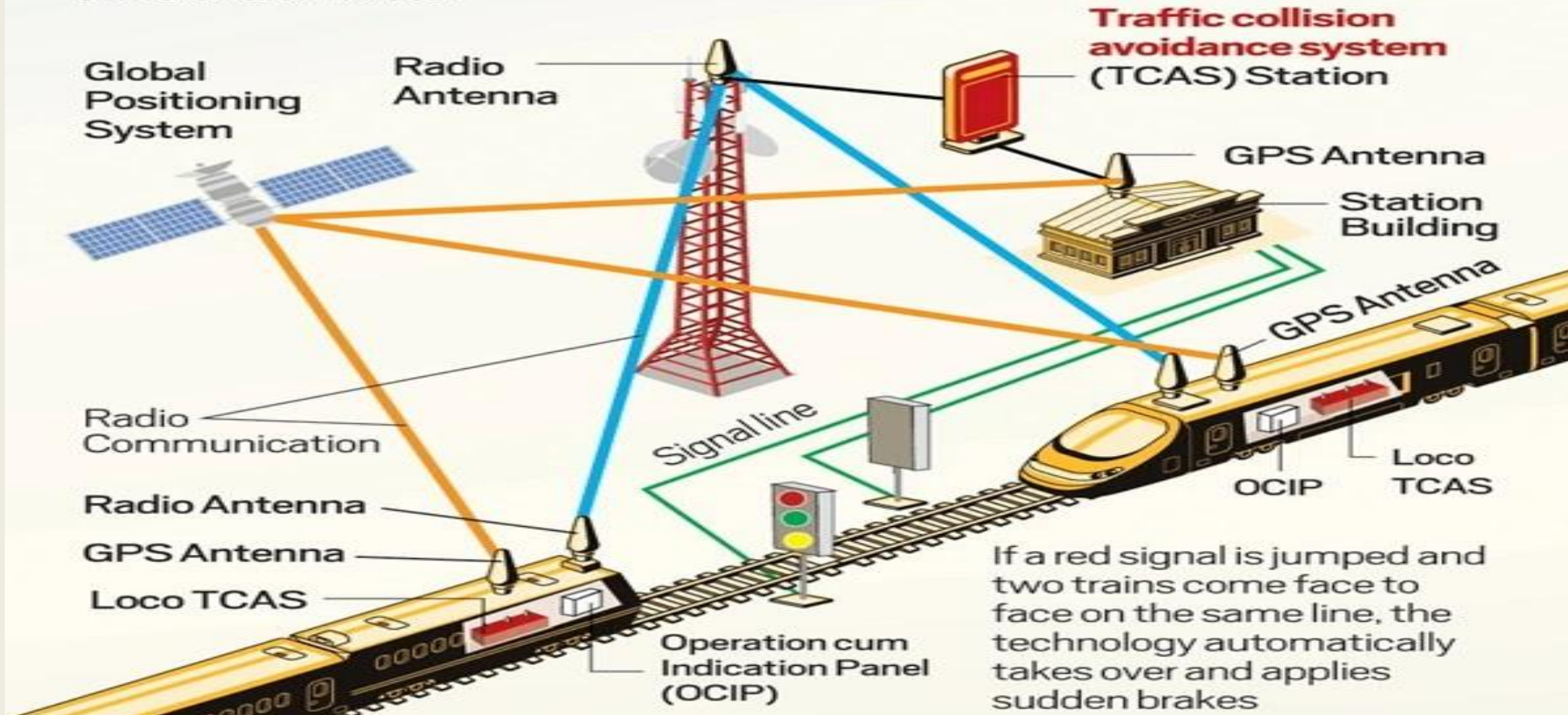
- RAILWAYS IS A SERIOUS BUSINESS...
- CONTINUOUS ALL OUT EFFORTS NEEDED TO AVOID ACCIDENTS



IR PLANS TO MITIGATE RISKS IN TRAIN OPERATION...!

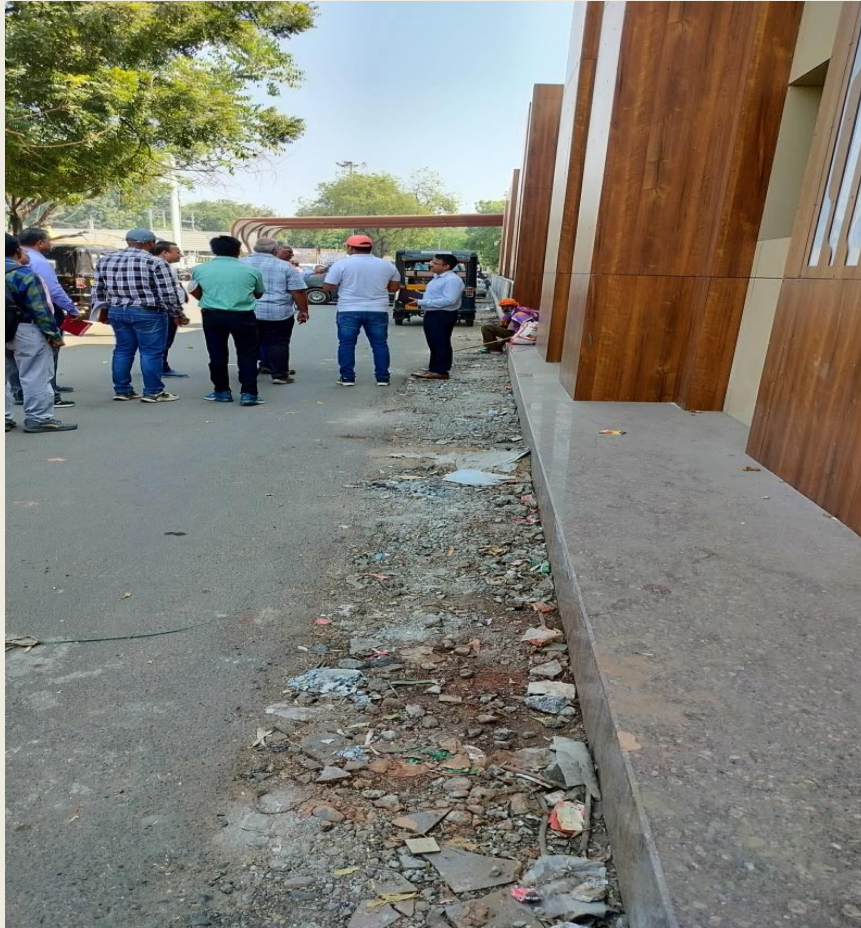
HOW RAILWAYS' KAVACH PROTECTION SYSTEM WORKS

KPS is a set of electronic and radio frequency devices installed in locomotives, in the signalling system as well the tracks, that talk to each other using ultra-high radio frequencies to control the brakes of trains and also alert drivers



NITR SITE PHOTOGRAPHS

Before



After



NITR SITE PHOTOGRAPHS

Before



After



CWA SITE PHOTOGRAPHS

- Flower pot without Base Plate



- Broken steps



CAF SITE PHOTOGRAPHS

- Mat finish tiles may be used in concourse area
- Proper tiles protector shall be used



CAF SITE PHOTOGRAPHS

- Proper cleaning equipment should be provided to cleaning staff



WADSA SITE PHOTOGRAPHS

- Tiles protector may shall be used at painting site
- Mortar was made on kota stone



DIGHORI SITE PHOTOGRAPHS

- Dighori station platform area



DIGHORI SITE PHOTOGRAPHS

- Unwanted material left at the site
- Regular maintenance of station building is required

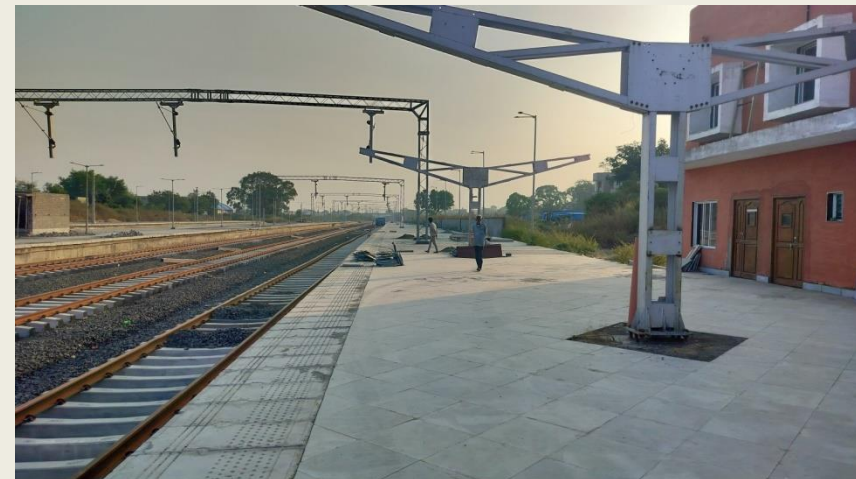


UMRED SITE PHOTOGRAPHS



UMRED SITE PHOTOGRAPHS

- Umred station platform area



BRIDGE NO. 94 SITE PHOTOGRAPHS

- Proper Labour camp proper facilities to be provided to the site workers



AMBIKAPUR ORH- NEED PROPER UPKEEP

USLAPUR- Electrical work- Proper design and drawing need to be provided



USLAPUR- Proper design and execution of Electrical works needed

USLAPUR- Entrance area proper design and execution to be ensured



Reliability and Maintainability Engineering

R A M S



CENELEC RAMS STANDARD EN50126 SYSTEM "V" LIFE CYCLE

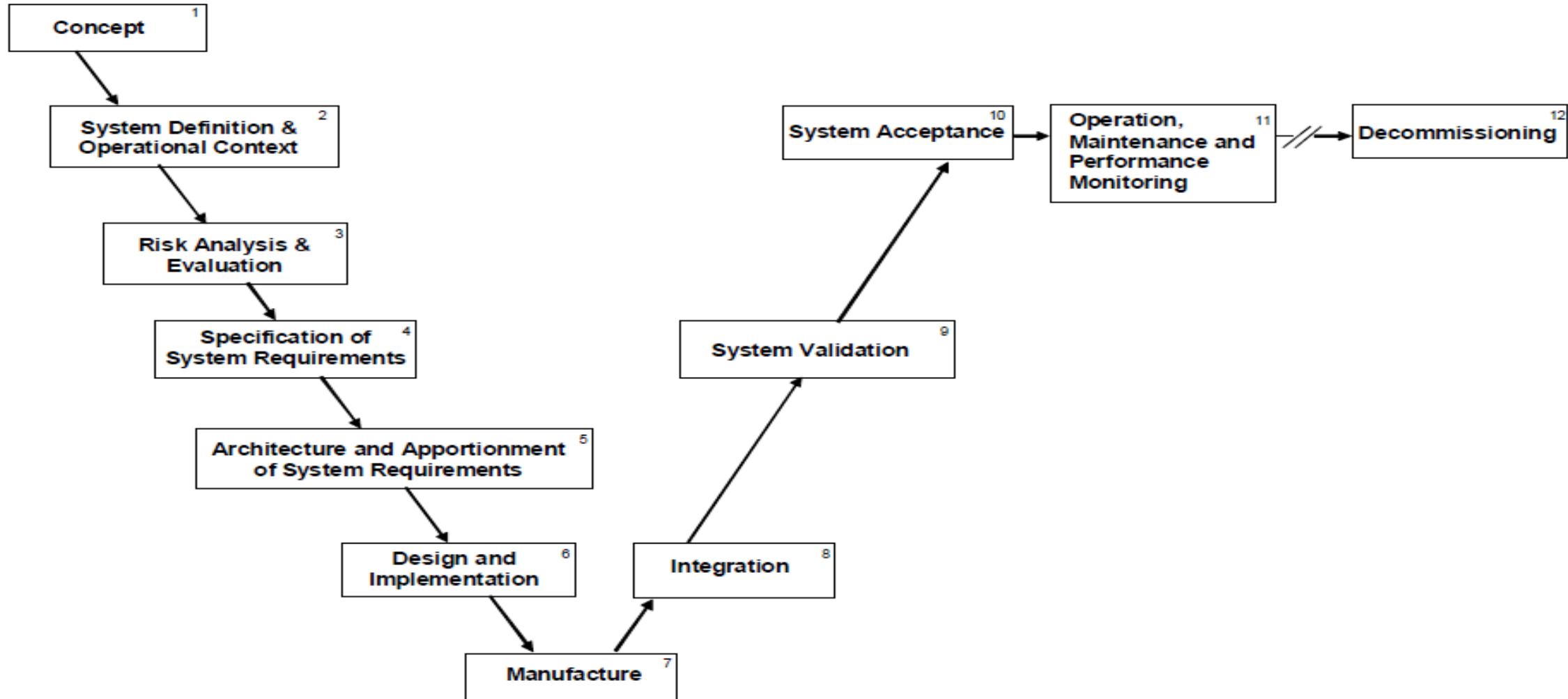
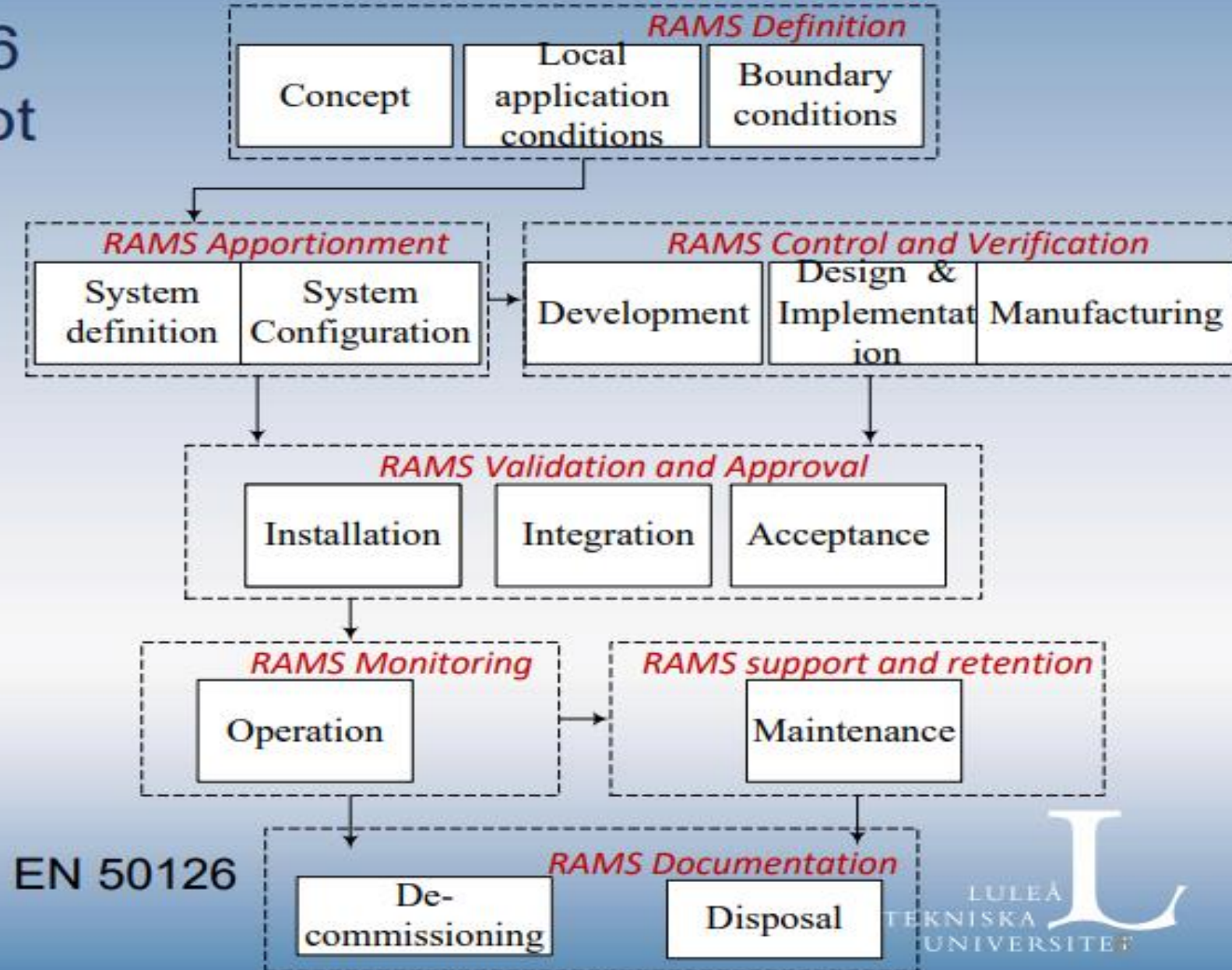


