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ANNUAL REPORT 2025

CENTRAL VIGILANCE COMMISSION

CENTRAL VIGILANCE COMMISSION

Winners of Essay Writing Competition during VAW 2025

Foundation Day 2025

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ANNUAL REPORT

01.01.2025 to 31.12.2025

CENTRAL VIGILANCE COMMISSION

ACKNOWLEDGEMENT

The Central Vigilance Commission thanks the Government of India, its Ministries/Departments, Public Sector Undertakings, Public Sector Banks and other organizations, the team of Chief Vigilance Officers, Central Bureau of Investigation, Law Officers and all others connected with the Commission for their cooperation and assistance.

FOREWORD

The 62nd Annual Report of the Central Vigilance Commission is prepared under Section 14 of the CVC Act, 2003 for submission to the President of India. The report highlights the work done by the Central Vigilance Commission during the year ending 31st December, 2025 in fulfilling its mandate under the CVC Act, 2003.

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Integrity Pledge during VAW 2025

Rangoli Competition during International Women's Day 2025

OVERVIEW

- The Central Vigilance Commission is a statutory body which oversees and supervises the vigilance administration of the organisations owned or controlled by Union of India and covered under the advisory jurisdiction of the Commission. As an integrity institution, Central Vigilance Commission has evolved in the last 61 years since it was first set up through a Resolution of the Government of India in the year 1964. With its rich experience in formulating and implementing policies relating to overseeing vigilance administration, the Commission's emphasis is on putting in place an effective mechanism to fight corruption and bring about fair play and transparency.

(Para 1.5)

- The Commission, being fully aware of the hopes and expectations from it as a statutory body responsible for eradicating corruption from public life, exercises its mandate under the Central Vigilance Commission Act, 2003 (CVC Act, 2003), to achieve the aim of making the system efficient, transparent and accountable.

(Para 1.7)

- The Central Vigilance Commission, in order to tackle the menace of corruption and to make the system of administration transparent, objective, and accountable has adopted a multi–pronged strategy. This includes measures for punitive vigilance, preventive vigilance, and participative vigilance. These strategies complement each other in the overall framework of vigilance administration in combating corruption.

(Para 2.1)

- The Commission holds the view that time–bound action, resulting in effective punitive action against officials found guilty of misconduct, would act as a deterrent for others and would dissuade them from committing any intentional

misconduct. The Commission is also of the view that completion of investigations and disciplinary proceedings in a timely manner is in the interest of the organization and the employee. Therefore, giving due priority to timely action in disciplinary matters, appropriate guidelines have been issued for adherence to the prescribed time limit in all disciplinary cases.

(Para 2.7)

- The Commission received 2770 number of cases (including 396 cases carried forward from 2024) and tendered its advice in 2434 number of cases in 2025. The Commission vide its circular No. 08/12/14 dated 03.12.2014 had decided that in respect of those cases where the Disciplinary Authority (DA), on conclusion of disciplinary proceedings proposed to impose a penalty in line with the Commission's first stage advice, the Commission was not required to be consulted for second stage advice. It has resulted in expeditious conclusion of disciplinary matters by the authorities concerned in the respective organisations.

(Para 2.14)

- The Commission has formulated a comprehensive complaint handling policy, which has evolved over a period of time and provides information to the stake holders about the manner in which complaints are to be lodged with the Commission and the procedure for processing of complaints in the Commission.

(Para 2.27)

- As per the provisions contained in the Public Interest Disclosure and Protection of Informers (PIDPI) Resolution dated 21st April, 2004, the Central Vigilance Commission is authorized, as Designated Agency, to receive and act on complaints lodged by whistle blowers.

(Para 2.32)

- One of the important functions performed by the Commission is providing vigilance clearances for persons recommended for appointment to Board level posts in the Central Public Sector Undertakings/Public Sector Banks etc. During the year 2025, vigilance clearances were processed and issued by the Commission for Board level appointments in 730 cases. Vigilance clearance is also provided by the Commission in respect of officials of the All-India Services and other services for empanelment to the posts of Joint Secretary and above in the Central Government and for appointments to certain statutory posts under the Central Government and few others. During the year 2025, vigilance clearances were accorded in 2753 cases.

(Para 2.40)

- During the year 2025, the Commission approved the suitability of 198 officers for appointment to the post of CVOs in various organisations. Further, it has also approved names of 12 officers as full time CVOs, approved 60 proposals for assignment of additional charge and 169 officers for appointment as part-time CVOs in various Ministries/Departments/Organisations.

(Para 3.9)

- The Commission monitors performance of Chief Vigilance Officers (CVOs) through well−established mechanisms of scrutiny of Quarterly Performance Reports, Annual Reports and periodic reviews conducted by the Commission in sectoral/zonal meetings. The Secretary and the Additional Secretaries in the Commission also review the pending cases with CVOs from time to time. The CVOs of Ministries/ Departments/ organizations are required to submit Quarterly Performance Report/ Annual Reports of vigilance activities pertaining to their organizations to the Commission.

(Para 3.13)

- During the year 2025, major penalty proceedings in 7341 cases (for all categories of officials) dealt with by the CVOs were finalised, resulting in imposition of major

penalties in 6202 cases and minor penalties or warning in 541 cases. Besides, 598 cases resulted in exoneration. Further, minor penalty proceedings in 16252 cases were finalised which resulted in imposition of minor penalties and other actions in 11146 cases. Balance 5106 cases resulted in exoneration. Effectively, minor penalties or warning were imposed in a total of 11687 cases.

(Para 3.23)

- On completion of investigation, if the investigating agency concludes that sufficient evidence is available for initiating a criminal proceeding, it shall forward a copy of the investigation report to the CVC for advice if previous sanction for prosecution is required under the Prevention of Corruption Act, 1988 and is to be issued in the name of the President. A copy of the report is to be sent to the authority competent to sanction the prosecution. The CVO plays an important role in processing the matter and expediting decision of the competent authority on such a reference.

(Para 3.24)

- The Chief Technical Examiners' Organisation (CTEO) was established in the year 1957 under the erstwhile Ministry of Works, Housing and Supply (presently known as Ministry of Housing and Urban Affairs) with a mandate to conduct technical audit of works undertaken by the Central Public Works Department (CPWD), and with the objective of achieving economy in expenditure and better technical and financial control. On the recommendations of the Santhanam Committee, the jurisdiction of CTEO was enlarged to cover construction works undertaken by other Ministries/ Departments. The CTEO was placed under the administrative control of the Commission in 1964.

(Para 5.1 and 5.2)

- Intensive examination reports, after approval of CTE, are forwarded to the CVO of the organization for obtaining comments / action taken report from

management / officials concerned in respect of the observations raised in the report. Cases of irregularities, with perceived vigilance angle, are referred to the CVOs for detailed vigilance investigation and for fixing of responsibility. Seven (07) such cases were referred to the CVOs during the year. The action taken on the observations in the intensive examination report resulted in a number of systemic improvements, besides punitive action against erring officials. Recovery of Rs. 260.90 crore was also effected by the organisations concerned from the contractors/ suppliers/ service providers based on the observations in intensive examination report.

(Para 5.10)

- CTEO during the year 2025, in continuation of the efforts towards emphasis on preventive vigilance, provided technical inputs to various organisations towards capacity building and sensitizing officials about various aspects of vigilance; especially, areas pertaining to tenders and contracts, estimation of rates, legal aspects in placing contracts, CTE-type Intensive Examination, etc. were covered in training programs and seminars organised by various organisations during the year.

(Para 5.14)

- During the year 2025, 1005 Regular Cases/Preliminary Enquiries/Lokpal references were registered by CBI. 265 traps were laid for detection of bribery cases during 2025 and 81 Regular Cases (RCs) for possession of disproportionate assets were registered during the year. Out of 1005 cases, 161 cases were taken up on the orders of the Constitutional Courts and 27 cases on the references received from State Governments / Union Territories.

(Para 6.10)

- The Commission holds monthly meetings with Director, CBI to review the progress and pendency of cases registered under PC Act,1988, which are under

investigation and/or under trial. The reasons for delay in investigations/inquiry are discussed and the expected date for completion of investigation/inquiry is also obtained from CBI authorities.

(Para 6.27)

- Preventive vigilance framework is aimed at establishing a system of administration which eliminates or reduces to the extent possible, the scope of committing misconduct by the public servant. Effective preventive vigilance measures include identification and plugging systemic loopholes through structural remedies and improvement in processes. These measures not only pre−empt corrupt practices and misconducts but also enhance organizational efficiency. Standardization, automation, leveraging technology, reducing discretion and human interface, simplification of rules and procedures, transparency, accountability, training, and awareness are important tools of preventive vigilance.

(Para 7.1)

- The Central Vigilance Commission has been emphasising preventive vigilance measures to tackle areas susceptible to corruption, which has led to various successful initiatives undertaken by Govt. organizations including Ministries/ Departments, Central Public Sector Enterprises (CPSEs) and Public Sector Banks (PSBs), Public Sector Insurance Companies (PSICs) and other Financial Institutions (FIs) to enhance good governance. The Commission has proactively taken forward the agenda of preventive vigilance.

(Para 7.7)

- The Central Vigilance Commission considers that corruption in public life can be effectively eliminated only when anti-corruption strategies involve the active participation of all sections of society. The Commission observes Vigilance Awareness Week (VAW) every year to promote awareness about the harmful effects of corruption and encourage all stakeholders of the society to join hands in developing and implementing anti-corruption measures. The VAW is

organized to coincide with the birth anniversary of Sardar Vallabhbhai Patel, the first Home Minister of independent India. It provides an opportunity to expand the Commission's initiatives across the country and motivate citizens to cooperate with the Commission in building an honest and accountable public administration system.

(Para 8.1 and Para 8.2)

- During the year, Vigilance Awareness Week (VAW) was observed from 27.10.2025 to 02.11.2025 with the theme "Vigilance: Our shared responsibility".

(Para 8.3)

- As part of Vigilance Awareness Week, the Commission organized a one-day workshop on "Artificial Intelligence and Emerging Technologies for Ethical Governance" on 31st October 2025 at Bharat Mandapam. This workshop was attended by the Chief Vigilance Officers (CVO), Chief Technical Officers (CTOs) and senior officers and heads of various organizations. In the workshop, there were two technical sessions, one on AI and Emerging Technologies-Past, Present and Future and one on Leveraging AI and Emerging Technologies for Operational Efficiency and Preventive Vigilance.

(Para 8.24)

- The Commission gives vital importance to capacity building of the officials. The central activity of capacity building is to bridge the competency gaps of manpower through training. Based on need assessment of manpower, competencies have been identified as (i) Domain Competencies and (ii) Functional Competencies. Role specific competencies have also been identified and training interventions are provided to address capacity needs accordingly.

(Para 9.1)

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Release of Preventive Vigilance Initiatives Booklet during VAW 2025

Workshop on AI and Emerging Technologies for Ethical Governance during VAW 2025

CHAPTER 1

INTRODUCTION

1.1 During a debate in Parliament in June 1962, many Members of Parliament expressed concern at the growing menace of corruption in administration. In pursuance of the reply to the debate given by Shri Lal Bahadur Shastri, the then Hon'ble Minister for Home Affairs, a committee was set up to review the existing instruments for checking corruption in central government organisations and to advise practical steps that should be taken to make anti−corruption measures more effective. The committee came to be known as the 'Santhanam Committee', as it was formed under the Chairmanship of Shri K. Santhanam, Member of Parliament.

The Committee observed that major causes of corruption were: −

(i) Administrative delays;

(ii) Governments taking upon themselves more than what they can manage by way of regulatory functions;

(iii) Scope for personal discretion in the exercise of powers vested in different categories of govt. servants; and

(iv) Cumbersome procedures of dealing with various matters which are of importance to citizens in their day to day affairs.

