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Why Vigilance?



ETHICAL DECISION: THE RIGHT DECISION

The word 'Ethics' finds its origin in the Greek word Ethica, which stands for character or customs. Ethics is doing what is 'right' and Ethical decisions are the right decision without any prejudice.

Ethical decision at work comes from value observed (overtly or covertly) by the leaders at all levels. It comes from their experiences, opinions, impression, beliefs, conclusion etc. Try to judge Ethical decision on the basis of certain moral standard or general standard of goodness.

One easy test of finding whether a decision is ethical or not is to conduct what is called an "Honor Lest." It required to questioning oneself-whether the action we are indulging in is honorable or not or whether we can be proud of our own such decision while answering this question, one has to think rationally.

In Public Sector decision making officer is trustee of public interest, hence the process or means by which the result is obtained through ethical decision is important. If production is over reported by an officer he must ask himself is it right thing to do, the second aspect is, if it is done once it has to be done again and again, in fact it is a trap.

The Ethical decision in an organization.

1. Enhance performance.
2. Improve reputation.
3. Create loyal customer base.
4. Improve motivation of employees.
5. Attract stakeholders for stronger relationship.
6. Avoids legal problem.
7. Better team work.

There is a long list of values which are required for ethical decision some of them are clear thinking, excellence, honesty, quality, wisdom, versatility and so on. To cultivate and acquire values, it takes a long of effort it take character and self control to take ethical decision. We all can try to be better today than yesterday.

Ethical decision at work reflects the work behaviour of employees and like a barometer gives away the atmosphere prevalent in organization they work for.

COMMON IRREGULARITIES/LAPSES OBSERVED IN AWARD OF ELECTRICAL, MECHANICAL AND OTHER ALLIED CONTRACTS AND GUIDELINES FOR IMPROVEMENT THEREOF - PART-I

1. WORKS MANUAL

1.1 Ideally, the objective of any public contracting is to get the proposed work executed as per bid specifications within a given time schedule and at the most competitive prices. To achieve this objective, it is essential to have well documented and customised policy guidelines in each organisation so that this vital activity is executed in a well-coordinated manner with least time and cost overruns. It is felt that the absence of a proper Works Manual in most organisations constitutes a significant weakness in the system as it not only leads to adhocism and arbitrariness in decision making but also results in a lack of quality supervision in the execution of works as benchmark standards are not available.

This also encourages the 'interested officials' to indulge in corrupt practices, due to lack of accountability in the system. Surprisingly, some fairly well established organisations have no Works Manual despite awarding contracts for many years. Works executed here may be based on the whims of individuals or the responsibility may even be completely abdicated to the consultants. In other organisations, where the manual is available, it is found that the same has not been updated for years. Such a situation is far from satisfactory and needs to be corrected on an urgent basis.

- A codified 'Works Manual' containing the detailed tender/contract procedures, guidelines and standards for execution along with proper delegation of powers needs to be prepared by all the organisations so that there is a systematic and uniform approach in the organisation. Such an integrated approach is not only likely to put a cap on corruption but would also ensure smoother and faster decision-making. The organisations not having their own manuals may till such time, that a comprehensive Works Manual may be put together could consider adopting the Works Manual of established engineering organisations like the CPWD, Railways, MES, etc.

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2. NECESSITY AND JUSTIFICATION OF WORK

2.1 In the course of inspections by the CTEO, it has been noticed that at times, proposals are initiated and works executed by the organisations without establishing the need or justification for such works. In some organisations there is a frenzy of activity at the end of the financial year in order to indiscriminately part funds (lest they should lapse), in either frivolous activities or in 2nd and 3rd stage priority proposals. In worst cases, the proposals are initiated in collusion with contractors to buy and install equipments nearing obsolescence resulting in completely infructuous expenditure.

- Before according administrative approval for any project, it is necessary to establish its techno-commercial viability in terms of rate of return and other benefits and also to evaluate the available alternatives to ensure an optimum utilisation of public funds. The tendency to park the funds in frivolous projects to beat the '31st March Blues' needs to be severely discouraged.
- One time purchase of capital plant and machinery should be justified by reference to the actual intended use. The equipments must conform to the latest specifications and technology available in the market. The obsolescence factor the life of the equipment, availability of spares, etc. should be kept in view while deciding the procurements.
- Gross over-designing cannot be justified on the basis of unpredictable long term futuristic demands. This kind of over-designing, particularly in sub-stations, DG sets, etc. not only results in unjustified one time extra expenditure but also results in avoidable recurring expenditure in terms of maintenance costs and higher standing losses. Since over-designing of electrical equipments has rather become a norm, it needs to be given a fresh look as far as optimal designing is concerned.

- As Per CTE's Organization



Gram Sabha at Gram Panchayat, Pondi, Ukwa



Vendor's and Contractor's Meet at Balaghat Mine



Inspection at Ukwa Mine



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