Figure 5 – The "V" representation drawing

RAMS Specification Model- Railway specific

A variant of EN 50126 with 12 steps- Concept to decommissioning



SYSTEM ENGINEERING- SYSTEM “V” LIFE CYCLE AND RAMS FUNDAMENTALS

○ ENABLERS- CHALLANGING THE HUMAN TRAITS- OVERCOMING NAGATIVITIES...

1. RIGHT INTENT AND ABSOLUTE INTEGRITY-
2. RIGHT ATTITUDE TO FULFILL THE PURPOSE IS VERY FUNDAMENTAL.
3. DEFINING A RIGHT PURPOSE, EXECUTING & MAINTAINING during O&M is the KEY!
4. DOMAIN KNOWLEDGE- SKILL & COMPETENCY
5. FUNCTIONAL KNOWLEDGE
6. BEHAVIOURAL- ETHICS, MORALS & CODE OF CONDUCT
7. TECHNOLOGICAL UPGRADATIONS
8. EFFICIENCY AND EFFECTIVENESS- UTILITY
9. VIGIALNCE ANGLE- EVERY OFFICIAL IS A VIGILANT OFFICIAL



SYSTEM ENGINEERING- SYSTEM “V” LIFE CYCLE AND RAMS FUNDAMENTALS

- ENABLERS- CHALLANGING THE HUMAN TRAITS- OVERCOMING
NAGATIVITIES...

WORLD HAS BECOME OPEN, TECHNOLOGICAL
INTERVENTION, PLANNING & DECISION MAKING
PROCESS IS GETTING DEMOCRATISED-


ITS NO MORE A CENTRALISED ACTIVITY. SOLUTIONS
ARE COMING FROM ALL CORNERS. LETS JOIN THE
STREAM TO FIND SOLUTIONS TO LOCAL PROBLEMS...

RAM S (DEPENDANDABLE SYSTEM)

- WHAT IS RAM S ?
- WHY THINK OF RAM S ? THE NEED ?
- SYSTEM REQUIREMENTS ? CRITICALITY & PURPOSE ?
- PERFORMANCE CRITERIA ? FIT FOR THE PURPOSE ?
- VALUE FOR MONEY SPENT ? COST EFFECTIVE ?
- HOW TO ENSURE ? SPECIFICATIONS & O&M



RAM S BASICS

- What it is ?
 - How to Achieve ?
 - What are common parameters acceptable to Users and to the Industry ?
 - Why Use of Standards to ensure uniformity and adequacy of application ?
 - Basic Principles of System Design: Defining Purpose & Specifications
 - **FIT FOR THE PURPOSE** (Functional Requirement)
 - **ALARP**- As Low As Reasonably Possible (Cost Implications-Viability)
- 

IN A NUTSHELL [RAM/SITA]

- **R- Reliability**

- - Continuity of performance

- **A- Availability**

- - Available when on demand

- **M- Maintainability**

- Ease of maintenance- Least manpower, material, tool & parts and maintenance schedule, low inventory & cost of replacement

- **S- Safety System- System functional Failure on safe side**

- SAFETY- NO HAZARDS, NO RISKS, TOLERABLE RANGE
- NO LOSS of LIFE or DAMAGE to PROPERTY (Self/ Other's)

HOW TO ACHIEVE SAFETY FOR A SYSTEM

- Follow Applicable STANDARDS & SPECIFICATIONS
- Just buying SIL-2 or SIL-3 or SIL-4 SUITABLE COMPONENT/ sub-systems does not ensure a SIL-2 or SIL-3 or SIL-4 SYSTEM.
- Adopt life cycle processes as defined in Standards “CENELEC V-Cycle”
- The equipment or system must be Specified, Designed, Manufactured, Installed, Tested and Operated in a given environment and used a way it was intended in order to obtain the desired risk reduction level.

HOW TO ACHIEVE SAFETY FOR A SYSTEM

- **Ensure Safety Assessment and Validation-**
- **Conformity to Specifications-**
 - **Functional Requirements** as defined in requirements specifications,
 - **Pre-commissioning Checklist,**
 - **Policy Guidelines- Rules & Regulations- Method Statements,**
 - **“To ERR is a human”** Multiple level of x-check & Testing Procedures-
CRC- Check- Recheck and Confirm.
- **O&M (Operation and Maintenance)** Ensure laid down Operating procedures and Maintenance Schedule & Procedures- OEM Instructions, Maintain parameters as per RDSO Specs & system requirements, Sched. Inspections.


HOW TO ACHIEVE PERFORMANCE & SAFETY FOR A SYSTEM

◦ COMMISSIONING STAGE-

- **Checklist of All aspects as required during O&M phase.**
- Assurance that,
 - the system is DESIGNED as SPECIFIED and
 - the system is INSTALLED as DESIGNED.
- Completeness of work, Quality control i.e. Conformity to predefined standards and specifications and Safety assurance- CRS Confirmation
- **To be “FIT FOR THE PURPOSE” i.e. To be ready to operate in a given operational conditions, level and scope of operations.**
Can be an agreed upon, planned phased commissioning with commitment.

HOW TO ACHIEVE SAFETY FOR A SYSTEM

- COMMISSIONING-

- **Basic Preparatory Requirements prior to commissioning & Handing Over for Operation and Maintenance-**
 - Infrastructure setup to operate and maintain the system
 - Training to O&M manpower for Competency (Knowledge & Upskilling)
- 


HOW TO ACHIEVE SAFETY FOR A SYSTEM

○ COMMISSIONING-

- Spares and Tools and Plants
- Maintenance Record, Inst, Testing& Maint Manuals etc.
- As made drawings- Completion Drawings



HOW TO ACHIEVE SAFETY FOR A SYSTEM


- Ensure Safety Assessment and Validation of systems being commissioned.
 - O&M (Operation and Maintenance)- Managing Human Interfaces
 - Ensure adherence to Codes, Manuals and Procedures
 - Measurements, Record keeping, and corrective actions to maintain system parameters as per RDSO Specs, OEM Instructions & System requirements i.e. Statutory codal provisions and local instructions.
- 

HOW TO ACHIEVE SAFETY FOR A SYSTEM

- **Maintenance Schedule, adherence to the Standard Operating Procedures- SOPs, Do's and Don'ts**
- **Scheduled Inspections, Analysis, Performance Monitoring and Reporting and Corrective Action.**
- **Continuous upskilling and Competency plan of O&M staff.**
- **Stores, T&P and Logistics Management**
- **Inter Departmental Coordination.**



WHAT IS SIL

- SIL-1 to SIL-4 are defined in **CENELEC Standards EN-50126 & IEC 61508**
 - SIL-4 being highest safety assurance requirement systems with least possible tolerance to RISK achieving Highest Level of Safety in System Functionality.
 - Beyond SIL-4 systems are **not considered viable/desirable** as per **ALARP** principles of Safety System Engineering.
- 

WHAT IS SIL


- It is a very common misconception that individual products or components have SIL ratings.
- Rather, **products and components are suitable** for use within a **given SIL environment/ System** but are not individually SIL rated.
- **SIL levels apply to Safety Instrumented Functions and Safety Instrumented Systems (SIFs and SISs).**

SIL LEVELS

- There are **four discrete integrity levels** associated with **SIL**:
- **SIL-1, SIL-2, SIL-3, and SIL-4.**
- **The higher the SIL level, the higher the associated safety level, and the lower probability that a system will fail to perform properly/ Safely.**
- **As the SIL level increases, typically the installation and maintenance costs and complexity of the system also increase.**
- **FAIL-SAFE: a concept which is incorporated into the design of a product such that, in the event of a failure, it enters or remains in a safe state.**



CAUSES OF FAILURES

- Bad Engg Design- Premature component failure
 - Faulty Manufacturing process or Construction practices
 - Human Error
 - Poor Maintenance
 - Inadequate testing and inspection
 - Lack of protection against excessive environmental stress
 - Given Environment not maintained by other system provider
 - Improper Use- System not being operated as Defined.
- 

IMPACT OF FAILURES

- Minor inconvenience & Costs
- Personal Injury
- Significant Economic Loss
- Accidents and Casualties- IF FAILURE IS ON WRONG SIDE



AIM OF RELIABILITY AND MAINTAINABILITY ENGINEERING

- Study, Characterise, Measure and Analyse the **failures** and undertake repair of the system with an aim to-
 - Improve operational use
 - Eliminate/ Reduce likelihood of failures
 - Eliminate/ Reduce Safety risks
 - Reduce Down Time
 - Increase Available Operating Time




IMPORTANCE OF RELIABILITY AND MAINTAINABILITY

- Life cycle costing
- Cost benefit analysis
- Operational capability studies
- Repair and facility resourcing
- Inventory and spare parts requirement determinations
- Replacement decisions
- Establishment of preventive maintenance programs



RELIABILITY IMPROVEMENT

- **During design:**

- Redundancy / duplication for Critical and High- failure Impact components
 - Designing excessive strength into components
 - Careful selection of Components
 - Derating (operating systems below rated stress level)
 - Choice of Technology
 - Reduction of complexity or number of sub-assemblies
- 

RELIABILITY IMPROVEMENT

- **During Manufacturing or Construction**
 - **Good quality control** program
 - Conforming to the standard specifications
 - Reduction of variability- Maintainability
 - Inspection and acceptance sampling procedures