1.2 While recognizing the limitations of the existing vigilance arrangements to deal with corrupt activities by public servants and the conspicuous absence of a dynamic integration between the vigilance units in the various Ministries and the Administrative Vigilance Division, the Committee observed that “at present, there is no organic relation between the Administrative Vigilance Division and the Vigilance Officers of the various departments. We understand that in some of the departments the Vigilance Officers are taking a keen interest in their work while in others they do not take their responsibilities in this matter seriously. It is also essential to evolve or apply common standard in matters relating to prosecution, departmental action, and the award of punishment. The Committee

feels that the time has come to put the entire Vigilance Organisation on a proper and adequate basis without in any way undermining the general principle that the Secretaries and Heads of Departments are primarily responsible for the purity, integrity, and efficiency of their departments".

1.3 Thus, the Central Vigilance Commission (CVC) came into existence in 1964, as an apex body, through the Government of India Resolution of 11.02.1964. The establishment of the Commission was considered essential for evolving and applying common standards in deciding cases involving lack of probity and integrity in public life.

PRESENT STATUS

1.4 In the wake of the directions of the Hon'ble Supreme Court of India in 1997, in the Writ Petition filed in public interest by Shri Vineet Narain and others in the Hawala Case, the Government promulgated an Ordinance in 1998. The Ordinance of 1998 conferred statutory status on the CVC and the powers to exercise superintendence over the functioning of the Delhi Special Police Establishment Act, 1946 and to review the progress of the investigations pertaining to the alleged offences under the Prevention of Corruption Act, 1988, being carried out by them. The Bill was introduced in the Lok Sabha in 1998 and reintroduced in 1999 which was referred to the Joint Committee of both the Houses of Parliament. In the meantime, pending passage of the CVC Bill, the Commission discharged its functions under the GOI Resolution dated April 4, 1999. After the Bill was passed by both the Houses of Parliament and with the assent of the President, the CVC Act, 2003 came into force with effect from 11.09.2003.

RELEVANCE OF CENTRAL VIGILANCE COMMISSION

1.5 The Central Vigilance Commission is a statutory body which oversees and supervises the vigilance administration of the organisations owned or controlled by Union of India and covered under the advisory jurisdiction of the Commission. As an integrity institution, Central Vigilance Commission has evolved in the last 61 years since it was first set up through a Resolution of the Government of India in the year 1964. With its rich experience in formulating and implementing policies relating to overseeing vigilance administration, the Commission's emphasis is on

putting in place an effective mechanism to fight corruption and bring about fair play and transparency.

1.6 Efficient vigilance administration, with its aim of transparent, ethical, objective, accountable and responsive system of governance would ensure effective anti–corruption and preventive measures, thereby eliminating the possibility of indulging in corrupt and unfair practices by government servants.

1.7 As a result of increased awareness among the citizens who are users of public services, the Central Vigilance Commission has come under greater focus as an agency, which can contribute significantly to eradicate corruption and bringing about transparency and objectivity in the conduct of public servants. The Commission, being fully aware of the hopes and expectations from it as a statutory body responsible for eradicating corruption from public life, exercises its mandate under the Central Vigilance Commission Act, 2003 (CVC Act, 2003), to achieve the aim of making the system efficient, transparent, and accountable.

THE CENTRAL VIGILANCE COMMISSION ACT, 2003

1.8 The Central Vigilance Commission Act, 2003 (45 of 2003) came into force with effect from 11.09.2003. Some of the salient features of the CVC Act, 2003 are: –

- ❖ The Commission consists of a Central Vigilance Commissioner (Chairperson) and not more than two Vigilance Commissioners (Members);
- ❖ It shall exercise superintendence over the functioning of the Delhi Special Police Establishment (CBI);
- ❖ The Central Vigilance Commissioner is the Chairperson of the Committee, on whose recommendations, the Central Government shall appoint officers to the posts of the level of Superintendent of Police and above, except Director, in CBI;
- ❖ The Central Vigilance Commissioner is the Chairperson of the Committee, on whose recommendations, the Central Government shall appoint officers to the posts above the level of Deputy Director in the Directorate of Enforcement;
- ❖ The Commission shall exercise superintendence over the vigilance

administrations of the Ministries, Departments, Corporations and other organisations of the Central Government; and

- ❖ The Commission shall have all the powers of a Civil Court, while conducting an inquiry.

1.9 The Lokpal and Lokayuktas Act, 2013 has amended some provisions of the CVC Act, 2003, which empowers the Commission to conduct preliminary inquiry into complaints referred by the Lokpal in respect of officers and officials of Group A, B, C and D.

MANDATE OF THE CENTRAL VIGILANCE COMMISSION

1.10 The Central Vigilance Commission is the statutory body of the Govt. of India, mandated to combat corruption and ensure integrity in administration and public services. The mandate of the Commission is laid down in the CVC Act, 2003, wherein the functions and powers are described as below: –

- ❖ Exercise superintendence over the functioning of the Delhi Special Police Establishment (CBI) insofar as it relates to the investigation of offences under the Prevention of Corruption Act, 1988; or an offence with which a public servant specified in sub-section (2) of Section 8 of the CVC, Act, 2003 may, under the Code of Criminal Procedure, 1973 (now Bharatiya Nagarik Suraksha Sanhita - 2023), be charged at the same trial –Section 8(1)(a);
- ❖ Give directions to the Delhi Special Police Establishment (CBI) for superintendence insofar as it relates to the investigation of offences under the Prevention of Corruption Act, 1988 – Section 8(1)(b);
- ❖ Inquire or cause an inquiry or investigation to be made on a reference by the Central Government – Section 8(1)(c);
- ❖ Inquire or cause an inquiry or investigation to be made into any complaint received against any official belonging to such category of officials specified in sub–section 2 of Section 8 of the CVC Act, 2003 – Section 8(1)(d);
- ❖ Review the progress of investigations conducted by the Delhi Special Police Establishment (CBI) into offences alleged to have been committed under the Prevention of Corruption Act, 1988 – Section 8(1)(e);

- ❖ Review the progress of the applications pending with the competent authorities for sanction of prosecution under the Prevention of Corruption Act, 1988 – Section 8(1)(f);
- ❖ Tender advice to the Central Government and its organisations on such matters as may be referred to it by them – Section 8(1)(g);
- ❖ Exercise superintendence over the vigilance administrations of the various Central Government Ministries, Departments and Organisations of the Central Government – Section 8(1)(h);
- ❖ Call for the report of inquiry undertaken by any agency on a reference made by the Commission and to tender advice as to the further course of action– Section 17;
- ❖ Conduct preliminary inquiry into the complaints referred by Lokpal in respect of Group A, B, C and D officials for which a Directorate of Inquiry for making preliminary inquiry is to be set up in the Commission.
- ❖ To undertake or cause an inquiry into complaints received under the Public Interest Disclosure and Protection of Informers (PIDPI) Resolution and recommend appropriate action thereof.

JURISDICTION OF THE CENTRAL VIGILANCE COMMISSION

1.11 Section 8(1)(d), read with Section 8(2) of the CVC Act, 2003, along with subsequent Govt. of India, Department of Personnel and Training (DOPT) notifications define the jurisdiction of the Commission. The following levels / category of officials are covered under the jurisdiction of the Central Vigilance Commission: –

- ❖ Members of All India Services serving in connection with the affairs of the Union and Group 'A' officers of the Central Government;
- ❖ Chief Executives and Executives on the Board and other officers of E–8 and above in Schedule 'A' and 'B' Public Sector Undertakings of the Central Government;
- ❖ Chief Executives and Executives on the Board and other officers of E–7 and above in Schedule 'C' and 'D' Public Sector Undertakings of the Central Government;

- Officers of the rank of Scale V and above in the Public Sector Banks;
- Officers in Grade 'D' and above in Reserve Bank of India, NABARD and SIDBI;
- Managers and above in respect of General Insurance Companies;
- Senior Divisional Managers and above in Life Insurance Corporation of India; and
- Officers drawing salary of Rs 8700/– per month (pre–revised as on 12.09.2007) and above on Central Government DA pattern, as may be revised from time to time, in societies and local authorities owned or controlled by the Central Government.

1.12 As per Section 25 of CVC Act, 2003, a Committee is set up to recommend officers for appointment to the posts above the level of Deputy Director in Directorate of Enforcement, consisting of the following: –

❖ Central Vigilance Commissioner	:	Chairperson
❖ Vigilance Commissioners	:	Members
❖ Home Secretary to the Government of India	:	Member
❖ Secretary, DoPT to the Government of India	:	Member
❖ Revenue Secretary to the Government of India	:	Member

Further, as per Section 26 of CVC Act, 2003, a Selection Committee is set up to recommend appointment of officers to the posts of the level of SP and above in the CBI (except Director, CBI), consisting of the following: –

❖ Central Vigilance Commissioner	:	Chairperson
❖ Vigilance Commissioners	:	Members
❖ Home Secretary to the Government of India	:	Member
❖ Secretary, DoPT to the Government of India	:	Member

PUBLIC INTEREST DISCLOSURE AND PROTECTION OF INFORMERS (PIDPI) RESOLUTION - 2004

1.13 In Writ Petition (Civil) No. 539/2003, the Hon'ble Supreme Court desired that a suitable machinery be put in place for acting on complaints from whistle–blowers, till a law is enacted. The Government of India, vide Gazette Notification No. 371/12/2002–AVD– III dated 21.04.2004 read with corrigendum dated 29.04.2004 notified the Public Interest Disclosure and Protection of Informers (PIDPI) Resolution, 2004 which authorised CVC as designated agency to act on complaints from whistle–blowers. The PIDPI Resolution has the following main provisions:

(i) CVC is authorised as the designated agency to receive written complaints or disclosure on any allegation of corruption or of misuse of office by any employee of the Central Government or of any corporation established by or under any Central Act, Government companies, societies or local authorities owned or controlled by the Central Government;

(ii) The designated agency may, if it deems fit, call for further information or particulars from the persons making the disclosure. If the complaint is anonymous, the designated agency shall not take any action in the matter;

(iii) Any public servant, except those referred in clauses (a) to (d) of Article 33 of Constitution or any other person including any non–governmental organisation, may make a written disclosure to the designated agency;

(iv) The identity of the complainant shall not be revealed unless the complainant himself has disclosed his identity;

(v) The Head of the Department / Organisation to keep the identity of informant secret if he comes to know about it;

(vi) The designated agency may call for the comments / explanation of the Head of Department / Organisation on the disclosure made;

(vii) The designated agency may seek the assistance of CBI or the police authorities to complete the investigation pursuant to the complaint received;

(viii) The designated agency, on finding the allegation of misuse of office or corruption substantive, shall recommend appropriate action to the concerned Department or Organisation;

(ix) If the informant feels he is being victimised, he may make an application before the designated agency seeking redress in the matter. If on an application or on the basis of information gathered, the designated agency is of the opinion that the complainant or the witness needs protection, it shall issue appropriate directions to the concerned Government authorities; and

(x) In the event of the identity of the informant being disclosed in spite of the designated agency's directions to the contrary, the designated agency is authorised to initiate appropriate action as per extant regulations against the person or agency making such disclosure.

1.14 Pursuant to the notification of PIDPI Resolution, 2004, the CVC issued guidelines and Public Notice on the procedure to be followed for lodging whistle−blower complaints under the PIDPI Resolution, 2004.

1.15 Department of Personnel and Training vide Notification No.371/4/2013− AVD.III dated 14.08.2013 partially amended the PIDPI Resolution, 2004. The amendment, inter alia, authorises the Chief Vigilance Officer of the Ministries / Departments of Government of India to act as designated authority to receive written complaint or disclosure on any allegation of corruption or misuse of office by any employee of that Ministry or Department or of any corporation established by or under any Central Act, Government companies, societies or local authorities owned or controlled by the Central Government and falling under the jurisdiction of that Ministry or Department. The amendment also authorises CVC to supervise and monitor the complaints received by the designated authorities.

