

1. OBJECTIVE

The Society considers vigilance to be an integral part of the management function. The Chief Vigilance Officer (CVO) posted at Corporate Office provides direction, guidance and supervision over the vigilance efforts of the Society. He has been accorded the status, rank and perquisites of a Functional Director. Vigilance Officers have been posted at Head Office, Plant and Zonal Offices.

Vigilance department has adopted pro-active approach to create incorruptibility in the administration. The strategy of preventive vigilance was drawn and implemented to evolve an environment of integrity and to add values to the system for increasing transparency and accountability in the working. Steps have been taken to empower the general public to approach the concerned authorities for redressal of their complaints, if any.

The Vigilance department works for systems improvement and simplification and codification of rules and procedures for the smooth functioning of the Society towards achievement of its mission. The culture of taking independent initiatives and decision-making at all levels is constantly strengthened. A system of six-monthly review of vigilance activities by Board of Directors has been implemented by the Society.

To improve the intellectual capital base of the Society, vigilance seminars are organised and the Executives were exposed to the views of the leading vigilance functionaries of the country.

It is the endeavors of the Vigilance Department to create an ethos of "Organisational Citizenship" among all the employees so that there is voluntary compliance of rules and procedures to achieve the organisational goals.

For the irregularities detected, punitive vigilance is used as a management tool to provide positive discipline in the Society.

To contribute towards the achievement of the vision of the society, a strategic action plan is being implemented.

2. THREE PRONGED VIGILANCE STRATEGY a) AWARENESS PROGRAMMES:

- Conduct Seminars, Workshops, Lectures and Debates.
- Circulate CVC / Government's Instructions.
- Issue In-house Special Journals on Vigilance Awareness.
- Typical case studies are brought to the notice of employees.

b) PREVENTIVE VIGILANCE

- Simplification of Rules and procedures.
- Reducing the areas of misuse of discretion.
- Plugging the loopholes of systems /procedures for reducing points of corruption.
- Increasing Transparency & Accountability in working.
- Effective machinery to deal promptly with complaints.
- Regular and Surprise Inspections.
- Monitoring disposal of matters in the organisation to detect delays induced by corrupt motives.
- Effective surveillance of public contact points.
- Steps to provide highest standards of integrity among the employees.

c) PUNITIVE VIGILANCE:

- Speedy disposal of vigilance cases and disciplinary inquiries.

- **Steps to maintain positive discipline.**
- **Close liaison with other agencies to ensure quick action in vigilance matters.**

Please click here to visit [Central Vigilance Commission](#)