RELIABILITY IMPROVEMENT

During **Operational** phase

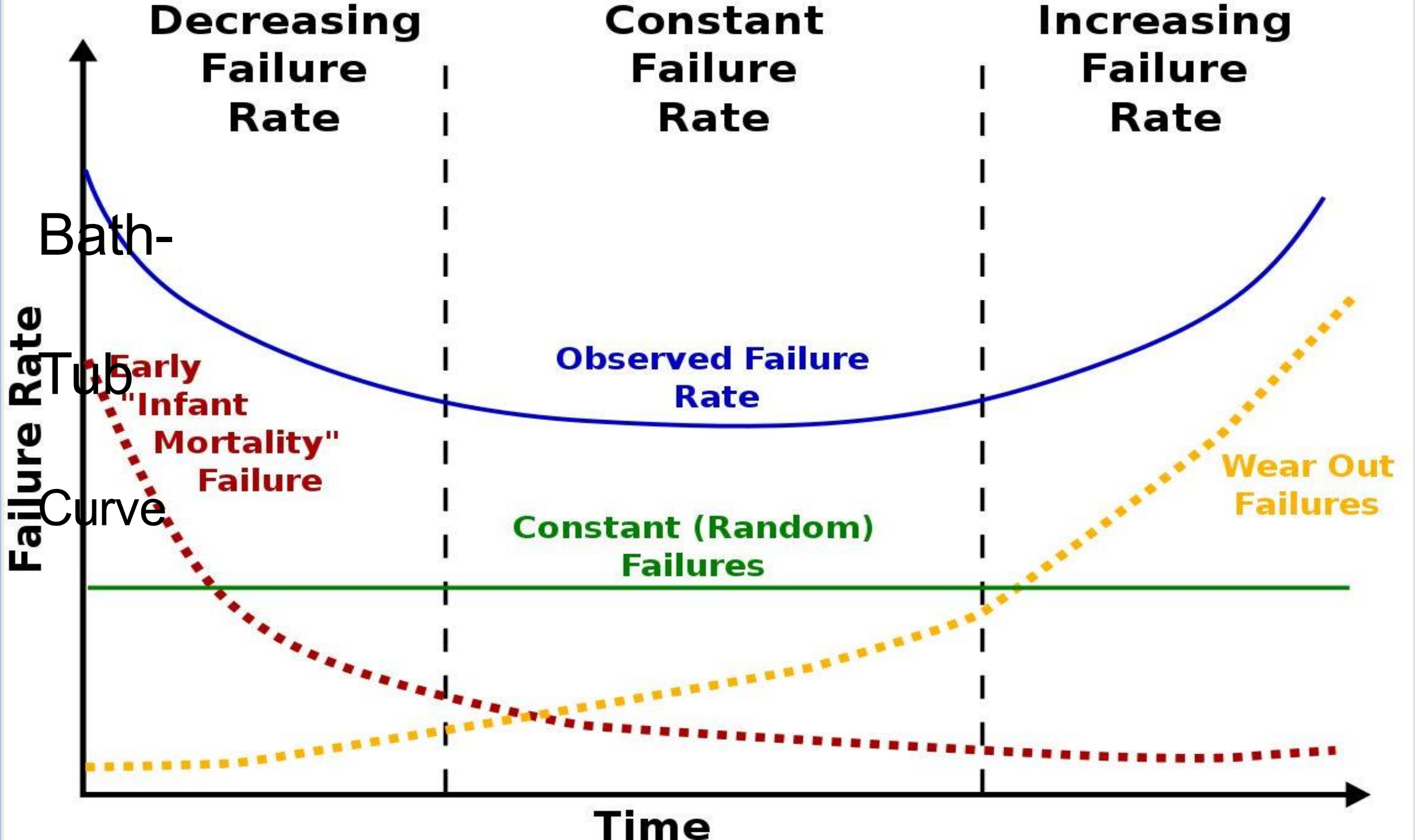
- Preventive maintenance- Directed Maintenance
- Defective parts replacement & Repair policies
- Engineering modifications to design/ component
- Attention to environmental conditions and operating loads
- Proper amount of repair resources viz. Technicians, Spares and test equipment.
- Skill & Competency levels upgradation and Training
- Procurement cycle considering Budget & lead times



RAM S CONCEPTS - RELIABILITY

- Reliability is the **probability** that a component or system will perform a required function for a given period of time when used under stated operating conditions.
 - Probability of a non-failure over a period of time
 - Failure to be defined
 - Unit of time (Hr) to be identified
 - Under normal operating conditions- to be defined






MEASURE OF AVAILABILITY

- Increased availability leads to **increased revenues**
- Important **KPI** (Key Performance Indicator)
- **Too much preventive maintenance** (Systems out of usage)
adversity affects availability.



MEASURE OF SAFETY

- In terms of **SIL** (Safety Integrity Level)
 - **SIL 4 is most dependable** and SIL 1 is least dependable
 - **SIL targets for Risk Reduction**
 - Risk associated with specific hazard is calculated. This is to be mitigated.
 - SIL is the **probability of dangerous failure on demand in a given period.**
- 

MEASURE OF SAFETY

SIL level	Tolerable Hazard Rate (THR)/hr	Risk REDUCTION RATE
1	$10^{-6} \angle \text{THR} \angle 10^{-5}$	100 to 10
2	$10^{-7} \angle \text{THR} \angle 10^{-6}$	1,000 to 100
3	$10^{-8} \angle \text{THR} \angle 10^{-7}$	10,000 to 1,000
4	$10^{-9} \angle \text{THR} \angle 10^{-8}$	1,00,000 to 10,000

SIL classification is as per CENELEC standards. CENELEC-
European Committee for Electrotechnical Standardisation

SIL4 SYSTEMS: THR OF 10^{-8} /HR MEANS

- **10^{-8} Hazard/Hr**
- 1 hazard/ 10^8 hr
- $(1 \text{ hazard}/10^8) * 24 * 30 * 12$ in a Yrs
- 0.0000864 hazards/Yr
- $0.0000864 * 15$ hazards in **15 Yrs**
- 0.001296 hazard/equipment/lifetime (of 15 Year)
- $0.001296 * 750$ hazards for 750 equipment in lifetime
- **$0.972 \approx 1$ Hazard for 750 Eqpt in their Life time (15Yr)**



ROBUST FRAMEWORK OF RAILWAY ORGANISATION

- Constitutional Authority has established Government Sectors including Indian Railways.
- Every Government Employee is adequately empowered to deal with the matters under his responsibility and is also free to make proposals to invoke powers of higher authorities to seek approval of requirements beyond his own limits of Authority. So to say there is an unlimited authority in dealing with the assigned responsibilities collectively as an entity be at Filed level, Divisional, Zonal or Railway Board Level.

ROBUST FRAMEWORK OF RAILWAY ORGANISATION

- It's a collective outcome or resources which can be put to best use. To have more resources we need to be collectively more productive.
- Functional Infrastructure
- Guidance in the form of Codes, Manuals, Policy Guidelines
- RDSO Specs to set desired standards and design parameters of Rly sub-systems

ROBUST FRAMEWORK OF RAILWAY ORGANISATION

- Need based User initiated Procurement process of Works, Goods and Services.
- Inspections- RDSO, RITES , Consignee Inspections- by end user as a final authority to accept the Quantity and Quality of Goods supplied/ Works Executed/ Services provided as per CA/PO.
- Establishment rules and Welfare measures to take care of wellbeing of employees including their Salary and other facilities enabling them to discharge their duties as per assigned roles-

ROBUST FRAMEWORK OF RAILWAY ORGANISATION

- IR provides Supervising and Controlling Officials with adequate tool to exercise necessary checks and balances with due diligence and also provides safeguards to protect the Employee against any discrimination.
- Every Railway Personnel is bound by Code of Conduct, Annual Performance Appraisal, IPR Filing, various other control measures and regulations.

ROBUST FRAMEWORK OF RAILWAY ORGANISATION

- Streamlined Selection Processes with due scrutiny- Every Railway Personnel possess required minimum Qualification, Character Certificate, Police Verification- good antecedents, Medical Fitness, etc.
- Training by inhouse Established Institutes- CTIs, ZTIs- Initial, Refresher, Promotional and Special Courses/ Equipment Courses.
- To enable discharge of duties at various levels required service conditions, adequate facilities and welfare measures viz. Career Progression opportunities, Quarters, ORH, Regular Salary, Pass-PTOs, Medical, Transport, Safe and Secured work environment, Grievance redressal mechanism, Post retirement benefits.

ROBUST FRAMEWORK OF RAILWAY ORGANISATION

- **Contractors, Suppliers and Service Providers** are equally bound legal obligations vide CA- GCC, SCC, Schedule Tender Drawings, to follow defined Methods and Processes, Timely and adequate Resource mobilisations, Planning and Coordination with Railway Officials.
- **Strictly following Ethical Conduct and Moral norms in doing business with Government, strict adherence to Integrity Pact, not to adopt any corrupt practices, fraudulent means or provide Sub-standard Services or raise falsified claims,**

ROBUST FRAMEWORK OF RAILWAY ORGANISATION

- Compliances to various statutory rules and regulations of Government of India e.g. Labour Laws, Taxations, etc.
- They are also provided with legal remedies to take care of any sort of Harassment and can approach to Railway Authorities to resolve any issues.
- For any unresolved issues of genuine and legally valid concern access to Legal recourse like Arbitration and Judicial avenues are open for redressal.

ROBUST FRAMEWORK OF RAILWAY ORGANISATION

- SO, WHERE IS THE PROBLEM...?
- IMPLEMENTATION OF AUTHORITY WITH DUE RESPONSIBILITY AND FAITH IMPOSED BY THE GOVERNMENT, BY EXTENDING ADEQUATE AUTHORITY, DISCRETIONS AND FACILITIES IN DEALING WITH THE MATTERS IN DISCHARGE OF ASSIGNED DUTIES.
- RIGHT INTENT AND ATTITUDE- IN DISCHARGE OF DUTIES- PROPER SUPERVISION, PLANNING, MONITORING AND CORRECTIVE ACTION.

ROBUST FRAMEWORK OF RAILWAY ORGANISATION

- SO, WHERE IS THE PROBLEM...?
- ARE WE TOO LIBERAL OR NOT COURAGEOUS ENOUGH TO BRING TO THE BOOKS AND PREVENT WRONG DOERS OR ACCEPT INCOMPETENCIES, AND CONTRIBUTING TO THE WOES OF THE SYSYEM INSTEAD OF EASING OUT ?
- OUR EASE IN SHORT TERM, MAY BE COMING AT THE COST OF SYSTEM'S UNEASE IN LONG TERM?

A BIG NEVER ENDING QUESTION ???

- WHAT ARE THE MAJOR IMPEDIMENTS, A BIG QUESTION?
- DO WE HAVE THE RIGHT THINKING, TO BE PROUD OF SERVING THE NATION.
- ARE OUR INTENTS AND ATTITUDES WELL PLACED?
- HOW ABOUT OUR ETHICS, MORALITY & SOCIAL RESPONSIBILITY?
- ARE WE RESPONSIVE ENOUGH TO OUR OWN SOCIETY, THE NATION AND THE NATURE THAT WE THRIVE IN AND FLOURISH WITH.

A BIG NEVER ENDING QUESTION ???

- Being PUBLIC SERVANT is not to be correlated with the Master-Slave relationship, rather it is a service to the Nation, India in all its entirety-
- Its is not only about protecting the interest of our customers or the public good but also upholding and enabling the nation to Establish Rule of Law, Unbiased and Fair treatment to one and all without any malafide intent for undue personal gains,

A BIG NEVER ENDING QUESTION ???

- Its about taking care of our own citizens who in turn toil for us all in providing various services, that we avail on a day to day basis, making our living a comfortable experience,
- Its about taking care of the environment we live in, taking care of the society and the sovereignty of the nation its resources of all sorts as a whole, as the nation is defined within the framework of constitution, with rules and regulations and encompassing the boundaries of the Land, Ocean and Space.

A BIG NEVER ENDING QUESTION ???

- ARE WE MINDLESSLY AND WITH ULTERIOR SELFISH MOTIVES, EATING AWAY OUR OWN SOCIETY LIKE TERMITES OR ARE WE MERELY A PARASITE AND CALL UP TO BE AN ENLIGHTENED SPECIES ON THE EARTH...!
- ARE WE BLINDED BY THE SELFISH MOTIVES, NEPOTISM, SOME SORT OF BIAS?
- CAN WE BE A REAL HELP TO THE HUMANKIND AT OUR DISPOSAL WAITING DESPERATELY FOR US TO RESPOND POSITIVELY. ARE WE DOING OUR DUTIES RIGHT OR FAILING MISERABLY?
- ARE WE TRUSTWORTHY ?