ADVISORY ROLE

1.16 The advisory role of CVC extends to matters as may be referred to it by Ministries / Departments of Central Government, corporations established by or under any Central Act, Government Companies, Societies, and local authorities owned or controlled by the Central Government. [Section 8 (1) (g) of CVC Act, 2003]

1.17 The report of the inquiry undertaken by any agency on a reference made by CVC shall be forwarded to it and on receipt of such report and after taking into consideration any other factor, CVC shall advise the Ministry / Department of Central Government or a corporation established by or under any Central Act, Government Companies, Societies, and local authorities owned or controlled by the Central Government, regarding further course of action. The authority

concerned shall consider the advice of CVC and take appropriate action. [Section 17 of CVC Act, 2003].

1.18 The references received from the authorities concerned for seeking CVC's advice are examined and depending upon the facts of each case and the evidence available, CVC advises (a) initiation of criminal proceedings; (b) regular departmental action; (c) administrative action; or (d) the closure of the case. The regular departmental action could be for a penalty as specified in the service rules of the organisation concerned.

1.19 In disciplinary cases involving Group 'A' officers of the Central Government, members of All India Services and such categories of officers where an original order is to be issued by the President, imposing any of the penalties, wherein the Union Public Service Commission (UPSC) is required to be consulted as per extant rules, the Central Vigilance Commission need not be consulted for second stage advice on conclusion of the disciplinary proceedings.

1.20 In respect of those officers, against whom Commission has tendered First Stage Advice (FSA), it is not required to be consulted for Second Stage Advice in case the Disciplinary Authority (DA), on conclusion of disciplinary proceedings, proposes to impose a penalty which is in line with the Commission's First Stage Advice. Such cases would be dealt at the level of the CVO and Disciplinary Authority (DA) concerned in the organisation. However, in all such cases, the CVO is required to forward an action taken report along with a copy of final order issued by DA, for Commission's record. All such cases where the Disciplinary Authority proposes to take any action which is at variance with the Commission's First Stage Advice would necessarily have to be referred to the Commission for obtaining its Second Stage Advice.

COMPOSITION OF THE CENTRAL VIGILANCE COMMISSION

1.21 The Commission consists of Central Vigilance Commissioner as Chairperson and two Vigilance Commissioners as Members. The appointment of the Central Vigilance Commissioner as well as that of the Vigilance Commissioners is made by the Hon'ble President of India, in accordance with the provisions under Section 4 of the CVC Act, 2003, on the recommendations of a Committee consisting of (a) the Prime Minister; (b) the Minister of Home Affairs; and (c) the Leader of the Opposition in the Lok Sabha. When no such leader has been so recognized, the

leader of the single largest group in opposition of the Government in the House of the People, shall be a member of the Committee.

1.22 The Central Vigilance Commissioner and Vigilance Commissioners hold office for a term of four years from the date on which they enter office or till attaining the age of sixty–five years, whichever is earlier.

1.23 Shri Praveen Kumar Srivastava took over charge as Central Vigilance Commissioner on 29.05.2023. Shri A.S. Rajeev is Vigilance Commissioner since 11.03.2024.

SECRETARIAT AND STAFF COMPOSITION

1.24 As per Section 3(4) of the CVC Act, 2003 the Central Vigilance Commission is to be assisted by a Secretary, who is appointed by the Central Government. In addition to the Secretary, the Commission is assisted by four Additional Secretaries (officers of the rank of Joint Secretary to the Government of India) and other staff which include thirty–one officers in the rank of Director / Deputy Secretary / Officers on Special Duty (Deputy Secretary level) and eight officers in the rank of Under Secretary.

1.25 The category–wise staff–strength of the Commission as on 31.12.2025 and related information is given in Appendix– I.

TECHNICAL WING

1.26 The Technical Wing of the Commission, known as Chief Technical Examiners Organisation (CTEO), assists in formulating views involving different technical aspects. It also undertakes intensive examination of procurement of works, goods and services undertaken by the Central Government organisations. The wing comprises of two Chief Technical Examiners (of the rank of Chief Engineer), who, in turn, are assisted by eight Technical Examiners (of the rank of Executive Engineer), six Assistant Technical Examiners (of the rank of Assistant Engineer) and other subordinate staff.

1.27 The CTEO of the CVC is engaged in the examination of procurement of works, goods and services being undertaken by Ministries / Departments of Government of India, Central Public Sector Undertakings, Public Sector Banks, Public Sector Insurance Companies, Public Sector Financial Institutions and other organisations owned or controlled by Central Government.

CHIEF VIGILANCE OFFICERS

1.28 Each department / organisation, over which the advisory jurisdiction of the CVC extends, has a vigilance unit headed by a Chief Vigilance Officer (CVO). The CVO has the responsibility to act as an advisor to the head of the organisation concerned and to advise him for ensuring effective vigilance administration in the organisation.

1.29 The CVOs act as the extended arms of the CVC and for all practical purposes represent the CVC in respect of vigilance matters. The CVO serves as a vital link between the Department / Organisation and the CVC. It is his responsibility to advise the organisation to establish effective preventive systems and procedures and periodically monitor their compliance to minimise scope for malpractices.

1.30 On the punitive side, the CVOs are required to ensure speedy processing of vigilance and disciplinary cases. The CVC calls for Quarterly Performance Report, which is an integral part of the reporting by CVO on the vigilance functions in the organisation. The CVC also conducts periodic meetings to review the vigilance related performance of the organisations and to bring the organisations on board in addressing vigilance concerns and devising common strategies to promote transparency, probity, efficiency, accountability, objectivity, equity, and competitiveness in functioning of the respective organisations. The CVC discusses important issues with CVOs and their action plan for effective implementation of vigilance related strategies.

1.31 Due importance is being given to training of CVOs and other vigilance personnel. CVC has started conducting orientation programme for newly inducted CVOs on quarterly basis. In addition, advance training in vigilance investigation is also being imparted to CVOs at SVP National Police Academy, Hyderabad, Telangana. Besides, CVC has also tied up with National Forensic Sciences University, Gandhinagar, Gujarat for imparting training on Preventive Forensics to CVOs and other vigilance functionaries. In addition, capacity building programmes for CVOs and vigilance functionaries are being conducted directly by the Commission and also through various training institutes.

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International Yoga Day 2025

Swachhta Pakhwada 2025

CHAPTER 2

COMMISSION'S ACTIVITIES AND FOCUS AREAS

2.1 In order to tackle the menace of corruption and to make the system of administration transparent, objective, and accountable, the Commission has adopted a multi−pronged strategy. This includes measures for punitive vigilance, preventive vigilance, and participative vigilance. These strategies complement each other in the overall framework of vigilance administration in combating corruption.

COMPLAINT HANDLING MECHANISM

2.2 The Commission is of the firm opinion that involvement of all stakeholders and their active participation is essential for elimination of corruption from the society. With a view to ensure common man's effective participation in the fight against corruption, the Commission has developed a well-structured Complaint Handling Policy (CHP) as part of its robust framework for addressing complaints. The CHP enables complainants to lodge formal and bona−fide complaints in respect of acts of irregularities noticed by them in Central Govt. Departments/ PSUs etc. on which the Commission takes expeditious action. The CHP is available on the Commission's website [1].

2.3 Under the provisions contained in section 8(1) (c) and 8(1) (d) of the CVC Act, 2003, the Commission is mandated to receive complaints and inquire or cause an inquiry or investigation into such complaints. The Commission, on examination of such complaints on merit, seeks investigation report or action taken report from the CVO of the organisation concerned. As part of its complaint handling policy, time limits for action to be taken on complaints have been specified. The same has been done to ensure that the whole process is not only transparent but is also fair to all the stakeholders.

2.4 A Complaint Management System (CMS) portal has been put in place to process the complaints and to ensure that complainants are able to know the status of their complaints on real time basis.

[1] https://www.cvc.gov.in

2.5 Apart from general complaints made by any person / organisation, the Commission is also authorized to receive and act on complaints from whistle–blowers, under the provisions of Public Interest Disclosure and Protection of Informers (PIDPI) Resolution, 2004. The main difference between a general complaint and a complaint made under the provisions of PIDPI Resolution is that whistle-blowers making complaint(s) under the PIDPI Resolution are entitled to confidentiality regarding their identity unless they choose to disclose it themselves.

2.6 In accordance with the provisions contained under section 8 (1) (g) and 8 (1) (h) of the CVC Act, 2003, the Commission tenders advice in matters as may be referred to it by the Central Governemnt, corporation established by or under any Central Act, Government companies, societies and local authorities owned or controlled by the Central Government and exercises superintendence over vigilance administration of organisations covered under its jurisdiction. The categories of officers, covered under the jurisdiction of the Commission for the purpose of tendering advice, are defined under section 8 (2) of CVC Act, 2003. In respect of organisations covered under the Commission's advisory jurisdiction, it conducts review meetings to expedite pending complaints and cases, calls for required reports and returns at periodical intervals. In addition, the Commission based on the inputs available to it, issues guidelines on various aspects of vigilance administration, including advising systemic improvements, as may be required to stop recurrence of irregularities in any organization. As a part of punitive vigilance functions, the Commission advises appropriate disciplinary action for misconducts noticed on the part of officials concerned. The Commission's main objective is to establish a mechanism for effective vigilance administration, which helps in promoting probity, transparency and good governance in the organisations.

PUNITIVE VIGILANCE

2.7 It cannot be over-emphasized that time–bound action resulting in effective punitive action against those found guilty of misconduct, would act as a deterrent for others and would dissuade them from committing any intentional misconducts. The Commission is also of the view that completion of investigations and disciplinary proceedings in a timely manner is in the interest of the organization and the employee. Therefore, emphasizing the need for timely action in disciplinary matters, appropriate guidelines have been issued by the

Commission from time to time for adherence to the prescribed time lines in all disciplinary cases.

PREVENTIVE VIGILANCE

2.8 The preventive vigilance vertical of vigilance administration seeks to achieve corruption free governance proactively, by proposing structural remedies, which would minimize the possibility of corrupt practices. Although potential areas of corruption are specific to organisations/sectors, there are some broad areas common to all organisations, such as procurement, sale of goods and services, allocation of scarce resources, human resource management, delivery of services important to a common man and effective grievance redressal mechanism, etc. which need attention.

2.9 The measures advocated by the Commission to ensure an effective preventive vigilance mechanism include simplification/up−dation of rules, leveraging technology as a tool for transparency and objectivity, re−engineering of processes, regular and effective inspections to ensure accountability, rotational transfers of officials, training/capacity building measures and ensuring participation of all stakeholders by creating awareness among them.

PARTICIPATIVE VIGILANCE

2.10 Participative vigilance is also being emphasized by the Commission as an important tool to ensure active engagement of all stakeholders, the culmination of which is the observance of Vigilance Awareness Week (VAW), every year. VAW coincides with the birth anniversary of Sardar Vallabhbhai Patel, the first Home Minister of independent India. In the year 2025, VAW was observed from 27.10.2025 to 02.11.2025, with the theme *"Vigilance: Our Shared Responsibility"*. Large scale participation by government functionaries, civil society organisations, eminent persons from private sectors and educational institutions, including many students was observed across the country.

2.11 Details of activities undertaken by the Commission, Central Government organisations, Public Sector Undertakings, Banks and other stakeholders, as a run up to and during the Vigilance Awareness Week, 2025 are given in Chapter−8 of this report.

CAPACITY BUILDING AND TRAINING

2.12 Capacity building in the Commission is a planned and continuous process. It seeks to impart knowledge and improve skills in consonance with the learning and development needs of a role holder. The training needs of each role holder are identified in the capacity building plan of the Commission and training interventions are provided to build role specific competencies. As part of this endeavor, the Commission conducts training programmes such as induction, midcareer and thematic training programmes on public procurement, preventive forensics, preparation of chargesheet and Inquiry Officer/Presenting Officer training for CVOs as well as other vigilance functionaries under the jurisdiction of the Commission. Furthermore, Comprehensive Assessment Framework of DoP&T has been adopted in the Commission from the reporting period 2025-26. As per the framework, the competency will be evaluated through standalone assessment on iGOT Karmayogi platform. Successful completion of the assessment will also be reported in the Annual Performance Appraisal Report (APAR).