ETHICS MORALS AND CODE OF CONDUCT

THE RAILWAY SERVICES (CONDUCT) RULES, 1966

- **Rule 3. (1) Every railway servant shall at all times**
 - i. Maintain absolute integrity;**
 - ii. Maintain devotion to duty;**
 - iii. Do nothing which is unbecoming of a railway servant;**
 - iv. Commit himself to and uphold the supremacy of the constitution and democratic values;**

ETHICS MORALS AND CODE OF CONDUCT

THE RAILWAY SERVICES (CONDUCT) RULES, 1966

- **Rule 3. (1)** Every railway servant shall at all times
 - i. Defend and uphold the sovereignty and integrity of India, the security of the state, public order, decency and morality;
 - ii. **Maintain high ethical standards and honesty;**
 - iii. **Maintain political neutrality;**
 - iv. **Promote the principles of merit, fairness and impartiality in the discharge of duties;**

ETHICS MORALS AND CODE OF CONDUCT

THE RAILWAY SERVICES (CONDUCT) RULES, 1966

- **Rule 3. (1) Every railway servant shall at all times**
 - ix. Maintain accountability and transparency;**
 - x. Maintain responsiveness to the public, particularly to the weaker section;**
 - xi. Maintain courtesy and good behaviour with the public;**
 - xii. Take decisions solely in public interest and use or cause to use public resources efficiently, effectively and economically;**

ETHICS MORALS AND CODE OF CONDUCT

THE RAILWAY SERVICES (CONDUCT) RULES, 1966

- Rule 3. (1) Every railway servant shall at all times
 - ix. Declare any private interests relating to his public duties and take steps to resolve any conflicts in a way that protects the public interest;
 - x. Not place himself under any financial or other obligations to any individual or organisation which may influence him in the performance of his official duties;

ETHICS MORALS AND CODE OF CONDUCT

THE RAILWAY SERVICES (CONDUCT) RULES, 1966

- **Rule 3. (1)** Every railway servant shall at all times
 - ix. Not misuse his position as railway servant and not take decisions in order to derive financial or material benefits for himself, his family or his friends;
 - x. Make choices, take decisions and make recommendations on **merit alone**;
 - xi. Act with fairness and impartiality and not discriminate against anyone, particularly the poor and the under-privileged sections of society;

ETHICS MORALS AND CODE OF CONDUCT

THE RAILWAY SERVICES (CONDUCT) RULES, 1966

- **Rule 3. (1)** Every railway servant shall at all times
 - xviii.** Refrain from doing anything which is or may be contrary to any law, rules, regulations and established practices;
 - xix.** Maintain discipline in the discharge of his duties and be liable to implement the lawful orders duly communicated to him;
 - xx.** Maintain confidentiality in the performance of his official duties as required by any laws for the time being in force, particularly with regard to information, disclosure of which may prejudicially affect the sovereignty and integrity of India, the security of the State, strategic, scientific or economic interests of the State, friendly relation with foreign countries or lead to incitement of an offence or illegal or unlawful gain to any person;

ETHICS MORALS AND CODE OF CONDUCT

THE RAILWAY SERVICES (CONDUCT) RULES, 1966

- **Rule 3. (1)** Every railway servant shall at all times
 - xviii. Perform and discharge his duties with the **highest degree of professionalism and dedication to the best of his abilities.**
 - xix. Every railway servant holding a supervisory post shall take all possible steps to ensure the integrity and devotion to duty of all railway servants for the time being under his control and authority;
 - xx. No railway servant shall, in the performance of his official duties, or in the exercise of powers conferred on him, act otherwise than in his best judgement except when he is acting under the direction of his official superior;

ETHICS MORALS AND CODE OF CONDUCT

THE RAILWAY SERVICES (CONDUCT) RULES, 1966

- **Rule 3. (2)** Every railway servant shall at all times
 - i. **The direction of the official superior shall ordinarily be in writing**, and where the issue of oral direction becomes unavoidable, the official superior shall confirm it in writing immediately thereafter; and
 - ii. A railway servant who has received oral direction from his official superior, shall seek confirmation of the same in writing as early as possible, whereupon it shall be the duty of the official superior to confirm the direction in writing.

ETHICS MORALS AND CODE OF CONDUCT

THE RAILWAY SERVICES (CONDUCT) RULES, 1966

- **Rule 3. A Promptness and Courtesy** No Railway servant shall—
 - i. In the performance of his official duties, act in a discourteous manner;
 - ii. In his official dealings with the public or otherwise adopt dilatory tactics or wilfully cause delays in disposal of the work assigned to him.

- **Rule 3. B Observance of Government's policies.** Every railway servant shall, at all times—
 - i. act in accordance with the Government's policies regarding the age of marriage, preservation of environment, protection of wildlife, cultural heritage, and the prevention of crime against women

ETHICS MORALS AND CODE OF CONDUCT

THE RAILWAY SERVICES (CONDUCT) RULES, 1966

- **Rule 3. C** Prohibition of sexual harassment of working women
 - i. **No Railway servant shall indulge in** any act of sexual harassment of any woman at any work place.
 - ii. Every Railway servant who is in-charge of a work place shall **take appropriate steps to prevent sexual harassment** to any woman at the work place.

THINGS TO ADDRESS AS A RAILWAY SERVANT...?

WE HAVE TO ADDRESS EVER CHALLENGING ISSUES OF

- SAFETY. SECURITY AND PUNCTUALITY
- PASSENGER COMFORT AND QUALITY OF SERVICE NOT ONLY TO THE CUSTOMERS BUT ALSO TO OUR OWN EMPLOYEES TO FACILITATE AND ENABLE THEM FOR BETTER DELIVERY OF SERVICES WITH PASSION AND PRIDE.
- LEAKAGE OR LOSS OF REVENUE ON ACCOUNT OF CORRUPTION/ BRIBERY OR POOR QUALITY OF SERVICE

THINGS TO ADDRESS...?

- **BRAND VALUE AND PUBLIC IMAGE OF RAILWAYS**
- **PRODUCTIVITY ISSUES ON ACCOUNT OF DIS-HONESTY, COMPETENCY, SINCERITY AND DEDICATION OF OUR WORK FORCE AS WELL AS CONTRACTUAL AGENCIES AND SERVICE PROVIDERS ALIKE AS THEY TOO HAVE EQUAL OBLIGATIONS.**
- **FACILITATE RAILWAYS BUSINESS DEVELOPMENT**



THINGS TO ADDRESS ???

- LEVERAGING TECHNOLOGY
- TO UPGRADE KNOWLEDGE, SKILL AND COMPETENCY, KEEPING TRACK OF EVERY EMPLOYEE
- HAND HOLDING OUR OWN PEOPLE, TAKING CARE OF THEIR COMMITTED BONAFIDE WELFARE



CORRUPTION PERCEPTIONS INDEX 2024

The perceived levels of public sector corruption in 180 countries/territories around the world.

SCORE COUNTRY/TERRITORY

90	Denmark
88	Finland
84	Singapore
83	New Zealand
81	Luxembourg
81	Norway
81	Switzerland
80	Sweden
78	Netherlands
77	Australia
77	Iceland
77	Ireland
76	Estonia
76	Uruguay
75	Canada
75	Germany
74	Hong Kong
72	Bhutan
72	Seychelles
71	Japan
71	United Kingdom
69	Belgium
68	Barbados
68	United Arab Emirates
67	Austria
67	France

67	Taiwan
65	Bahamas
65	United States
64	Israel
64	Korea, South
63	Chile
63	Lithuania
63	Saint Vincent and the Grenadines
62	Cabo Verde
60	Dominica
60	Slovenia
59	Latvia
59	Qatar
59	Saint Lucia
59	Saudi Arabia
58	Costa Rica
57	Hong Kong
57	Portugal
57	Rwanda
56	Cyprus
56	Czechia
56	Grenada
56	Spain
55	Fiji
55	Oman
54	Italy
53	Bahrain

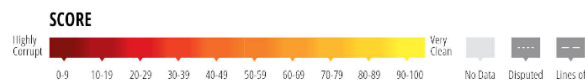
53	Georgia
53	Poland
51	Mauritius
50	Malaysia
50	Vanuatu
49	Greece
49	Jordan
49	Namibia
49	Slovakia
47	Armenia
47	Croatia
46	Kuwait
46	Malta
46	Montenegro
46	Romania
45	Benin
45	Côte d'Ivoire
45	Sao Tome and Principe
45	Senegal
44	Jamaica
44	Kosovo
44	Timor-Leste
43	Bulgaria
43	China
43	Moldova
43	Solomon Islands
42	Albania

42	Ghana
41	Burkina Faso
41	Cuba
41	Hungary
41	South Africa
41	Tanzania
41	Trinidad and Tobago
40	Kazakhstan
40	North Macedonia
40	Suriname
40	Vietnam
39	Colombia
39	Guyana
39	Tunisia
39	Zambia
38	Gambia
38	India
38	Maldives
37	Argentina
37	Ethiopia
37	Indonesia
37	Lesotho
37	Morocco
36	Azerbaijan
35	Serbia
35	Ukraine

34	Algeria
34	Brazil
34	Malawi
34	Nepal
34	Niger
34	Thailand
34	Turkey
33	Belarus
33	Bosnia and Herzegovina
33	Laos
33	Mongolia
33	Panama
33	Philippines
33	Sierra Leone
32	Angola
32	Ecuador
32	Kenya
32	Sri Lanka
32	Togo
32	Uzbekistan
31	Djibouti
31	Papua New Guinea
31	Peru
30	Egypt
30	El Salvador
30	Mauritania

28	Bolivia
28	Guinea
27	Eswatini
27	Gabon
27	Liberia
27	Mali
27	Pakistan
26	Cameroon
26	Iraq
26	Madagascar
26	Mexico
26	Nigeria
26	Uganda
25	Guatemala
25	Kyrgyzstan
25	Mozambique
24	Central African Republic
24	Paraguay
24	Bangladesh
23	Congo
23	Iran
22	Azerbaijan
22	Honduras
22	Lebanon
22	Russia
21	Cambodia
21	Chad

21	Comoros
21	Guinea-Bissau
21	Zimbabwe
20	Democratic Republic of the Congo
19	Tajikistan
17	Afghanistan
17	Burundi
17	Turkmenistan
16	Haiti
16	Myanmar
15	Korea, North
15	Sudan
14	Nicaragua
13	Equatorial Guinea
13	Eritrea
13	Libya
13	Yemen
12	Syria
10	Venezuela
9	Somalia
8	South Sudan



*The designations employed and the presentation of material on this map follow the UN practice to the best of our knowledge as of January 2023. They do not imply the expression of any opinion on the part of Transparency International concerning the legal status of any country, territory, city or area or of its authorities or concerning the delimitation of its frontiers or boundaries.

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INDIA Slips

8 Places in

TI's Corruption Perception Index 2023

+91-9829213213 <https://utkarsh.com/> support@utkarsh.com

India's score in CPI 2023:

•A scale of 0 to 100 is used for this ranking. Where 0 indicates extremely corrupt and 100 indicates very honest.

•On this basis, in 2023, India's overall score stood at 39 (**93rd position**), while in 2022 it was 40 (**85th position**).

Corruption Index!

India ranked 96th out of 180 countries in the **Corruption Perception Index 2024**.

(Denmark is the world's least corrupt country)

#CPI2024

www.transparency.org/cpi

Corruption Perception Index 2024

India Rank 96 out of 180 Countries

Further slips by 3 positions from 93rd^h position in 2023

INDIA

Score

38/100

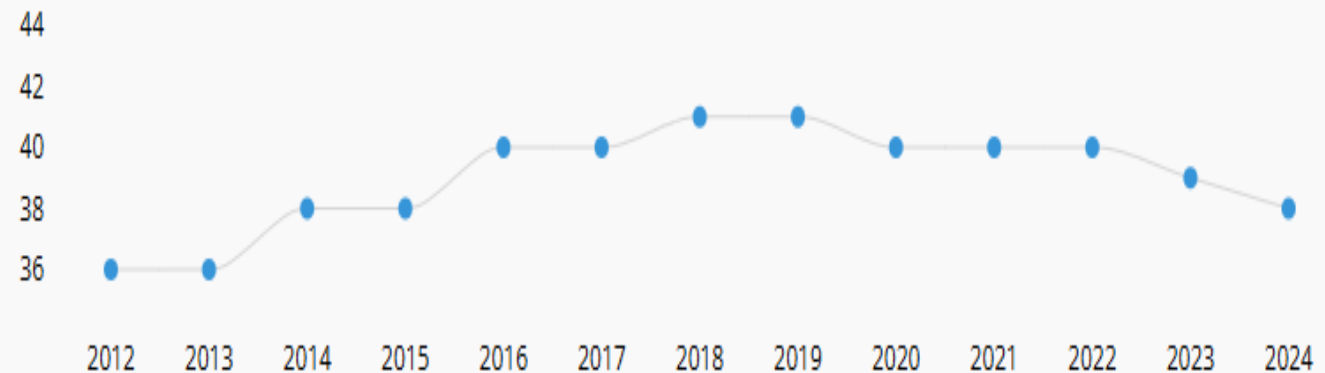
Rank

96/180

Score change

↓ -1 Since 2023

Score changes 2012 - 2024

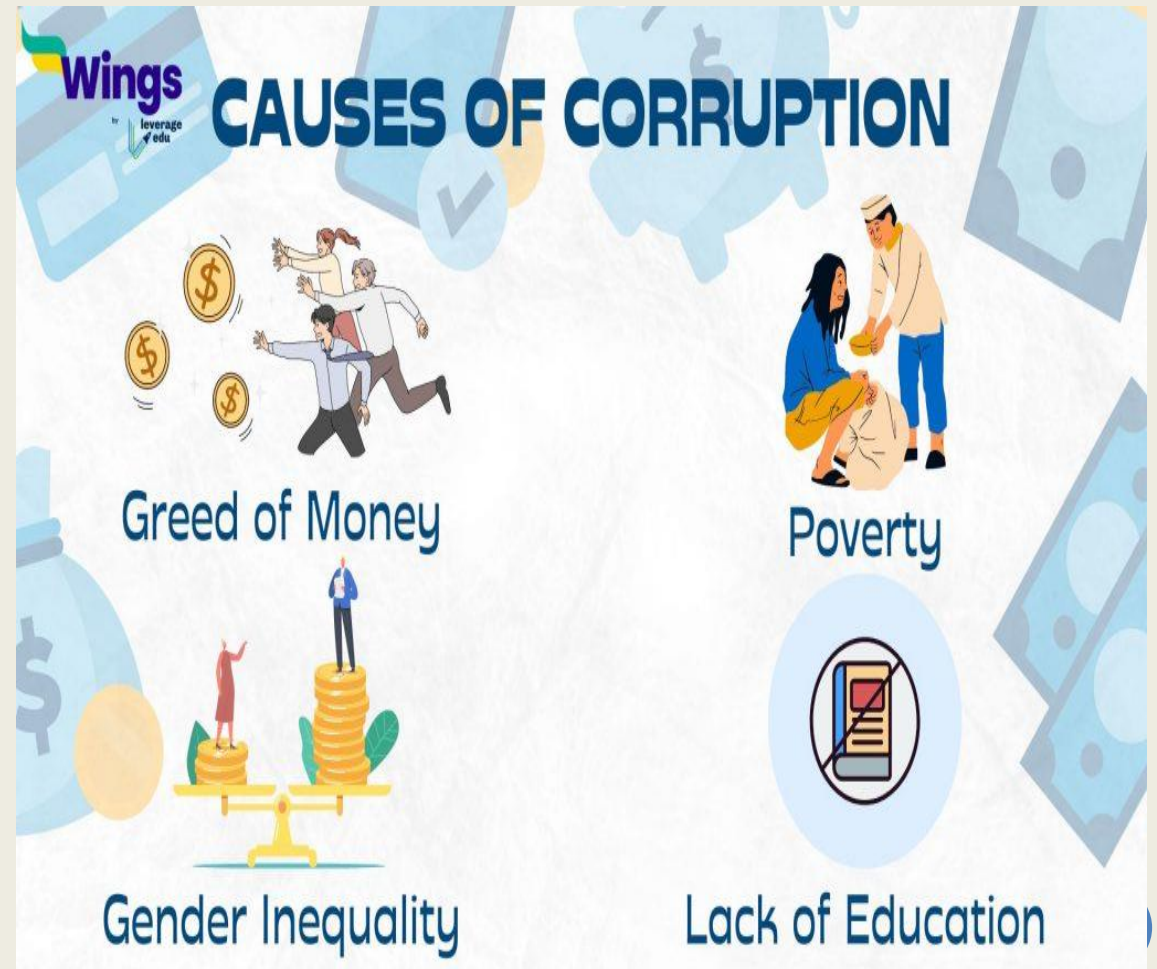


Issued annually by Transparency International, the CPI ranks countries by their perceived levels of corruption in Public Services.

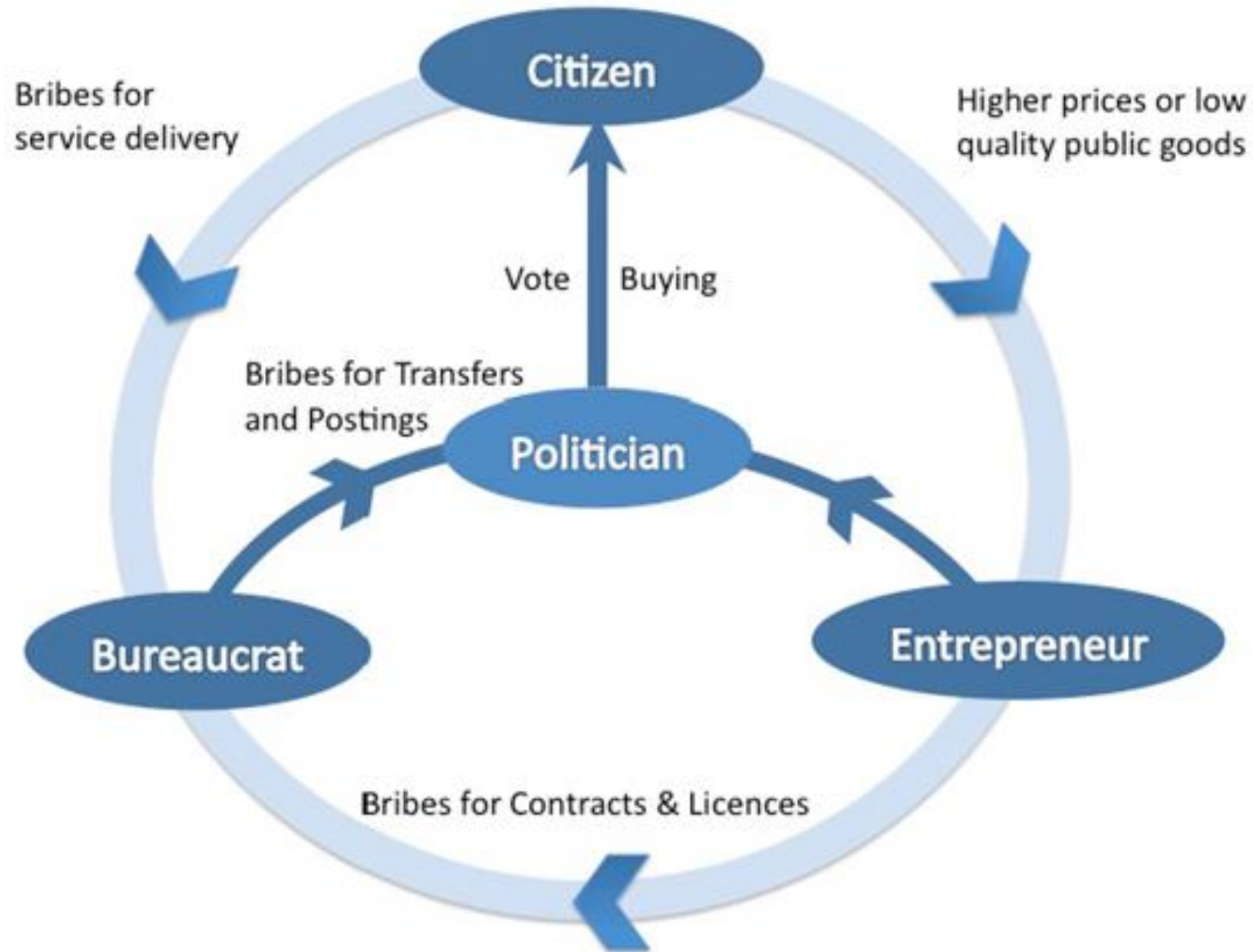
SOME OF THE MAJOR CAUSES OF CORRUPTION- A MAJOR STUMBLING BLOCK IN NATIONS GROWTH

MAJOR CAUSES OF CORRUPTION

- Lack of Accountability
- Low Salaries
- Monopoly of Power
- Discretionary Powers
- Lack of Transparency
- Power of Influential People



THE WHEEL OF CORRUPTION



Who is mainly responsible for corruption in India?