2.13 As a part of its ongoing efforts to enhance stakeholders' understanding of vigilance related issues, the Commission has uploaded a series of audio-visual training modules on its website www.cvc.gov.in. Detailed information about activities in the field of capacity building is given in Chapter–9 of this report.

RECEIPT AND DISPOSAL OF VIGILANCE CASES

2.14 The Commission received 2770 number of cases (including 396 cases carried forward from 2024) and tendered its advice in 2434 number of cases in 2025. The Commission vide its circular No. 08/12/14 dated 03.12.2014 had decided that in respect of those cases where the Disciplinary Authority (DA), on conclusion of disciplinary proceedings proposed to impose a penalty in line with the Commission's first stage advice, the Commission was not required to be consulted for second stage advice. It has resulted in expeditious conclusion of disciplinary matters by the authorities concerned in the respective organisations. Cases disposed of by the Commission include advice tendered as first stage advice and second stage advice, in addition to advice for sanction for prosecution. Requests for reconsideration of the Commission's advice are also included in the

number of cases handled. Table 2.1 shows the receipt and disposal of cases in the Commission during the year 2025.

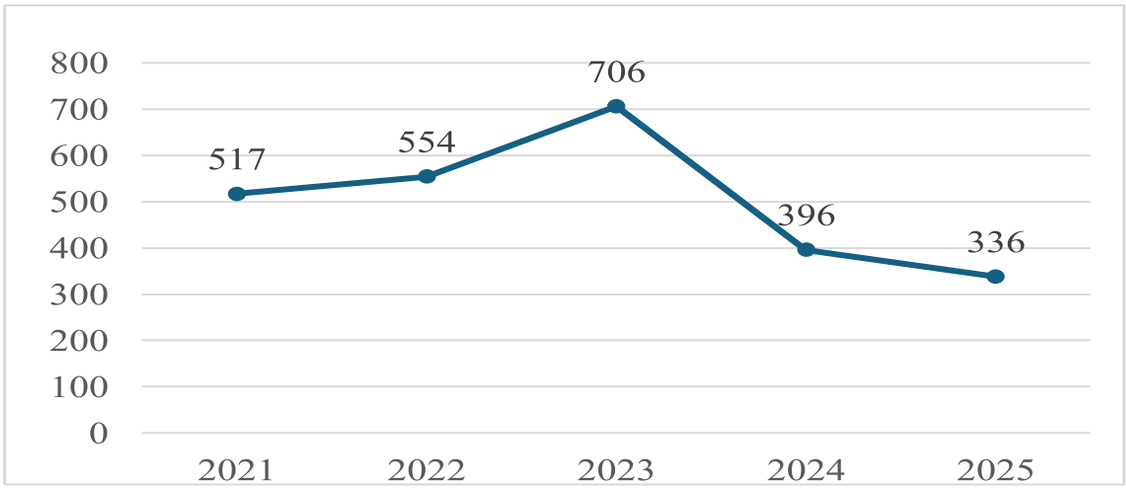
Table 2.1: Number of Cases Received and Disposed during 2025

Cases	First Stage Advice	Second Stage Advice	Reconsideration and Miscellaneous	Total
Pending as on 01.01.2025	296	58	42	396
Received	1891	252	231	2374
Total	2187	310	273	2770
Disposed	1905*	271	258	2434
Pending as on 31.12.2025	282	39	15	336

(*Commission has tendered First Stage Advice in 1905 cases during the year 2025 involving 4626 officers/officials)

2.15 A comparative figure of the cases pending at the end of the year (during the last 5 years) after disposal of cases in the Commission, is given in Chart 2.1 below:

Chart 2.1: No. of cases pending for the disposal at the end of the year (2021-25)



2.16 The Commission endeavors to tender its advice within a reasonable time. However, in some cases, further clarification or additional information is required from the authorities concerned for better appreciation of the matter and is

crucial for arriving at a logical conclusion. The process of obtaining additional inputs results in increasing the period of disposal in some of the cases. The Commission is also impressing upon the CVOs to strictly observe the time limit for submission of cases to it with complete records and full facts, so that the matter can be decided in an expeditious manner.

FIRST STAGE ADVICE

2.17 During the year 2025, the Commission has tendered first stage advice in 1905 number of cases (Table 2.1) involving 4626 officers. Nature of advice tendered against 4626 officers is indicated in Table 2.2.

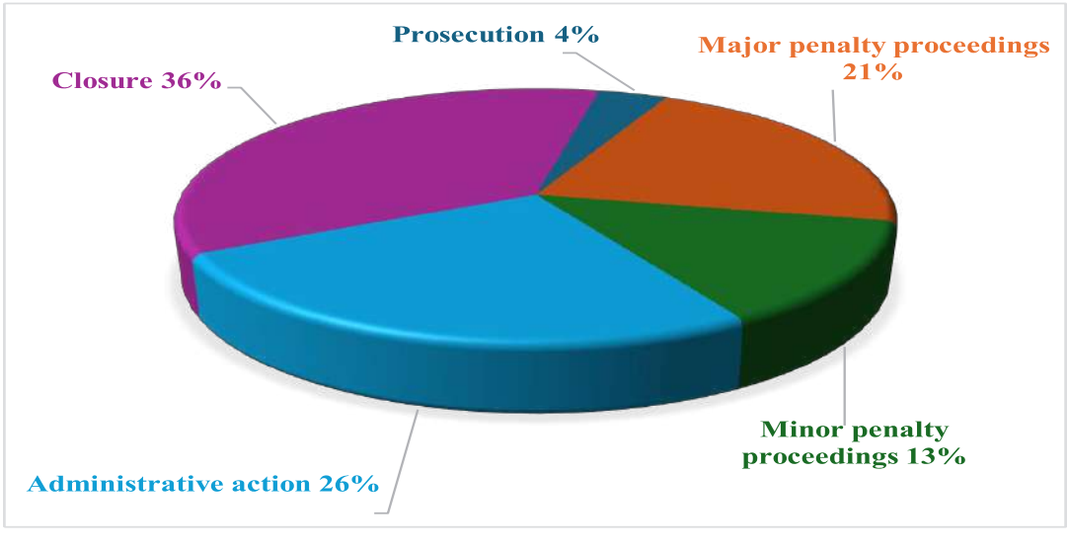
Table 2.2: First Stage Advice during 2025

Nature of advice	On the investigation reports of		Total
	CBI	CVO	
Prosecution	168		168
Major penalty proceedings	36	951	987
Minor penalty proceedings	1	616	617
Administrative action	18	1185	1203
Closure	79	1572	1651
Total	**302**	**4324**	**4626**

(All figures consist of number of officers/officials for whom the Commission tendered first stage advice.)

2.18 Chart 2.2 provides a summary of various types of first stage advice tendered by the Commission in percentage terms.

Chart 2.2: Nature of First Stage Advice during 2025



SECOND STAGE ADVICE

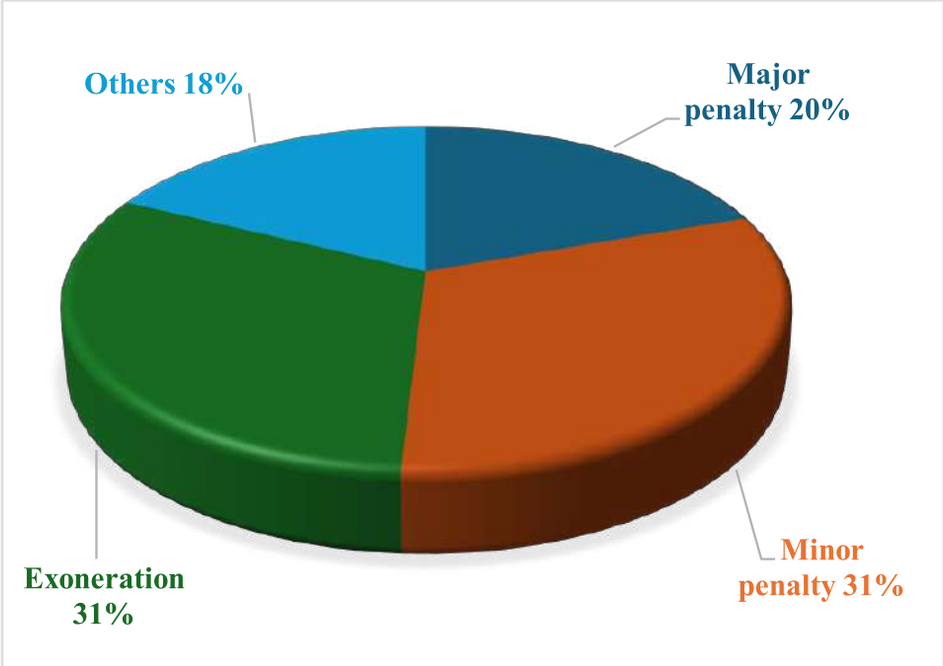
2.19 During the year 2025, the Commission tendered second stage advice in 271 number of cases. Table 2.3 provides a break–up of the advice tendered by the Commission in respect of cases received from the organizations concerned at the second stage.

Table 2.3: Second Stage Advice during 2025

Nature of Advice	Advice Tendered
Major penalty	53
Minor penalty	85
Exoneration	85
Others	48
Total	**271**

2.20 Chart 2.3 provides a summary of various types of second stage advice tendered by the Commission in percentage terms.

Chart 2.3: Nature of Second Stage Advice during 2025



PUNISHMENTS AND PROSECUTION

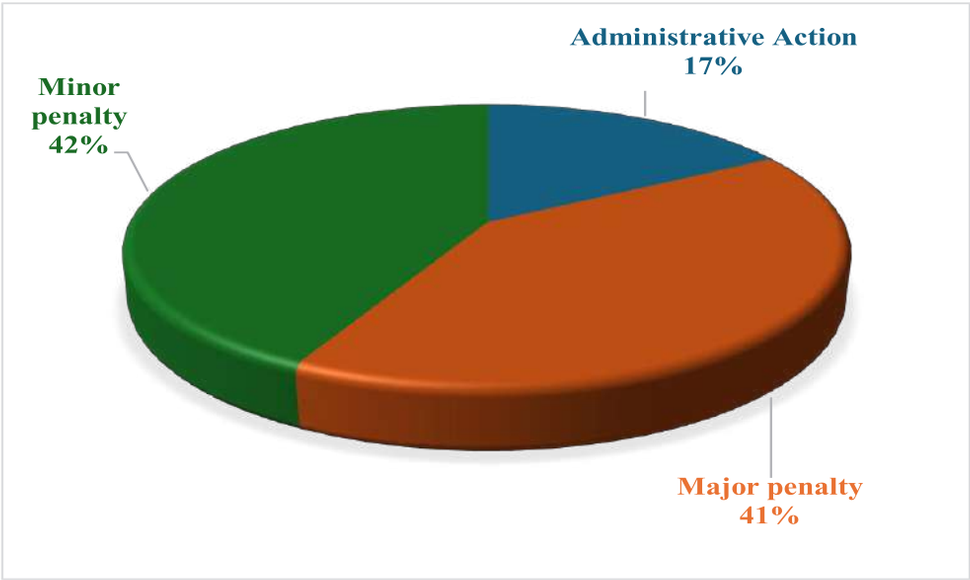
2.21 In accordance with the advice tendered by the Commission, the competent authorities in respective organisations issued sanctions for prosecution and imposed appropriate penalty on delinquent officials. Table 2.4 shows the number of officers against whom prosecution has been sanctioned and punishment awarded during 2021–2025.