Companies

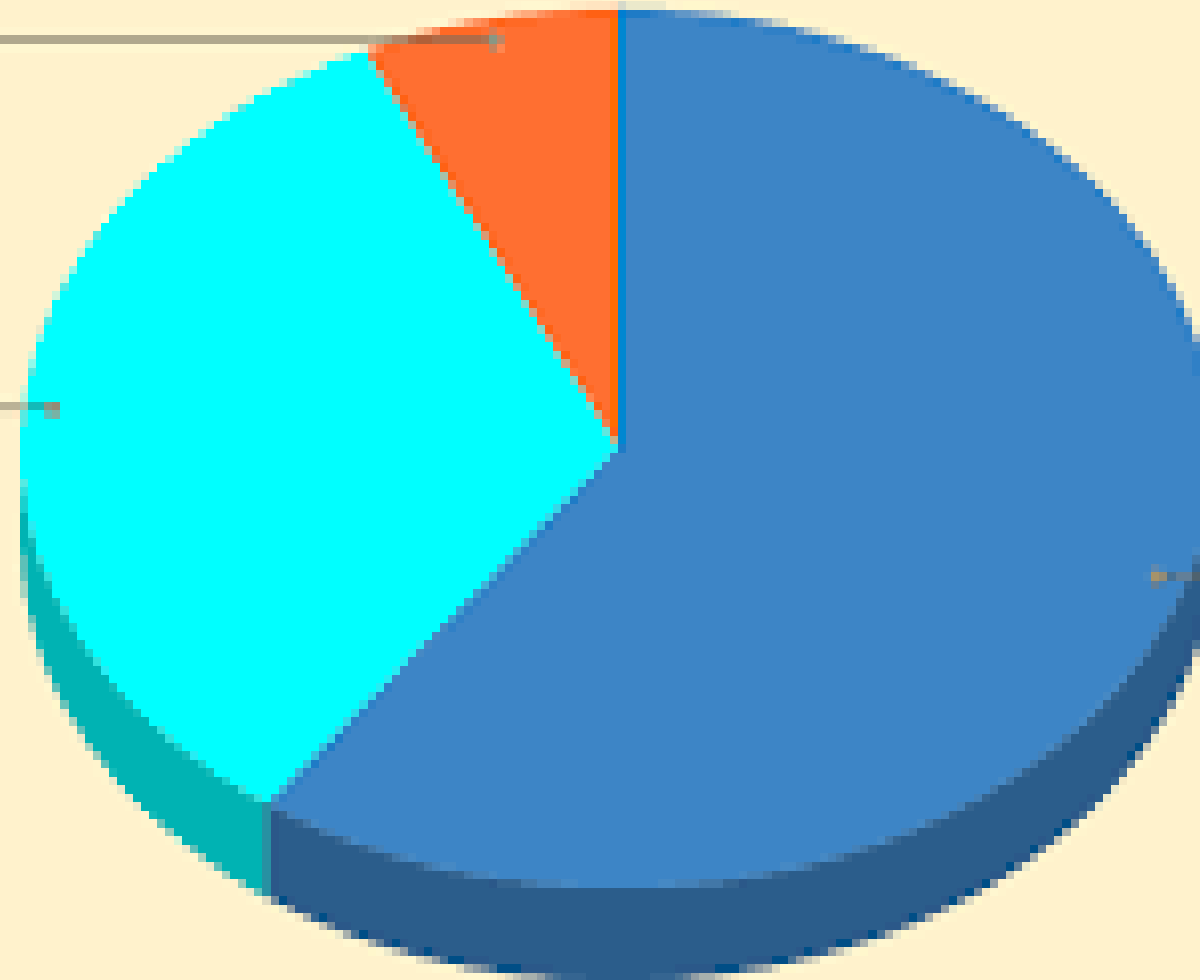
7.0%

Politicians

33.0%

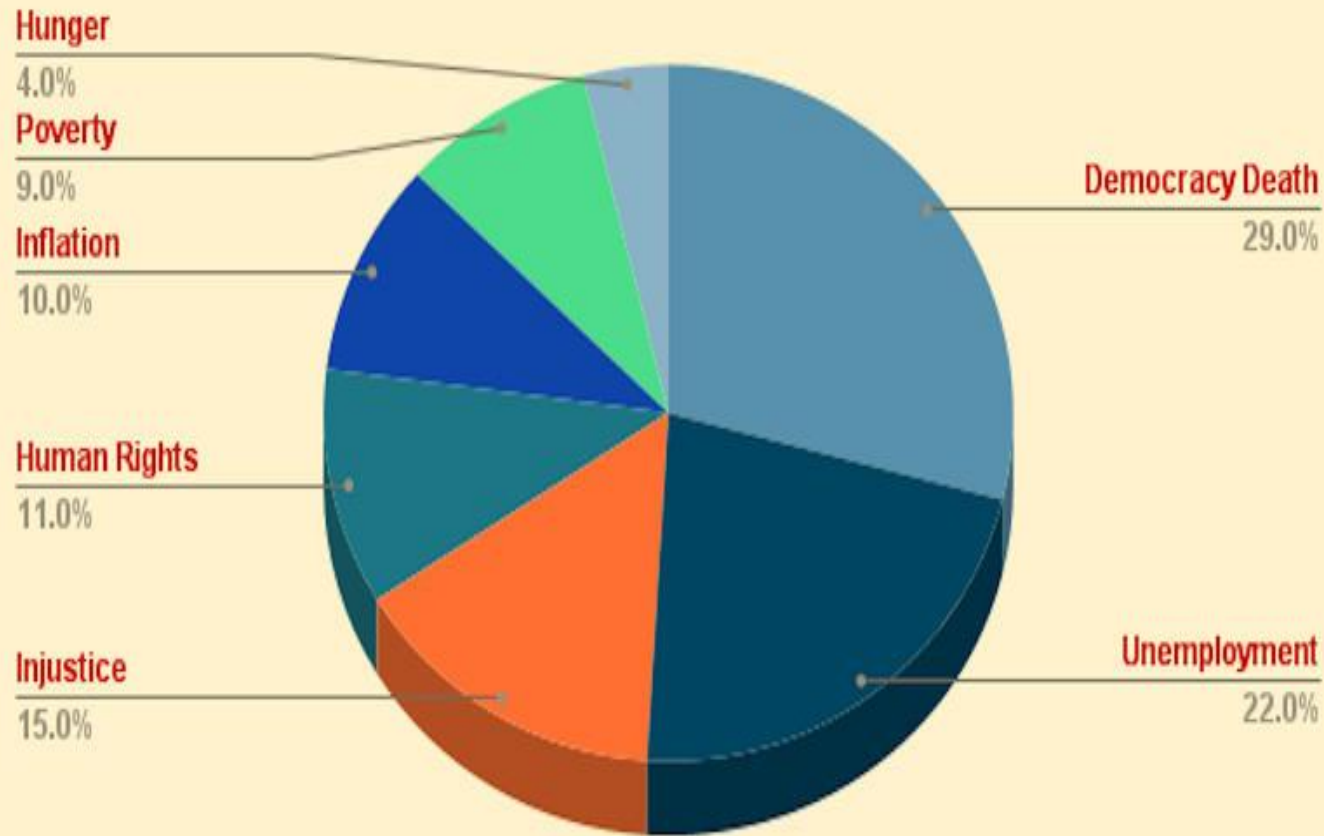
Bureaucrats

60.0%

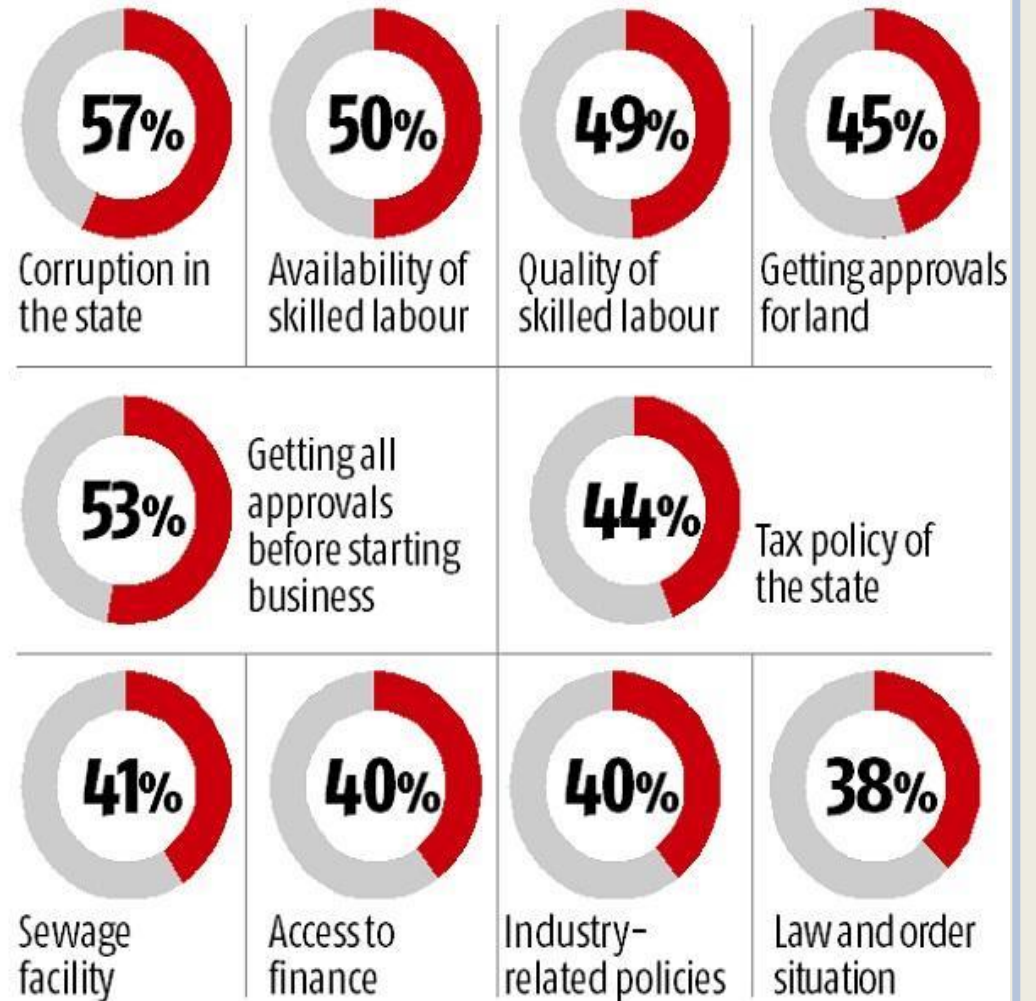


IMPACT OF CORRUPTION

What is the impact of corruption in India?



MOST CITED CONSTRAINTS TO BUSINESS OPERATIONS IN INDIA IN 2017

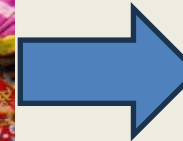
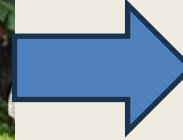


Note: Share of respondents saying constraint is 'severe' or 'moderate'.
Survey was conducted in 21 states Source: National Council of Applied Economic Research

POOR LIVING STANDARDS & POOR QUALITY OF INFRASTRUCTURE



INFRASTRUCTURE TRANSFORMATION FOR EQUITABLE SUSTAINABLE GROWTH



India's Great Income Divide

INDIA
TODAY
GROUP

Top 1% earns 75 times more than the Bottom 50%



Source: World Inequality Database
Graphics: Samrat Sharma & Mudita Singh

REQ

HOW MIDDLE-CLASS ARE YOU?



To better understand,
30k > 70%
If you earn ₹30,000,
you make more money
than over 70% of
people in the country

DM @researchinandout to learn stockmarket

WHAT CORRUPTION MEANS TO US ALL ?

- CORRUPTION has serious Dent on Political, Social, and Economic Development of Nation and its Citizen.
- It erodes TRUST in government, discourages investment, and IMPEDES economic GROWTH, all of which can have lasting effects on a country's development trajectory.
- Every One especially the majority, the Mass Population is a PRIMARY SUFFERER at the hands of FEW Unethical- Scrupulous Anti national and Anti-Social Elements.

WHAT CORRUPTION MEANS TO US ALL ?

- Unfortunately PEOPLE WITH CORRUPT MINDSET AND MALAFIDE INTENTS, are also able to secure the so call proximity with the position of Authority and Prominence even in public life, either by themselves or by Influencing people in Authority for Petty Gains at a Huge cost to Many Others- who are silent and by-standers, onlookers- mutely ???



WHAT CORRUPTION MEANS TO US ALL ?

- Those were the days when people at large had not much of the ACCESS TO THE JUSTICE. Today it is not so. We are all socially well connected, Well informed, Money trails are traceable, Disproportionate Assets beyond known source of earnings can be traced, complaint and redressal mechanism is well streamline.



WHAT CORRUPTION MEANS TO US ALL ?

- So as a common citizen, who have equal rights on recourses especially NATURAL and NATIONAL- one must garner courage and seek support to rise up, to expose those wicked elements at the hands of whom others genuine beneficiaries are made to suffer in getting a quality of service so to say Quality of life.
- At the same time, when we our selves have to deliver similar service, we must not hesitate to contribute our bit with utmost sincerity and honesty.

WHAT CORRUPTION MEANS TO US ALL ?


- We should QUESTION the things which are unlawful, be it to the Other or be it to the Self.

- Ask only ONE question- SHOULD IT BE LIKE THIS?

If not, RISE UP! And start finding answers, we will get it all???

- Who should fear being Questioned?
- The Corrupt and the Wrong Doers only should fear the Questionings! And not the Righteous Ones...!

HOW TO ENABLE ONESELF- GAINING COURAGE

- The Authentic and Genuine ones won't ever have to worry about any level of questioning!
 - If some thing can be done by ONESELF, let's move forward, if it is to be done by OTHERS pursue them.
 - If it is to be done NOW let's do it now, if it can be done later, let's plan for it & follow up.
- 

HOW TO ENABLE ONESELF- GAINING COURAGE!

- Corruption is also **intwined** in some other facets of our day to day living and dealings.
- Incapacity, Incompetency to do something will lead to the atmosphere of wickedness and creates a strong back-ground for corruption to flourish.
- **Key ARSENAL to COURAGEOUSLY counter CORRUPTION are-**
 - Knowledge
 - Skill
 - Competency
 - **CONVICTION OF BEING WITH RIGHT INTENT...!**



HOW TO ENABLE ONESELF- GAINING COURAGE!

One must sincerely strive and encourage others to strengthen one self to be able, to be productive- to be knowledgeable, skilful and competent in their own area of activity- assigned duties and responsibilities. To build a good character with a patriotic sense.

Weak can't have strength to fight the mighty Ills of the Corrupt or the wrong doers.



ABOUT INTEGRITY

- And the most important of all is
- **INTENT** and
- **INTEGRITY**



ABOUT INTEGRITY

- Without the **right Intent** to do certain things, every action will be questionable.
- Without the impeccable **Integrity**, there is no point doing the things. Being corrupt is a treachery with the duty and the most serious of all crimes against humanity.



FEW NOTE-WORTHY THINGS

**“TO ERR IS A HUMAN,
BUT TO BLUNDER IS IN-HUMANE”**

**“INTEGRITY WITHOUT KNOWLEDGE IS USELESS, BUT
KNOWLEDGE WITHOUT INTEGRITY IS DANGEROUS”**

ALL ACTIVITIES SHALL BE “FIT FOR THE PURPOSE”.



FEW NOTE-WORTHY THINGS

TO BE IN BUSINESS-

ENGINEERING TEACHES US TO BE TECHNICALLY SUITABLE
AND ECONOMICS TEACHES US TO BE FINANCIALLY VIABLE.

SO AS WE ALL DESERVE-

KEEP A CLOSE WATCH ON OUR PLANNING PROCESS,
LEVERAGING TECHNICAL SOLUTIONS,
SMART AND THOUGHTFUL SPENDING
TO BUILD SYSTEMS AND PROVIDE SERVICE WITH GOOD QUALITY,
WITH LONG TERM SUSTAINABILITY IN MIND.



FEW NOTE-WORTHY THINGS

HUMAN ACTIVITIES NEED TO BE THOUGHTFULLY PLANNED, INSPECTED AND MONITORED FOR BETTER EXECUTION WITHIN THE TIME LINES.

BELIEVE IN “CRC”- CHECK, RECHECK AND CONFIRM

DEADS CAN'T ACT, ONLY LIVING BEING CAN AND THAT TOO WHO ARE ENABLED.

MAKE BEST OF YOUR LIFE WHEN YOU ARE ALIVE, AND ENABLED- i.e. ADEQUATELY EMPOWERED AND RESOURCED BY THE NATURE AND THE ORGANISATION LIKE INDIAN RAILWAYS, besides your Family and society



FEW NOTE-WORTHY THINGS

“AS YOU HAVE MADE UP TO TODAY,
OUT OF YOUR YEASTERDAY’S EFFORTS

BEAUTIFUL MOMENTS OF TOMORROW
WILL BE MADE BY YOUR ACTIONS TODAY”

“WHILE YOU LIVE YOUR BEST PART TODAY,
YOU ARE PAVING WAY FOR THE BETTER TOMORROW”



FEW NOTE-WORTHY THINGS

THIS COUNTRY- THE INDIA- HINDUSTAN, IS A MOTHER LAND AND HOME OF EVERY CITIZEN.

THIS GREAT ORGANISATION, THE INDIAN RAILWAYS- “BHARTIYA RAIL” IS OUR WORK PLACE- A KARMA-BHOOMI.

WE ARE WELL TAKEN CARE OF BY THE NATURAL RESOURCES OF THIS LAND OUR VERY OWN LIVING ENVIRONMENT,

WELL PROTECTED BY THE MIGHTY DEFENCE FORCES AND THE WILL OF THE PEOPLE, WELL FACILITATED BY THE SCHOOLS, COLLEGES, HOSPITALS, ROADS, ELECTRICITY, WATER, LAW AND ORDER AND SO ON, AS WE DESERVE..

WE SHOULD STRIVE TO KEEP IMPROVING AND CONTRIBUTE OUR BEST IN IMPROVING OUR LIVING AND WORKING ENVIRONMENT



FEW NOTE-WORTHY THINGS

IT'S OUR MORAL DUTY AND RESPONSIBILITY TO PROTECT AND TAKE CARE OF THOSE WHO ARE UNDER PRIVILEGED AND VULNERABLE AND ALSO

PROTECT OUR OWN ENVIRONMENT AND THE MOTHER LAND WE LIVE AND STRIVE TO MAKE OUR COUNTRY A BEST PLACE TO LIVE FOR ONE AND ALL.

AS WE ARE ENABLE, EMPOWERED TO CONTRIBUTE OUR BEST, IN OUR OWN WAY TO THE EXTENT POSSIBLE WITH OPEN MIND AND MAKE OUR ORGANISATION THE GREAT INDIAN RAILWAYS A BEST PLACE TO WORK.