Table 2.4: Prosecution Sanctioned and Punishment Imposed (2021 – 2025)

Year	Prosecution Sanctioned to Officers	Punishments Imposed on Officers			
		Major penalty	Minor penalty	Administrative Action	Total Punishments imposed
2021	248	1355	815	306	2476
2022	220	928	814	245	1987
2023	153	871	486	152	1509
2024	176	835	655	208	1698
2025	156	714	739	290	1743

2.22 Chart 2.4 shows the nature of punishment imposed in percentage terms during 2025.

Chart 2.4: Punishment imposed during 2025



2.23 A few cases of deterrent actions taken against senior officers based on the Commission's advice are illustrated in table 2.5:

Table 2.5

Sanction for Prosecution	One Principal Chief Material Manager (PCMM), North Eastern Railway One Principal Chief Material Manager (PCMM), Chitranjan Locomotive Works One DRM, East Coast Central Railways One Chief Electrical Engineer (CEE), North East Frontier Railway Three Chief Engineers (CE), one each from Konkan Railway, South East Central Railway & South Central Railway One Principal Chief Operational Manager (PCOM), East Coast Central Railway The then CMD, Central Bank of India The then ED, Central Bank of India The then CMD, PNB The then CMD, UBI One Commissioner, CBIC One Additional Director General (ADG), CBIC Three then Secretaries, M/o Coal The then Joint Secretary, M/o Coal The then Principal Secretary, M/o Coal The then CMD, PEC Limited (M/o Commerce) The then DG, CPWD Four Secretaries, IAS (State Government) One Joint Secretary, IAS One Principal Secretary, IAS (State Government) One Commissioner, IAS Three Collectors, IAS (State Government)
Dismissal/ Removal from Service	One Professor, JNU

Cut in Pension	One Principal Chief Material Manager (PCMM), South Western Railway One GM, D/o Telecommunications Six Commissioners, CBDT Two Pr. Commissioners, CBDT One Joint Secretary, CSIR One CMD, Madras Fertilizers One Ex-DG, CSIR & Secretary, DSIR One Deputy Managing Director, ESIC One Ex-Director, NIT One Ambassador, MEA One Sr. Regional Manager, IAS, FCI
Reduction of pay to lower stage	One Chief Production Engineer, Modern Coach Factory One CCA, Department of Telecommunications The then GM-BA, BSNL One MD, GAIL The then Commissioner, CMPFO One Scientific Officer (H), D/o Atomic Energy One HOD (Ortho), PGIMSR, ESIC One Chief Engineer, CPWD

2.24 Appendix–II provides organisation–wise breakup of the number of cases where sanction for prosecution has been accorded and penalties imposed and administrative action taken on the delinquent officials during 2025, in those cases where Commission's advice was obtained by the organisations concerned.

2.25 During the year 2025, sanction for prosecution accorded, penalties imposed and administrative action was taken by State Bank of India (129), Indian Oil Corporation Limited (127), Canara Bank (75), Central Board of Indirect Taxes and Customs (69), Indian Bank (68) being some of the major organisations which took action against officers committing misconduct.

HANDLING OF COMPLAINTS IN THE COMMISSION

2.26 Complaints constitute an important tool in the fight against corruption, as they provide actionable inputs about malpractices in any organisation. In the

Commission, complaints can be lodged either through a written communication or through the Complaint Management System Portal[2], a link to which is available on Commission's website.

2.27 The Commission has formulated a comprehensive complaint handling policy, which has evolved over a period of time and provides information to the stake holders about the manner in which complaints are to be lodged with the Commission and the procedure for processing of complaints in the Commission. As a proactive measure, the complaint handling policy has been uploaded on Commission's website and is available in public domain, in downloadable form. After due scrutiny and in accordance with the procedure prescribed in the complaint handling policy, the complaints containing specific and verifiable allegations having vigilance angle are forwarded to the CVOs concerned for conducting investigation and submitting report to the Commission. As per the prescribed timelines, the organisation concerned is required to complete investigation within a period of three months from the date of receipt of the complaint by them.

2.28 As per the provisions contained under section 17 of CVC Act, 2003, the Ministries/ Departments /Organisations are required to furnish report of the investigation/ inquiry undertaken by them on a reference made by the Commission. The Commission, on receipt of such report and after taking into consideration any other factors thereto, advises as to the further course of action, if required, against the suspected public servant(s), in addition to suggesting systemic improvement(s) to plug systemic failures which allowed such misconducts to take place.

2.29 Table 2.6 indicates the nature of complaints received and action taken thereon during 2025. This does not include references/complaints received under Public Interest Disclosure and Protection of Informers (PIDPI) Resolution, 2004.

[2]https://portal.cvc.gov.in

Table 2.6: Complaints received and disposed in the Commission during 2025

Complaints	Nos.
Number of complaints pending as on 01.01.2025	1260
Number of complaints received during 2025	34153
Total number of complaints	35413
Total number of complaints disposed (a+b+c+d)	35193
(a) Anonymous/Pseudonymous (Filed)	1701
(b) Vague/Unverifiable (Filed)	13181
(c) Officials not under CVC Jurisdiction/ Grievances (Forwarded for necessary action)	20063
(d) Sent for inquiry/investigation to CVO/CBI	248
Number of complaints pending as on 31.12.2025	220

2.30 The comparative figures of complaints received and disposed by the Commission during the last five years are given in Chart 2.5 and Chart 2.6 below, respectively.

Chart 2.5: No. of complaints received in the Commission (2021–25)

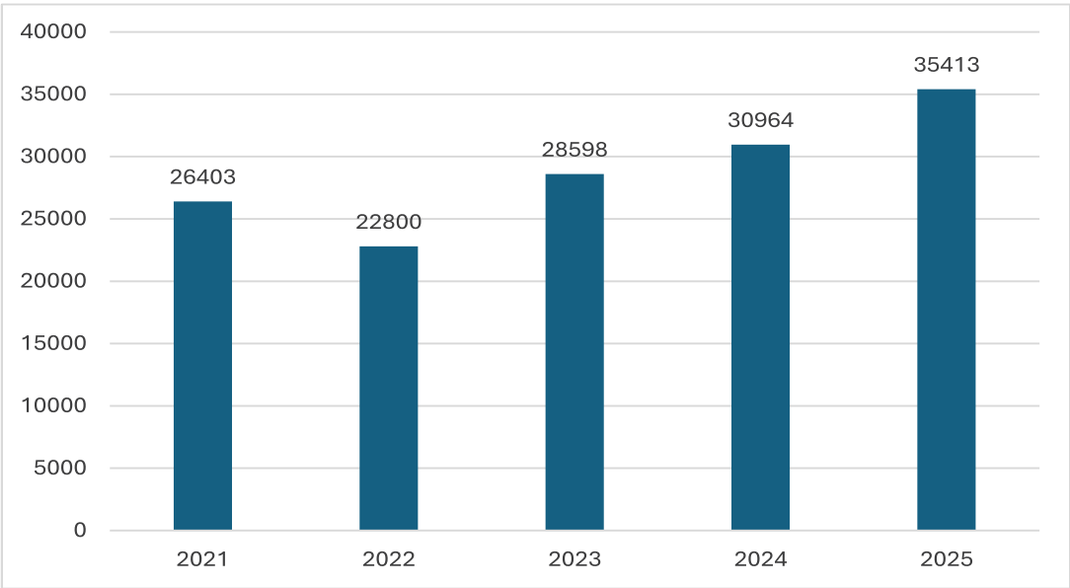
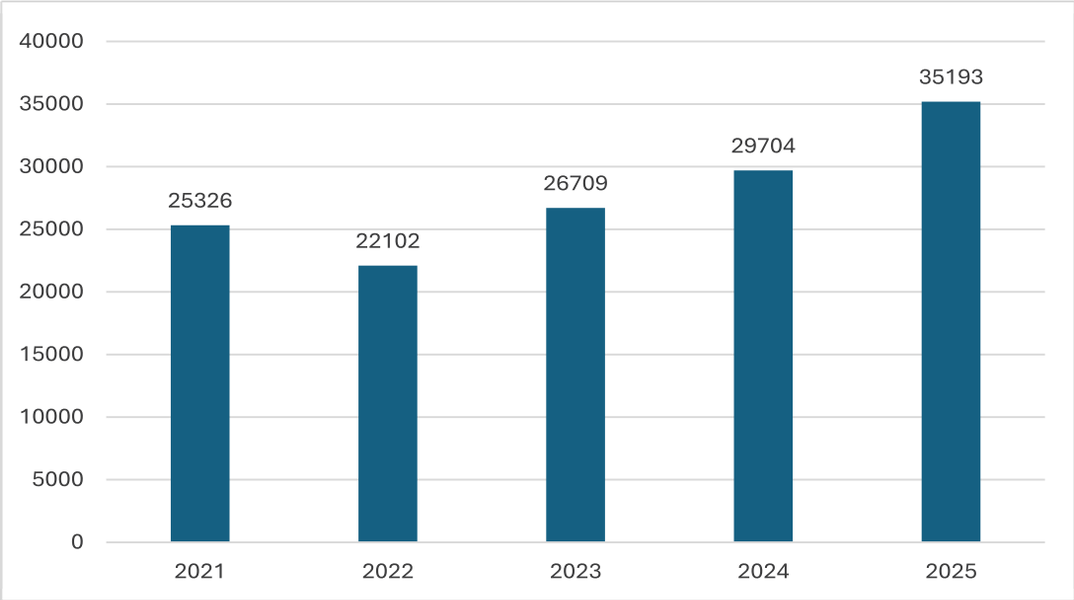


Chart 2.6: No. of complaints disposed of in the Commission (2021–25)



2.31 In addition, the respective organisations also receive complaints directly or through other offices/agencies. The CVOs take up enquiry in appropriate cases as per laid down instructions and if vigilance angle emerges, they seek the first stage advice of the Commission. Similarly, if during any inspection, audit etc., the management comes across any misconduct having a vigilance angle, first stage advice of the Commission is sought through the CVO.

PUBLIC INTEREST DISCLOSURE AND PROTECTION OF INFORMERS RESOLUTION (WHISTLE-BLOWER COMPLAINTS)

2.32 As per the provisions contained in the Public Interest Disclosure and Protection of Informers (PIDPI) Resolution dated 21st April, 2004, the Central Vigilance Commission is authorized, as Designated Agency, to receive and act on complaints lodged by whistle blowers. The salient features of the PIDPI Resolution have been described in Para 1.13 of Chapter–I.

2.33 The complaints received from whistle blowers under PIDPI Resolution are scrutinized by a Screening Committee and further action is recommended by them. In case PIDPI complaints are sent for investigation by the Commission, a report is required to be submitted by the organization concerned, within a period of 12 weeks from the date of receipt of the complaint by them. Periodic review of complaints sent for investigation is done at the highest level to ensure

timely submission of reports by the organization concerned. In the event of any reported threat to life/physical injury, the Commission may issue directions to competent authorities for ensuring protection to the whistle blowers.

2.34 The Commission has also been advising all organisations under its jurisdiction, to give wide publicity to the PIDPI Resolution and other related guidelines issued by the Commission through their websites, intranet, in–house journals, publications, in addition to organising seminars/sensitization program etc. to create greater awareness and to encourage stake holders to come forward and report instances of corrupt practice or misuse of office by following the guidelines issued by the Commission in this regard to ensure effective public interest disclosure and protection of the informer.

2.35 Table 2.7 below shows action taken by the Commission during 2025, on complaints received under PIDPI Resolution. A large number of such complaints are filed mainly on account of being anonymous, pseudonymous or the complainants already having disclosed their identity to multiple authorities.