NORMS FOR PUNISHMENT IN DAR CASES ARISING OUT OF VIGILANCE INVESTIGATION

- Major penalty should be recommended by Vigilance: in one of the following Cases
 - If prima facie malafide is indicated,
 - Where major loss of Railways' money has been caused.
 - Trap cases.
- In other cases, a Minor penalty could be recommended.

NORMS FOR PUNISHMENT MAJOR PENALTY

- In case of fraud, forgery, permanent misappropriation of Government money, trap cases and assault on Vigilance Officials, one of the following major penalties should normally be imposed:
 - Dismissal
 - Removal from service.
 - Compulsory retirement (when superannuation is at least five years away).

NORMS FOR PUNISHMENT MAJOR PENALTY

- In case of major loss of Government money due to negligence etc. but. where malafide intention is proved, one of the following Major penalties should normally. be imposed:
 - Reduction for a period not less than 6.months to a lower time scale of pay, grade, post or service, with or without further directions regarding conditions of restorations to the grade or post or service from which the Railway servant was reduced and his seniority and pay on such restoration to that grade, post or service.
 - Reduction for a period not less than 6 months to a lower stage in the. time scale of pay for a specified period **with cumulative effect.**

NORMS FOR PUNISHMENT MINOR PENALTY

- In cases where irregularity is of minor nature and no malafide is established, but the past vigilance record of the staff is bad, one of the following Minor penalties should normally be imposed:
 - Withholding of increments of pay for a specified period but not less than one year with further directions as to whether on the expiry of such period this will or will not have the effect of postponing the future increments of his pay.
 - Reduction to a lower stage in the time scale of pay for a period, not less than One year but not exceeding 3 years without cumulative effect and not adversely affecting his pension.

NORMS FOR PUNISHMENT MINOR PENALTY

- Where the offense is of minor nature and the past record and reputation of staff is good, one of the following Minor penalties should normally be imposed:
 - Censure
 - Withholding of privilege passes or PTOs or both
 - Recovery from his pay of the whole or part of any pecuniary loss caused by him to the Government or Railway administration by negligence or breach of orders.
- Recovery from the staff as pointed out in 3.4(c), may be effected in addition to any other penalties, Major or Minor as described in Paras 3.1 to 3.4.

PENALTIES UNDER DAR MINOR AND MAJOR PENALTIES

Minor Penalties

- i. Censure
- ii. Withholding of his promotion for a specified period;
- iii. Recovery from his pay of the whole or part of any pecuniary loss caused by him to the Government or Railway Administration by negligence or breach of orders;
 - a. Withholding of the Privilege Passes or Privilege Ticket Orders or both.
 - b. Reduction to a lower stage in the time scale of pay by one stage for a period not exceeding three years, without cumulative effect and not adversely affecting his pension;
- iv. Withholding of increments of pay for a specified period with further directions as to whether on the expiry of such period this will or will not have the effect of postponing the future increments of his pay;

PENALTIES UNDER DAR MINOR AND MAJOR PENALTIES

Major Penalties

- i. Censure
- ii. Withholding of his promotion for a specified period;
- iii. Recovery from his pay of the whole or part of any pecuniary loss caused by him to the Government or Railway Administration by negligence or breach of orders;
 - a. Withholding of the Privilege Passes or Privilege Ticket Orders or both.
 - b. Reduction to a lower stage in the time scale of pay by one stage for a period not exceeding three years, without cumulative effect and not adversely affecting his pension;
- iv. Withholding of increments of pay for a specified period with further directions as to whether on the expiry of such period this will or will not have the effect of postponing the future increments of his pay;

ROLE OF SUPERVISORY OFFICERS

- It is the **DUTY** of every officer holding a Supervisory post to take all possible steps to ensure the integrity and devotion to duty of all officials for the time being under his control and authority.
- The supervisory officer **SHALL ENSURE** that, the officers for the time being under his control maintain absolute integrity.
- A column is available in the **Annual Performance Appraisal Report (APAR)** of officials in which the supervisory officer has to report on the integrity of the officer reported upon.
- If any suspicion arises upon the integrity of officials under his control, further action is taken as per guidelines issued in this regard.

ROLE OF SUPERVISORY OFFICERS (PARA 106 OF IRVM)

- It is the duty of every officer holding a Supervisory post in any organization to take all possible steps to ensure the integrity and devotion to duty of all officials for the time being under his control and authority.
- The supervisory officer ensures that officers for the time being under his control maintain absolute integrity. A column has been introduced in the proforma for Annual Performance Appraisal Report (APAR) of officials in which the supervisory officer reports on the integrity of the officer reported upon. If any suspicion arises upon the integrity of officials under his control, further action is taken as per guidelines issued in this regard.

IMPORTANT PARA OF IRVM

- Why Vigilance is required- **Para 101.1**

The demon of corruption dates back to times immemorial. As early as the 4th Century BC, Kautilya referred to as many as 40 ways of committing embezzlement of the treasury in his treatise, **“Arthashastra”**. Over the centuries, the world has faced corrupt practices in different forms in almost all walks of life.

The challenge before us today is to create an environment in which integrity and honesty prevail and corruption is punished promptly.

The hallmark of good governance is having a clean and transparent administration and, therefore, vigilance administration in any organisation forms an integral part of management.

The Vigilance Organisation on Indian Railways has been set up to investigate complaints of corruption, conduct preventive checks, suggest system improvements and to ensure that those held guilty of irregularities are appropriately punished. Its role is both preventive and punitive.

IMPORTANT PARA OF IRVM

○ Role of administration- Para101.3

It is the role of the administration in any organisation to set up systems which encourage integrity and transparency and come down heavily on corrupt practices.

Essentially, every officer and staff is himself/herself a vigilance officer and needs to ensure probity in the work being done by him/her and the people who work with him/her.

The Vigilance organisation is an essential and integral part of Indian Railways **and assists the department towards running a clean and efficient administration.**

IMPORTANT PARA OF IRVM

○ Role of Supervisory Officers- **Para106**

- **It is the duty of every officer holding a Supervisory post in any organisation to take all possible steps to ensure the integrity and devotion to duty of all officials for the time being under his control and authority.**
- **The supervisory officer ensures that officers for the time being under his control maintain absolute integrity.**
- **A column has been introduced in the proforma for Annual Performance Appraisal Report (APAR) of officials in which the supervisory officer reports on the integrity of the officer reported upon.**
- **If any suspicion arises upon the integrity of officials under his control, further action is taken as per guidelines issued in this regard.**

IMPORTANT PARA OF IRVM

○ Causes of corruption- **Para 401.1**

Preventive vigilance is aimed at identifying, tackling/ addressing the root cause of corruption within the organisation. The common causes of corruption, inter alia, could be:

- a) Excessive regulation & licensing.
- b) Complicated rules and regulations.**
- c) Monopoly over delivery of goods/ services.
- d) Lack of transparency.
- e) Lack of accountability.
- f) Too much discretionary power.**
- g) Poor regulatory framework.**
- h) Poor grievance redressal mechanism.
- i) Very low rate of detection of corruption.**
- j) Lack of condemnation of corrupt practices by the public.**
- k) Absence of a formal system of inculcating values, ethics & integrity.**
- l) Inadequacy of regular/ periodic/ surprise checks.**
- m) Rigid bureaucratic framework/ processes.
- n) Lack of awareness about rights, duties, procedure to complain, rules, laws etc.**

IMPORTANT PARA OF IRVM

○ Potential Areas of corruption- **Para402**

Preventive vigilance is aimed at **tackling the areas vulnerable to corruption** within the organisation. Although potential areas of corruption are specific to organisations/ sectors, there are some broad areas common to all organisations, which need special attention while putting in place a system of preventive vigilance. These relate to:

- a. **Procurement:** Procurement is a vast area ranging from **procurement of store materials & services to execution of infrastructure projects**. It is one of the major corruption prone areas in all organisations.
- b. **Sale of goods and services:** The disposal of goods (the reverse of procurement) and services is also a major area of corruption in some organisations. Similarly, allocation of scarce and/ or precious natural resources is an area of corruption.
- c. **Human resource management:** Human resource management is common to all organisations and the processes relating to recruitment, promotion, transfer and posting are **prone to manipulation and corruption**.
- d. **Delivery of services to public:** Although not common to all Public Sector Organisations, **major Government Departments are involved in delivery of services which are a potential area of corruption**.
- e. **Enforcement:** The **enforcement of Acts, Rules and Regulations is also an area vulnerable to corruption** mainly **due to lack of awareness among citizens and ineffective grievance redressal mechanism**.

IMPORTANT PARA OF IRVM

○ DEFINITIONS OF VIGILANCE ANGLE **Para 512**

512.1 Vigilance angle is obvious in the following acts:

- a. **Demanding and/ or accepting gratification** other than legal remuneration in respect of an official act or for using his influence with any other official.
- b. **Obtaining valuable thing**, without consideration or with inadequate consideration from a person with whom he has or is likely to have official dealings or his subordinates have official dealings or where he can exert influence.
- c. Obtaining for himself or for any other person any valuable thing or pecuniary advantage **by corrupt or illegal means or by abusing his position as a public servant.**
- d. **Possession of assets disproportionate to his known sources of income.**
- e. Cases of **misappropriation, forgery or cheating** or other similar **criminal offences.**

IMPORTANT PARA OF IRVM

○ DEFINITIONS OF VIGILANCE ANGLE Para 512

512.2 There are, however, **other irregularities where circumstances will have to be weighed carefully to take a view whether the officer's integrity is in doubt.**

- i. Gross or wilful negligence;**
- ii. recklessness in decision making;**
- iii. blatant violations of systems and procedures;**
- iv. exercise of discretion in excess,** where no ostensible public interest is evident;
- v. failure to keep the controlling authority/ superiors informed of required transactions and issues in time; cause of undue loss or a concomitant gain to an individual or a set of individuals/ a party or parties;**

IMPORTANT PARA OF IRVM

○ DEFINITIONS OF VIGILANCE ANGLE Para 512

512.3 Any **undue/ unjustified delay in the disposal of a case, perceived after considering all relevant factors**, would reinforce a conclusion as to the presence of vigilance angle in a case.

IMPORTANT PARA OF IRVM

- **Posting of officers borne on Agreed List/Secret List- para 708**
- IMPORTANT ISSUES REGARDING POSTINGS/ VIGILANCE STATUS
 - I. Officers borne on 'Agreed/ Secret List' should not be posted as SDGMs and Vigilance Officers. Postings of SDGMs/Officers in Vigilance Directorate will require clearance from Chief Vigilance Officers of the Ministry (PED/Vigilance).
 - II. Officers borne on 'Agreed/ Secret List' **should not be sent on deputation**
 - III. Officers borne on 'Agreed/ Secret List' **should not be posted to Board/RDSO or in sensitive posts**

IMPORTANT PARA OF IRVM

- **Posting of officers borne on Agreed List/Secret List- para 708**
 - IMPORTANT ISSUES REGARDING POSTINGS/ VIGILANCE STATUS
- iv. Where disciplinary cases are in progress or the officer is undergoing punishment, **the officers should not be posted to positions carrying special pay.**
- v. Vigilance status for the purpose of appointment of Serving/ Retired officers as Arbitrators on Zonal Railways/ Production Units would be handled by respective vigilance units while Railway Board vigilance would handle the requirements of PSUs in the matter

IMPORTANT PARA OF IRVM

- **Standard of proof- Para 805**

- STANDARD OF PROOF IN DEPARTMENTAL PROCEEDING

While taking such decision in **departmental proceeding**, the disciplinary authority should bear in mind that **a departmental proceeding is inherently different from a criminal trial**, and that the **standard of proof required is based on the principle of ‘preponderance of probabilities’ rather than ‘proof beyond reasonable doubt’.**

ASSESSMENT BY THE REPORTING OFFICER ON APAR

- **Character and habits** to include comments on:
 - **Integrity**
 - Tact and Temper
 - **Conduct**
 - Attendance
 - Physical fitness for strenuous work
- **Departmental abilities** (merits and demerits) to include comments on
 - Initiative and direction
 - General Intelligence
 - **Keenness/promptness and efficiency**
 - Power to control others
 - **Organising /Supervising ability**
 - **Capacity for hard work**
 - Amenability to discipline

ASSESSMENT BY THE REPORTING OFFICER ON APAR

- Special **aptitude or qualification**, including special achievements/qualification in the field of Scouts & Guides.
- **Reliability**
- Relations with others (**Those above, Those below & The Public**)
- Power of **drafting**
- **Knowledge of Rules, Regulations and procedure**
- Ability to **conduct enquiries**, sift evidence and **prepare report**

ASSESSMENT BY THE REPORTING OFFICER ON APAR

- procedure should be followed in filling up the item relating integrity
 - A. If the officer's integrity is beyond doubt, it may be so stated.
 - B. If there is any doubt or suspicion, in item should be left blank and action taken as under:
 - a. **A separate secret note should be recorded and followed up.** A copy of the note should **also be sent together with the Annual Performance Appraisal Report to the next superior officer** who will ensure that the **follow-up action is taken expeditiously.** Where it is not possible either to certify the integrity or to record the secret note, the **Reporting Officer** should state either that he has not watched the Officer's work for sufficient time to form a definite judgement, or that he has heard nothing against the officer, as the case may be.