Table 2.7: Complaints Received and Disposed under PIDPI during 2025

Complaints Received and action taken	Nos.
Number of complaints pending as on 01.01.2025	109
No. of complaints received during the year	2544
Total number of complaints	2653
Total number of complaints disposed (a+b+c+d)	2539
(a) No. of complaints filed	1778
(b) No. of complaints sent for necessary action to Departments/ Organizations	577
(c) Sent for Factual Report	05
(d) Sent for inquiry/investigation to CVO/CBI	179
Number of complaints pending as on 31.12.2025	114

LOKPAL REFERENCES

2.36 The Lokpal and Lokayuktas Act, 2013, establishes the institutions of Lokpal and Lokayuktas to investigate corruption allegations against public functionaries within their jurisdiction.

2.37 If the Lokpal decides to conduct a preliminary inquiry, it may, through a general or special order, refer complaints related to public servants of Group A, B, C, or D to the Commission.

2.38 For complaints related to Group A and B public servants, the CVC, after completing the preliminary inquiry, submits its report to the Lokpal. For complaints related to Group C and D public servants, the CVC proceeds as per the Central Vigilance Commission Act, 2003.

INDEPENDENT EXTERNAL MONITOR (UNDER INTEGRITY PACT)

2.39 The Commission advocates adoption and implementation of the Integrity Pact (IP) by Government organizations, Public Sector Enterprises (PSEs), Public Sector Banks (PSBs), Insurance Companies (ICs), Financial Institutions (FIs), and Autonomous Bodies to ensure transparency, equity, and competitiveness in public procurement. As per the Manual on Procurement of Goods (1st July 2022 and subsequent second edition, 2024) by the Department of Expenditure, adoption of the IP is now mandatory for all organizations under the Commission's jurisdiction. To oversee the implementation of the Integrity Pact, Independent External Monitors (IEMs) are appointed by respective organizations from a panel maintained by the Commission.

VIGILANCE CLEARANCE

2.40 One of the important functions performed by the Commission is providing vigilance clearances for persons recommended for appointment to Board level posts in the Central Public Sector Undertakings/Public Sector Banks etc. During the year 2025, vigilance clearances were processed and issued by the Commission for Board level appointments in 730 cases. Vigilance clearance is also provided by the Commission in respect of officials of the All India Services and other services for empanelment to the posts of Joint Secretary and above in the Central Government and for appointments to certain statutory posts under the Central Government and few others. During the year 2025, vigilance clearances were accorded in 2753 cases.

INTERNATIONAL COOPERATION

2.41 An officer of Central Vigilance Commission presented concept paper on the topic of "Increasing Public Participation and Awareness in Anti-Corruption initiatives"

during First Technical Meeting of the G20 Anti-Corruption Working Group held on 3rd – 5th March 2025 at Cape Town, South Africa.

2.42 12th Regional Conference of the ADB-OECD Anti Corruption Initiative for Asia and the Pacific was held from 23rd – 25th September 2025 in Jakarta, Indonesia. An officer of the Commission has participated for a panel of discussion in the Conference as part of the Indian Delegation. The theme of the Conference was "Integrity to catalyze social development and economic growth".

2.43 The 3rd Anti-Corruption Working Group (ACWG) Meeting held from 27th – 29th October 2025 and G20 Anti-Corruption Ministerial meeting on 30th October, 2025 at Mpumalanga, South Africa was attended by an officer of the Commission. The officer made a presentation in the side event on Protection of Informers before the Members of the Group.

IT INITIATIVES

CVC Website

2.44 During the year, an initiative to revamp the CVC website was undertaken with a modernized design, ensuring accessibility for Persons with Disabilities (DIVYANGJAN) has been undertaken and the International Association of Accessibility Professionals (IAAP) compliant website with improved accessibility features for persons with disability is hosted.

Complaint Management System (CMS) Portal

2.45 The Complaint Management System (CMS) portal ensures end-to-end digital processing of complaints received in the Commission. In addition, the system has been enabled to provide updated complaint status to the complainant at every stage of complaint processing.

Quarterly Performance Report (QPR) Application

2.46 The Quarterly Performance Report (QPR) application has undergone a technical upgrade using the latest versions of application software, with OTP-based login and enhanced security features. The application is enabled with organization-wise consolidation, performance indicators and compliance-related information, thereby strengthening supervisory oversight.

Vigilance Awareness Week (VAW) Application

2.47 The Commission organizes Vigilance Awareness Week (VAW) every year for reinforcing integrity, ensuring accountability, and promoting a culture of integrity

within public and private organizations. The Commission proactively monitors the activities undertaken on this occasion by various organizations under its jurisdiction to evaluate the effectiveness/impact of VAW and collect the report from the organizations thereon. To ensure an efficient and convenient reporting process by the organizations concerned, the Commission has developed an improvised MIS report generation facility for uploading documents and reports on activities undertaken on the occasion of VAW.

Vigilance Case Management System (VCMS) Portal

2.48 The Vigilance Case Management System (VCMS) continued to operate as the Commission's primary digital platform for real-time monitoring of vigilance cases with role-based access for users. A centralized dashboard has been developed to monitor data/information in a consolidated manner for generating various reports.

RIGHT TO INFORMATION ACT, 2005

2.49 As part of its commitment to promote transparency and to fulfil its mandatory requirements under the provisions of Right to Information Act, an RTI Cell has been set up in the Commission. The RTI Cell processes applications received from RTI applicants seeking information and also handles the appeals received from such applicants, who may not be satisfied with the information provided to them by the Central Public Information Officer of the Commission. An officer of the rank of Additional Secretary in the Commission functions as the First Appellate Authority.

2.50 A statement showing receipt and disposal of references under RTI Act, 2005 during 2021 to 2025 is given in Table 2.8.

Table 2.8: Receipt and disposal under RTI Act, 2005 (2021–25)

Year	Applications received	Disposal*	First appeal references received	Disposal*
2021	762	755	342	350
2022	737	737	270	276
2023	760	697	342	319
2024	598	642	364	352
2025	810	778	376	396

*Disposal of RTI Applications and Appeals includes Applications and Appeals brought forward from previous Year.

PROGRESSIVE USE OF HINDI

2.51 The Official Language Policy is being given due emphasis by the Commission for implementation of the provisions and also achievement of the objectives envisaged in the Official Language Act, 1963. All documents coming under Section 3 (3) of this Act, like general orders, press notes, notifications, circulars, annual report and papers which were to be submitted before the Parliamentary Standing Committee were issued bilingually in both Hindi and English. Letters received in Hindi were replied in Hindi.

2.52 In compliance to the Official Language Policy of the Union, during the year four Hindi workshops were conducted in the Commission in which officers of the level of Section Officer, Private Secretary, Assistant Section Officer, Personal Assistant, Sr Secretariat Assistant, Stenographer and Junior Secretariat Assistant participated.

2.53 Meetings of the Official Language Implementation Committee of the Commission are held regularly. Officers of the Commission regularly attend meetings of Town Official Language Implementation Committee. Officers of the Commission are nominated to attend meetings conducted by Department of Official Language, Govt. of India across the country. The Commission organizes Hindi Pakhwada in the month of September every year. During the year under report, message of the Commission was circulated on the occasion of Hindi Pakhwada. During the Pakhwada, competitions under the categories of “Hindi Wakyansh/noting”, “Hindi Ashubhashan”, “Hindi newspaper reading and poetry”, “Use of Hindi in official work” were organized in which prizes were distributed by the Commission to the winning participants.

PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

2.54 Guidelines of the Hon’ble Supreme Court of India in Visakha & Others vs. State of Rajasthan & Others provide for creation of an appropriate complaint mechanism so as to ensure time-bound handling of complaints of sexual harassment. In pursuance of these guidelines and DoPT O.M. dated 02.02.2009 issued on prevention of sexual harassment of women at workplace, an Internal Complaint Committee (ICC) has been constituted consisting of three internal members

and one external member. The ICC is headed by a senior level officer of the Commission.

2.55 To ensure a safe and respectful workplace in the Commission, sensitization programme / sessions were organized in the year 2025 for educating employees about the legal rights, behavioural boundaries, and reporting procedure to lodge complaints and its redressal mechanism. During the year 2025, no complaint was received in this regard.

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Annual Sectoral Review Meeting of Ministry of Coal

Annual Sectoral Review Meeting of Ministry of Steel

CHAPTER 3

SUPERINTENDENCE OVER VIGILANCE ADMINISTRATION

3.1 As per the provisions contained under Section 8 (1) (h) of CVC Act, 2003, the Central Vigilance Commission is mandated to exercise superintendence over the vigilance administration of the various Ministries of the Central Government or Corporations established by or under any Central Act, Government companies, societies and local authorities owned or controlled by the Central Government.

VIGILANCE ADMINISTRATION IN ORGANIZATIONS

3.2 Vigilance Administration in any organization is an integral part of public administration with an objective to make the system of governance transparent, objective, accountable, responsive and answerable to the common citizens of the country. In any organization, the responsibility of ensuring an effective vigilance administration primarily lies with the Chief Executive Officer (CEO). In order to provide expert advice and assistance to the CEOs in vigilance related matters, every organization has a vigilance unit, which is headed by the Chief Vigilance Officer (CVO) who acts as Advisor to the CEO of the organization in such matters. It is expected of the CEO to consider the systemic measures and inputs provided by the CVO, for implementation to ensure probity, transparency, and objectivity in the functioning of the organization.

3.3 The CVO functions as an extended arm of the Central Vigilance Commission. Any vigilance function should aim at upholding the morale of the officials and protecting the value system of the organisation. The CEO is expected to diligently review the vigilance work and consider the inputs provided by the CVO for better management of the institution by promoting ethical behavior in its functioning.

3.4 The CVO is also the nodal officer of the organization for interaction with CVC and Central Bureau of Investigation (CBI). The vigilance functions performed by the CVO include collecting intelligence about the corrupt practices committed, or likely to be committed by the employees of the organisation or others; investigating or causing investigations into verifiable allegations reported to them;

processing investigation reports for further consideration of the disciplinary authority; referring the matters to the Commission for advice wherever necessary; taking steps to prevent improper practices and commission of misconducts; examining audit/inspection and other reports from the vigilance angle, etc. Though there are several facets of vigilance, yet preventive vigilance measures undertaken by CVOs are of substantial significance in reducing the occurrence of vigilance cases.

3.5 The CVO constitutes an important link between the organisation and the Central Vigilance Commission. The Commission communicates primarily with the CVO while tendering advice and seeking reports, clarifications, etc.

3.6 The CVOs perform important punitive vigilance functions. These include investigation into acts of irregular conduct by employees of the organisation concerned, and to recommend appropriate action for misconduct surfaced during investigation. They are also required to ensure proper framing of article of charges, timely finalization of inquiry proceedings, and to ensure that advice of CVC or other authorities concerned is obtained in disciplinary proceedings/ criminal proceedings. The functions of the CVOs in the respective organizations cover a whole gamut of activities.

APPOINTMENT OF CHIEF VIGILANCE OFFICERS (CVOs)

3.7 The Chief Vigilance Officers assist the Heads of the Department/Organization in all vigilance matters. There are total 190 posts of full-time CVOs in Central Public Sector Undertakings and other organizations under Central Ministries/ Departments. Appointment to total 153 such posts is made by DOPT in terms of its OM NO. 372/7/2016-AVD-III dated 28.04.2017, after obtaining suitability from the Central Vigilance Commission. Besides this, in Public Sector Banks/ Insurance Companies/ Financial Institutions CVOs are appointed by Department of Financial Services, Ministry of Finance. Similarly, CVOs of local bodies e.g. New Delhi Municipal Council (NDMC), Municipal Corporation of Delhi (MCD) and Delhi Transport Corporation (DTC) are appointed by Ministry of Home Affairs.