ASSESSMENT BY THE REPORTING OFFICER ON APAR

- procedure should be followed in filling up the item relating integrity
 - b. If, as a result of the follow-up action, the doubts or suspicions are cleared, the officer's integrity should be certified and an entry made accordingly in the Annual Performance Appraisal Report.
 - c. **If the doubts or suspicions are confirmed, this fact should also be recorded and duly communicated to the officer concerned.**
 - d. If as a result of the follow up action, the doubts or suspicions are neither cleared nor confirmed, **the officer's conduct should be watched for a further period and thereafter action taken as indicated at (b) and (c) above.**

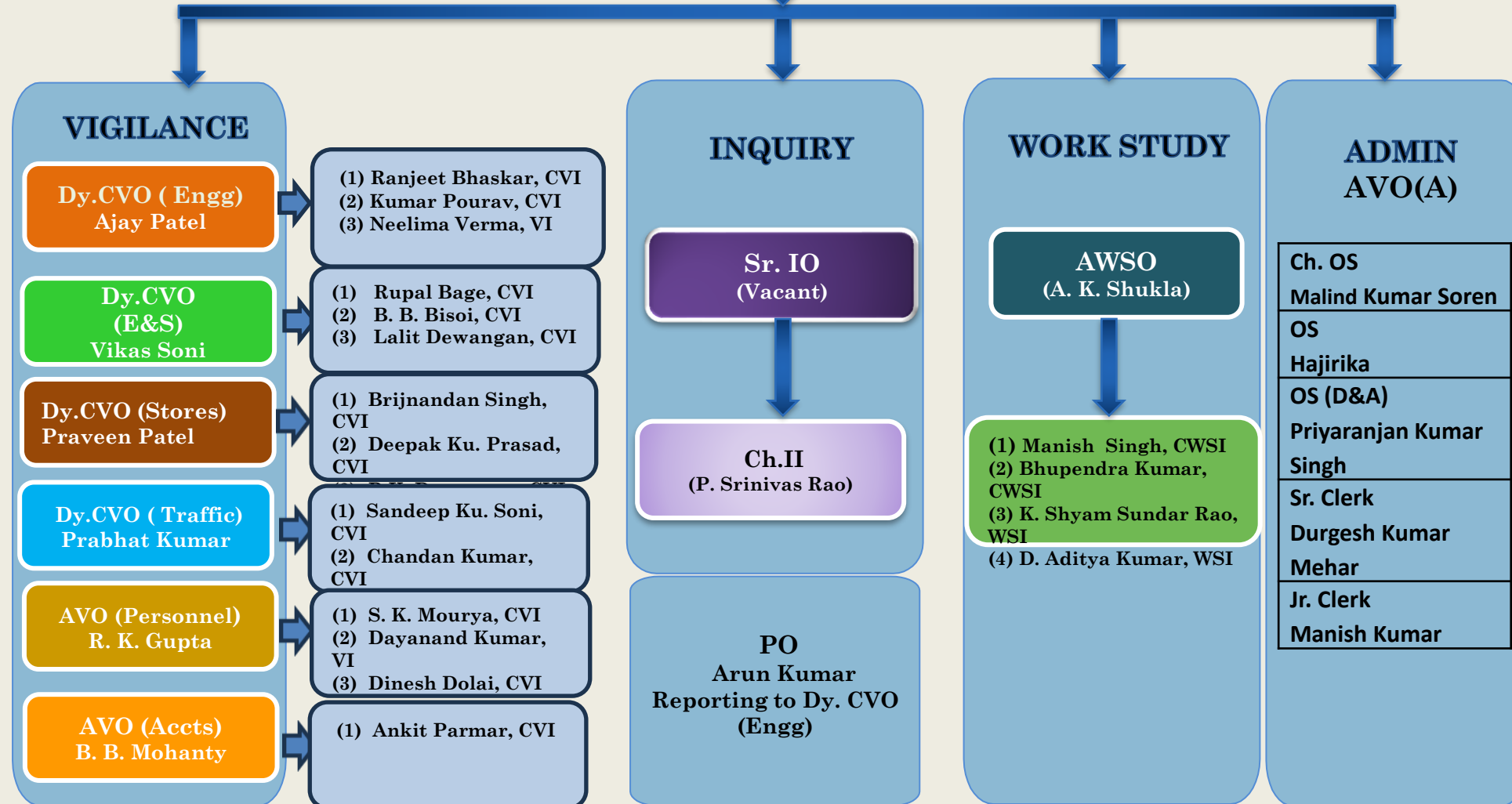
MALAFIED INTENT

○ AGREED LIST AND SECRET LIST

- The *Agreed List* contains the names of officers about whose honesty or integrity there is a **reasonable suspicion**, based on reliable but unproven information.
- **Close watch** on the work and activities of these officers were kept.
- It is ensured that they are not assigned sensitive posts or positions where they could influence decisions for personal gain.
- It is **not** a punishment and does **not** mean formal charges are proven — it's more of a **preventive measure**.
- The list is reviewed **annually** and updated jointly by the SDGM and CBI
- Once prima-facie Integrity of Officer is proven to be doubtful and Major Penalty FSA of CVC is received for conducting regular departmental inquiry, the Officer is put in to **SECRET LIST**, till finalisation of the case and in case charges are proved up to 3 years upon imposition of Major Penalty.

ORGANISATION CHART OF VIGILANCE SECR

SDGM
Manoj Gurumukhi



VIGILANCE : WHY & WHAT

- The demon of corruption dates back to times immemorial. As early as the 4th Century BC, Kautilya, the Chanakya, referred to as many as **40 ways of committing embezzlement** of the treasury in his treatise, “Arthshastra”.
- **Righteousness** is the foundation of good governance.
- The Organisations, Systems and Procedures of the Government must not only be Efficient but also Ethical, Just and Fair.
- **INTEGRITY** has to be its essential ingredient.



ROLE OF VIGILANCE ORGANIZATION

- The Vigilance Organization on Indian Railways has been set up to
 - Investigate Complaints of Corruption,
 - Conduct Preventive Checks,
 - Suggest System Improvements and
 - To ensure that those held guilty of irregularities are appropriately punished.
 - Its role is both Preventive and Punitive.



FUNCTIONS OF VIGILANCE

Participatory

- **Vigilance Awareness**
- **Promoting Ethical Values**
- **Promoting use of Technology- (Reducing level of Discretion)**

Preventive

- **Suggesting System Improvements**
- **Conducting Preventive Checks**

Punitive

- **Disciplining the Wrong-Doers**
- **Deterrence effect on Prospective Offenders**

Vigilance Awareness programme details- **Workshop Conducted**

SN	Date and Place of Awareness programm/ conference conducted/training	Subject	Brief of the Programme
1	Nagpur Divisional HQrs 10.01.2025	Preventive Vigilance, Ethics & Code of conduct	Seminar was conducted by SDGM/SECR at Nagpur division. In the above programme, aspects related to Preventive Vigilance and code of conduct were discussed with BO's of Nagpur division.
2	MDZTI/BSP 16.01.2025	Preventive Vigilance, Vigilance Angle & PIDPI awareness	Workshops on Preventive Vigilance was conducted at MDZTI/BSP.
3	Bilaspur Divisional HQrs 29.01.2025	Preventive Vigilance, Ethics & Code of conduct	Seminar was conducted by SDGM/SECR at Bilaspur division. In the above programme, aspects related to Preventive Vigilance and code of conduct were discussed with BO's of Bilaspur division.
4	Raipur Divisional HQrs 05.02.2025	Vigilance Awareness workshop/seminar	Seminar was conducted by SDGM/SECR at Raipur division. In the above programme, aspects related to Vigilance awareness and code of conduct were discussed with DRM/Raipur and BO's of Raipur division.
5	MDZTI/BSP 17.02.2025	Preventive Vigilance, Vigilance Angle & PIDPI awareness	Workshops on Preventive Vigilance was conducted at MDZTI/BSP.
6	Raipur Divisional HQrs 27.02.2025	DAR & Chargesheet	Workshop on DAR & preparation of charge sheet conducted by AVO(P) at Divisional HQ, Raipur.
7.	MDZTI/BSP 27.03.2025	Preventive Vigilance & Stores Procurement	Workshop on Preventive Vigilance & Stores Procurement was conducted by CVI(S) at MDZTI/BSP.

Vigilance Awareness programme details- **Workshop Conducted**

SN	Date and Place of Awareness programm/ conference conducted/training	Subject	Brief of the Programme
8.	MDZTI/BSP 27.03.2025	Vigilance Matters	Workshop on Vigilance Matters and code of conduct was conducted by CVI(T) MDZTI/BSP.
9.	MDZTI/BSP 28.03.2025	Irregularities in dealing with matters like Leave, Allowance etc.	Workshop was conducted by CVI(P) at MDZTI/BSP regarding irregularities in matters like Leave, Allowance, Salary etc.
10.	MDZTI/BSP 11.04.2025	Preventive Vigilance	Workshop on Preventive Vigilance was conducted by CVI(T) at MDZTI/BSP.
11.	MIB Workshop/Nagpur on 11.04.2025	Vigilance Matters	Seminar was conducted by SDGM/SECR along with VOs & VIs at MIB, Workshop/Nagpur. In the above programme aspects related to Preventive Vigilance and code of conduct were discussed with BOs and staff.
12.	MDZTI/BSP 13.05.2025	Preventive Vigilance	Workshop on Preventive Vigilance was conducted by CVI(T) at MDZTI/BSP.
13.	Bilaspur division 19.06.2025	Vigilance aspects and irregularities with respect for all departments	Workshop conducted by SDGM along with Vos & Vis with DRM/ADRM & BO's Important case studies & System Improvements of all department discussed.
14.	Raipur division 28.06.2025	Vigilance aspects and irregularities with respect for all departments	Workshop conducted by SDGM along with Vos & Vis with DRM/ADRM & BO's Important case studies & System Improvements of all department discussed.
15.	MDZTI/BSP 28.07.2025	Preventive Vigilance & Vigilance issue related to Personnel department	Workshop on Preventive Vigilance & Vigilance issue related to Personnel department was conducted by CVI(P) at MDZTI/BSP for the ministerial staff of all department.

WISDOM IS KNOWING
THE RIGHT PATH
TO TAKE.
INTEGRITY
IS TAKING IT

DO WHAT
IS RIGHT NOT
WHAT IS EASY

—

—



Integrity

is choosing your
thoughts and actions
based on values rather
than personal gain.

GENTLEMAN'S ESSENTIALS

**SPEAK WITH
HONESTY**

**THINK WITH
SINCERITY**

**ACT WITH
INTEGRITY**

BEING A PERSON OF
INTEGRITY

DOESN'T MEAN BEING
PERFECT.

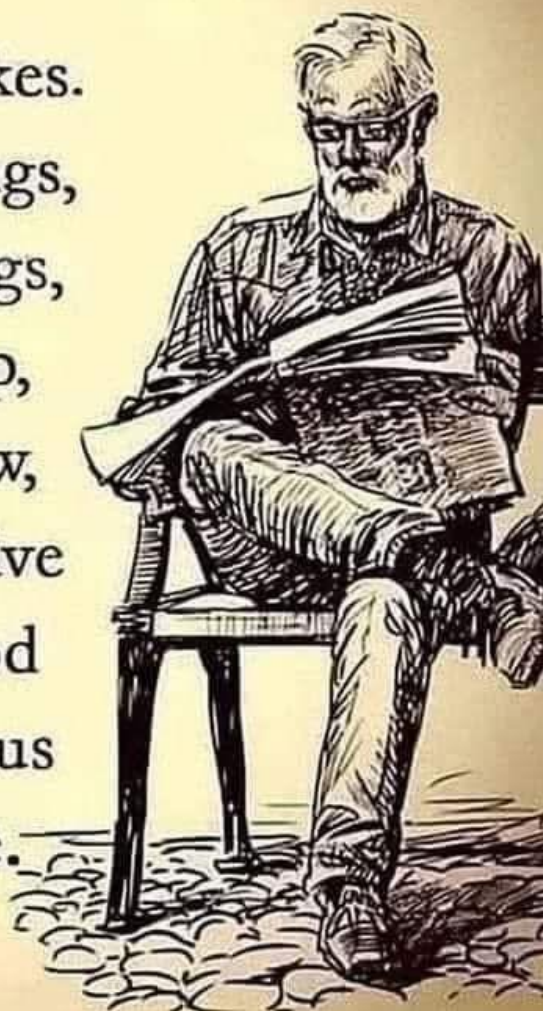
IT MEANS BEING
AUTHENTIC.

CHUCK SWINDOLL

INSIGHT
FOR LIVING
MINISTRIES

**Nobody is
perfect.**

We all make mistakes.
We say wrong things,
we do wrong things,
we fall, we get up,
we learn, we grow,
we move on, we live
and we thank God
for always giving us
another chance.



THANKS

FOR YOUR ATTENTION

JAI HIND