3.8 As the Commission carries out its mandate of superintendence of vigilance administration through the CVOs, it has significant role in empanelment and appointment of full-time CVOs in these organizations. In a few departments viz.,

CBDT, CBIC, Department of Posts, and Ministry of Railways, there are encadred posts of full-time CVO. If the scale of operation of a particular organization does not justify creation of a full-time post, an officer within the organization, sufficiently senior in rank to be able to report directly to the Chief Executive for vigilance matters, is considered for appointment as part-time CVO for the organization. The Commission approves the name of suitable officer for appointment as part-time CVO, out of a panel proposed by concerned Ministries/Departments/ Autonomous Bodies etc., in terms of Commission's Notice issued vide No. 022-CVO-08 dated 21.03.2022.

3.9 During the year 2025, the Commission approved the suitability of 198 officers for appointment to the post of CVOs in various organisations. Further, it has also approved names of 12 officers as full time CVOs, approved 60 proposals for assignment of additional charge and 169 officers for appointment as part-time CVOs in various Ministries/Departments/Organisations.

3.10 The Commission appreciates the efforts made by the concerned Departments/ Ministries in managing vigilance administration and emphasizes the importance of ensuring timely filling of vacant posts of CVOs. It has been observed that during 2025, few posts of full-time CVOs remained vacant, while some organizations functioned on an additional charge basis for periods exceeding one month. Similarly, in certain Public Sector Banks, Public Sector Insurance Companies and Financial Institutions, the post of CVO remained vacant or was operated on an additional charge basis for more than a month. As continuity in these key positions is essential for effective vigilance administration, concerned Departments/Ministries may make concerted efforts in advance for filling up existing as well as anticipated vacancies in a timely manner.

PERFORMANCE OF CHIEF VIGILANCE OFFICERS

3.11 The Commission communicates its advice and guidelines on various aspects of vigilance administration through the CVO. Reports, clarifications, and any other information as may be required by the Commission for effective supervision over vigilance administration is also sought through the CVO. CVO is also responsible for bringing to the Commission’s notice any flaw in the implementation of guidelines issued by the Commission.

3.12 In accordance with the provisions of CVC Act, 2003, the Commission tenders advice to the organizations concerned, about appropriate punitive/preventive or corrective action, as the case may be, in an objective manner, based on the material available. Action on Commission's advice is to be taken by the competent authority and in case where the competent authority deviates from the Commission's advice, the CVO has the responsibility to bring the same to the notice of the Commission.

3.13 The Commission monitors the performance of CVOs through well-established mechanisms of scrutiny of quarterly performance reports, annual reports and periodic reviews conducted by the Commission in sectoral/zonal meetings. The Commission also reviews the work of CVOs from time to time and reconciles pending issues invariably at Sectoral Review Meetings. The Secretary and the Additional Secretaries in the Commission also review the pending cases with CVOs from time to time. The CVOs of Ministries/Departments/organizations are required to submit Quarterly Performance Report/Annual reports of vigilance activities pertaining to their organizations to the Commission. The performance of the CVOs for the year 2025, as per information provided in these annual reports, is reflected in Appendix III (A to G).

3.14 With a view to prevent harassment of CVOs and protect their functional autonomy, all complaints against them are referred to the Commission for advice. To prevent victimization of officials (other than the CVOs) working in the vigilance set up of any organisation, instructions/guidelines have also been issued vide Commission's circular no. 16/3/06 dated 28.03.2006 defining steps for their protection.

3.15 The Commission has a dedicated portal through which any complainant can lodge an online complaint by following the prescribed procedure. The complaints received physically are also uploaded on the portal. All the complaints are scrutinized thoroughly and an appropriate decision on each complaint is taken, in accordance with the Commission's Complaint Handling Policy, which has evolved over a period of time. As per Quarterly Performance Report/Annual Report submitted by the CVOs at the end of the year 2025, 16723 complaints were disposed of by them out of 18651 complaints received for Necessary Action from the Commission.

Table 3.1: Details at Appendix III-A(i)

Complaints received by CVOs for necessary action	Complaints disposed	Complaints pending	Complaints pending for more than 3 months
18651	16723	1928	325

(Figures are for Jan-Dec 2025)

3.16 The Commission conducts a periodical review of complaints pending with the CVOs, to ensure their expeditious disposal. As regards complaints received directly by the CVOs of various organizations, a total of 70584 complaints were received by them during the year 2025, out of which 64905 complaints were disposed of by the CVOs. Remaining 5679 complaints were under process at the end of the year 2025, out of which 2002 complaints were under process with them for more than three months. Organization-wise details of complaints received by CVOs and their disposal is reflected in Appendix III-A (ii).

Table 3.2: Details at Appendix III-A(ii)

Total complaints received by CVOs	Complaints disposed	Complaints under process	Complaints under process for more than 3 months
70584	64905	5679	2002

(Figures are for Jan-Dec 2025)

3.17 In case, after scrutiny of the complaints, it is decided to conduct vigilance investigation, either on the advice of the Commission or by CVO himself, the same is conducted by the vigilance unit of the organisation concerned. Based on the facts disclosed in the investigation report, further decision is taken to close the matter or to initiate regular departmental action or to take administrative action against the suspected public servant. The investigation report, along with specific recommendations of the CVO is forwarded to the competent authority for taking a considered and appropriate decision.

3.18 However, in respect of the complaints forwarded to CVOs by the Commission for investigation, the CVOs are mandatorily required to submit investigation report to the Commission, along with all relevant records for obtaining Commission's advice, in the format prescribed by the Commission. The CVOs are expected to

get the investigations completed within a period of three months. At the end of the year 2025, investigation reports in respect of 237 complaints forwarded by the Commission for investigation were awaited from respective CVOs. [Appendix-III A (iii)].

3.19 Once a decision is taken for initiating disciplinary proceedings against an officer, the CVO needs to ensure that the articles of charge are drawn up with care and issued expeditiously. CVO is also required to ensure that there is no delay in appointment of Inquiry Officer/Presenting Officer. It is also the responsibility of CVO to monitor the progress of departmental inquiries, in view of the guidelines issued by the Commission, vide its Circular No. 19/09/2021 dated 06.10.2021. Any unwarranted/inordinate delay should be immediately pointed out to the disciplinary/administrative authority so that corrective measures can be taken by them. In order to enhance efficiency in vigilance administration and to ensure prompt/timely initiation and completion of disciplinary matters, the Commission has prescribed the following timelines in respect of those cases, where major penalty proceedings are being considered:

Table 3.3

S. No	Stage of disciplinary action	Time Limit
1	Issue of Charge sheet to the stage of appointment of IO and PO	All the required actions may be completed within a period of 02 months from the date of issue of First Stage Advice of the Commission
2	Conducting departmental inquiry and submission of report by the Inquiry Officer (IO)	The inquiry report should be submitted within 6 months from the date of appointment of inquiry officer
3	Overall additional time limit for all/any of the above stages of disciplinary proceedings, due to some unavoidable/ unforeseen circumstances	In addition to the above time limit, a period of 1 more month may be taken, if required

3.20 During the year 2025, out of a total of 1460 departmental inquiries which were under process (under CVC jurisdiction), 731 departmental inquiries had been completed and 729 were under progress and out of this, 446 were pending for more than 6 months as shown in Table 3.4. Further, in respect of employees (not under CVC jurisdiction) a total no. of 9883 departmental inquiries were under process out of which 5561 had been completed and 4322 were under progress and out of this, 2193 were pending for more than 6 months as shown in Table 3.5 :-

Table 3.4 : Details at Appendix III-B

Total departmental inquiries against officers (under CVC jurisdiction)	Departmental inquiries disposed of	Departmental inquiries under progress	Pending for more than 6 months
1460	731	729	446

(Figures are for Jan-Dec 2025)

Table 3.5 : Details at Appendix III-C

Total departmental inquiries against other employees (not under CVC jurisdiction)	Departmental inquiries disposed of	Departmental inquiries under progress	Pending for more than 6 months
9883	5561	4322	2193

(Figures are for Jan-Dec 2025)

3.21 The CVOs are required to keep a watch over the status of implementation of first stage and second stage advice tendered by the Commission. Cases of deviation from the Commission's advice by the authorities in the respective organization also need to be brought to the notice of the Commission. Periodic reviews are undertaken by the Commission and wherever delays are observed in the implementation of its advice, the matter is pursued with respective authorities. There were 214 cases pending for implementation of first stage advice for more than six months and 28 cases were pending for implementation of second stage advice for more than six months as on 31.12.2025. (Appendix III-D)

3.22 The CVOs are also required to send Quarterly Progress Reports to the Chief Technical Examiners' Organisation (CTEO) of the Commission, containing details of major procurements undertaken or being undertaken by the organisations. From these reports, the CTEO selects some of the contracts, based on certain parameters, for intensive examination. However, as the CTEO would only be able to examine limited number of contracts for logistic and administrative reasons, the Commission has issued guidelines for the CVOs to conduct CTE type inspections so that any irregularity in award and execution of any contract or procurement activity does not go unnoticed.

3.23 During the year 2025, major penalty proceedings in 7341 cases (for all categories of officials) dealt with by the CVOs were finalised, resulting in imposition of major penalties in 6202 cases and minor penalties or warning in 541 cases. Besides, 598 cases resulted in exoneration. Further, minor penalty proceedings in 16252 cases were finalised which resulted in imposition of minor penalties and other actions in 11146 cases. Balance 5106 cases resulted in exoneration. Effectively, minor penalties or warning were imposed in a total of 11687 cases (Appendix III–E and F). This data is based on annual reports submitted online by CVOs of respective organisations.

Table 3.6: Major and Minor Penalties: Details at Appendix III- E & F

No. of cases where major penalty proceedings finalised: 7341	Major Penalty imposed	6202
	Minor Penalty imposed (against initial major penalty proceedings) or warned	541
	Exoneration	598
No. of cases where minor penalty proceedings finalised: 16252	Minor Penalty imposed or warned	11146
	Exoneration	5106
	Effective total number of minor penalties imposed or warned	11687

SANCTION FOR PROSECUTION

3.24 On completion of investigation, if the investigating agency concludes that sufficient evidence is available for initiating a criminal proceeding, it shall forward a copy of the investigation report to the CVC, if previous sanction for prosecution is required under the Prevention of Corruption Act, 1988 and is to be issued in the name of the President. A copy of the report is to be sent to the authority competent to sanction the prosecution. The CVO plays an important role in processing the matter and expediting decision of the competent authority on such a reference. A total of 934 cases for sanction for prosecution were dealt with by the organizations in the year 2025, out of which sanctions were accorded in 602 cases and was denied in 116 cases by competent authorities. Besides, total 216 cases were pending at the end of the year. The information is summarized in the table below:

Table 3.7: Sanction for Prosecution cases: Details at Appendix III- G

Total number of cases for Sanction	Sanctions accorded	Sanction denied	Pending
934	602	116	216

SECTORAL REVIEW MEETINGS AND OTHER REVIEW MEETINGS HELD BY THE COMMISSION TO REVIEW VIGILANCE ADMINISTRATION

3.25 The Commission holds sectoral or other review meetings to take stock of vigilance administration of various organizations and to consider performance of respective CVOs. The review focuses on the extent of compliance of various guidelines/instructions and achievement of prescribed targets. It also provides an opportunity to the organizations to showcase their initiatives and seek guidance from the Commission on specific issues relating to vigilance administration. These meetings also set the tone for the coming year and help in identification of specific areas which require immediate attention.

3.26 Sectoral Review Meetings and Review Meetings chaired by the Commission during the year 2025 are as follows:

Ministry of Railways/Railway Board

The Commission held meeting on 27.03.2025 with PED (Vig) & CVO, Ministry of Railways to review pending disciplinary cases and complaints sent to the Railways for Investigation and Report. The CVO, RB was advised to ensure timely completion of disciplinary cases and implementation of first stage advice and second stage advice. CVO, RB was also advised that guidelines regarding periodic rotation of officials from sensitive posts need to be looked into and implemented in accordance with the prescribed timelines.

Thereafter, the Commission held meeting with CVO, RB on 26.08.2025 wherein decisions taken in the last review meeting held on 27.03.2025 were reviewed and the Commission noted the progress made by CVO, RB. The CVO, RB had also informed that the project management system as advised by the Commission has been implemented in the Railways as a systemic improvement.

Central Board of Indirect Taxes and Customs

Two review meetings were held by the Commission with CVO and other senior officials of vigilance unit of CBIC on 19.03.2025 and 18.09.2025. During these meetings, the status of all pending complaints, vigilance cases and departmental inquiries was reviewed. Commission advised that regular monitoring be done with IO/PO and the Zonal Chief Commissioners for early completion of the pending departmental inquiry proceedings. The Commission had further advised that, completion of long pending departmental inquiries should be the top priority and status of inquiries are to be monitored on weekly basis.

M/o Health & Family Welfare

The Commission held a sectoral review meeting with Secretary, M/o Health & Family Welfare (MoHFW), Director, All India Institute of Medical Sciences (AIIMS), National Medical Commission (NMC) and Indian Council of Medical Research (ICMR) on 04.09.2025 at Delhi. Organisations were advised to finalize expeditiously vigilance matters/complaints pending beyond the prescribed time limit.

The Commission observed that the bulk of the cases received for advice from the Ministry originate from complaints referred by the Commission to the Ministry. There are hardly any cases referred by Ministry for advice on the basis of complaints received from non-CVC sources. The Commission advised

for development of complaint portal and also to organize capacity building programmes for the officers of vigilance setup.

On the issue of fake claims by a CGHS empanelled hospital, the Commission expressed concern that the system that allows such payment is flawed and advised the Ministry to take corrective action.

The Commission advised that systemic improvement and preventive vigilance measures implemented by AIIMS Delhi may be replicated in other AIIMS and Central Government Hospitals.

Department of Food & Public Distribution

The Commission held sectoral review meeting with Secretary, D/o Food & Public Distribution, CMD, Food Corporation of India (FCI) and MD, Central Ware Housing Corporation and concerned CVOs on 09.07.2025 at Delhi. Organisations were advised to finalize expeditiously vigilance matters/complaints pending beyond the prescribed time limit.

On the issues relating to quality and quantity of food grains the Commission observed that even if bulk of responsibility lies with State yet the Department can monitor the redressal of grievances by the States. The Commission advised FCI to assess the outputs and data being generated through the various technological initiatives and utilize the same for further improvements in the system.

The Commission advised CMD, FCI to look into the issue of sanctioned strength in FCI vigilance for effective and efficient functioning of vigilance units in the organization. It was also advised to consider creating a separate reporting structure for employees working in vigilance units, so that they report to the CVO ensuring their functional independence and quality output.

The Commission emphasized the need for capacity building by way of periodical training for the employees working in vigilance units, especially in the areas of procurement, preparation of charge sheet, and conduct of inquiry investigation procedures, duties of Inquiry Officers (IO) and Presenting Officers (PO).

Department of Telecommunications and Bharat Sanchar Nigam Limited

A review meeting of Department of Telecommunications (DoT) and Bharat Sanchar Nigam Limited (BSNL) was held on 30.04.2025 with CVO, DoT and CVO, BSNL. The Commission advised the CVOs to adhere to the timelines specified by the Commission in case of departmental inquiries, I&R, ATR, FSA, SSA and disposal of complaints. During the presentation, the Commission observed that one of the major reasons for delay in conduct of disciplinary inquiries was non-availability of IO/PO due to their transfer. To overcome the above hurdle, CVOs were advised to form a panel of IOs and POs at regional levels on periodic basis to ensure their availability as and when the need arises.

Further, sectoral review meeting of Telecom Sector was held on 27.11.2025 in the Commission with Secretary, Telecom and CMDs of BSNL/MTNL, ITIL, TCIL & CEO, C-DOT and their respective CVOs. During this review, organisations were advised to bring the pending cases to logical conclusion expeditiously. The Commission observed that there is lack of uniformity in policies, procedures and their implementation in the organizations. The Ministry was advised to look into the objectives of the organization and form clear policies, guidelines/ norms so that the PSUs can perform their identified roles effectively while maintaining transparency and accountability. The Commission also advised that the organizations should come up with model tender document and standard bid documents.

Central Public Works Department and Ministry of Housing and Urban Affairs

Review meetings were held by the Commission on 09.04.2025 and 08.09.2025 with CVO, CPWD and CVO, MoHUA .The Commission reviewed the pending departmental inquiries in the meeting held on 09.04.2025 and overall pendency of CPWD and MoHUA as per prescribed format in meeting held on 08.09.2025. The Commission advised CVOs to adhere to the timelines prescribed by the Commission and DoPT in dealing with vigilance cases and to ensure that no undue delay occurs in logical conclusion of the cases.

Government of National Capital Territory of Delhi

Review meeting was held by the Commission on 23.04.2025 with CVO, GNCTD. The Commission reviewed the pending departmental inquiries in the meeting.

The Commission advised CVO to adhere to the timelines prescribed by the Commission and DoPT in dealing with vigilance cases and to ensure that no undue delay occurs in logical conclusion of the cases.

Department of Atomic Energy

A review meeting with Department of Atomic Energy was held on 18.11.2025 by the Commission. CVO, DAE was advised to expedite the submission of the pending Further Information (FI) cases and to follow up the pending disciplinary inquiries with the concerned inquiry officers for their early completion.

Ministry of Coal

The Commission held sectoral review meeting with the Ministry of Coal on 16.04.2025, emphasising preventive vigilance, intra-sectoral learning, and adoption of best practices. Presentations on policy issues were made by the JS & CVO, Ministry of Coal, and the Commissioner, CMPFO, while organisation-wise pendency was presented by respective CVOs. Key deliberations covered coal theft, unauthorised encroachment of PSU land/quarters, washery efficiency, equipment maintenance, and environmental compliance and PF/ pension related issues in Coal Sector. Technological measures such as AI-based surveillance, GPS tracking, CCTV, drones, and the 'Khanan Prahari' platform were highlighted. Commission pointed out the need for end to end integration of the online systems across different stakeholders i.e. coal companies, CMPFO and the banks, for efficient provision of services in the CMPFO and better monitoring of funds. The Commission advised that assessment of coal theft be done and best practices be adopted to address encroachments. Directions were issued to strengthen verification of production figures, integrate digital systems, review procurement practices, enhance monitoring, and ensure timely disposal of complaints, prosecution sanctions, audits, and rotational transfers.

Ministry of Steel

The Commission held a sectoral review meeting with Ministry of Steel on 28.08.2025 wherein it was emphasized that vigilance should act as a partner in growth, focus on preventive vigilance, cross-learning among CPSEs, and systemic reforms based on recurring issues. The Secretary, Ministry of Steel, highlighted sectoral challenges including high manpower costs, project delays, and strong private competition, stressing the need for efficiency, technology upgrades, and optimal asset utilization.

The CVO reported timely disposal of vigilance cases since the last sectoral review. Key discussions covered compliance in manpower contracts, action against land encroachments, alignment of CSR policies with the Companies Act, improved customer categorization and marketing practices, adoption of SAP-based ERP and digital systems, weighbridge digitization and implementation of structured scrap management policies across CPSEs.

Central Board of Direct Taxes

The Commission held two review meetings on 08.04.2025 and 25.09.2025 with the CVO and other senior officials of Vigilance Unit of CBDT. These meetings were held to review the pendency of old pending vigilance cases and complaints which were either pending for investigation or where reports were yet to be submitted to the Commission. CBDT was advised by the Commission to monitor the status of departmental inquiries pending with the inquiry authorities. Further, Commission advised to accelerate the progress of disposal of all actionable cases in a time bound manner.

Ministry of Micro, Small & Medium Enterprises (MSME)

The Commission held a sectoral review meeting of Ministry of Micro, Small and Medium Enterprises (MSME) on 30.12.2025 in which the organisations were advised to prepare case studies of delayed cases to identify bottlenecks and to institutionalize a periodic review mechanism at senior officer level to monitor pendency. Ministry of MSME informed that a mechanism to carry out recruitment in various autonomous bodies under Ministry of MSME in a centralized manner is under active consideration. Commission emphasized the need to improve reporting through Quarterly Performance Reports, capacity building, timely rotation on sensitive posts and maintaining adequate staff in vigilance setup. Ministry of MSME was also advised to create effective mechanism to handle PIDPI complaints received in the Ministry and to create awareness among all organizations under its purview.

Ministry of Labour and Employment

The Commission held a sectoral review meeting with Secretary, Ministry of Labour& Employment, Chief Provident Fund Commissioner, EPFO, Director General, ESIC and CVOs of these organizations on 18.03.2025. Organisations were advised to adhere to prescribed timeline for processing the complaints and that CVO should upload the status/action taken on such complaints positively

within two months. Organization was advised to adhere to the timeline for implementation of first stage advice and second stage advice of the Commission, sanction of prosecution and departmental inquiries etc.

Organizations were also advised to evolve a mechanism to eliminate intermediaries and to check the corruption in labour licensing matters. Organisations were advised to do sample check of rejection of labour license applications and the justifications/ground given for rejection of the labour license by the Labour Commissioner and to create awareness among the various stake holders including labour license applicants. EPFO was advised to explore the possibilities of use of IT tools to make the process related to member registration, claim submission and tracking, transfer of provident fund account and employer registration etc. online. EPFO was also advised to consider risk-based exposure limits for investment with the approval of the Govt./Ministry of Finance. It was also suggested to explore the possibility of linking of PF account with savings bank account of the actual beneficiary.

ESIC was advised to examine risk based exposure norms for investment with the approval of the Govt./Ministry of Finance. ESIC was also advised to conduct periodic function audit of software to remove redundant practices and procedures.

CAPACITY BUILDING EFFORTS

3.27 As part of outreach programmes, 2 regional conferences/training programmes for below CVO level officers of vigilance departments of organizations were organized for East Zone and South Zone organizations at Kolkata and Chennai during the year. Besides this, two training programmes for part-time CVOs of various institutions under Ministry of Education were conducted at Mumbai and Sikkim. These conferences focussed on capacity building on various subjects such as role and functions of CVC, policy initiatives, punitive and participative vigilance, complaint handling including PIDPI complaints, procurement related issues and disciplinary proceedings.

GUIDELINES/INSTRUCTIONS ISSUED BY THE COMMISSION DURING 2025

3.28 The Commission, as mandated under Section 8 (1) (h) of CVC Act, 2003 exercises superintendence over vigilance administration of Central Government organisations. As part of this exercise, the Commission issues appropriate

guidelines to streamline the procedures and improve the efficacy of vigilance mechanism in the organisations covered under the jurisdiction of the CVC. A summary of some important guidelines issued by the Commission during the year 2025 is enumerated below:

(a) Framework for timely detection, reporting etc. relating to large value frauds (Circular No. 02/04/25, dated 01.04.2025) - Reserve Bank of India (RBI) vide their letter no. RBI/DOS/2024- 25/119 DOS.CO.FMG.SEC.No.6/23.04.001/2024-25 dated 15.07.2024 issued updated 'Master Directions on Fraud Risk Management in Commercial Banks and All India Financial Institutions'. Taking note of the same, DFS issued letter no. 4/5/2014-Vig. dated 16.08.2024, withdrawing its earlier instructions contained in letter no. 4/5/2014-Vig. dated 13.05.2015 and all subsequent instructions related thereto. Accordingly, Central Vigilance Commission amended Para 8.13.2 of its Vigilance Manual-2021 as follows: "for reporting of large value frauds by Public Sector Banks, Regional Rural Banks and All India Financial Institutions, the instructions contained in RBI's updated Master Directions on Fraud Risk Management in Commercial Banks and All India Financial Institutions' issued vide their letter no. RBI/DOS/2024-25/119 DOS. CO.FMG.SEC.No.6/23.04.001/2024-25 dated 15.07.2024, may be followed in letter and spirit.

(b) Re-constitution of the Advisory Board for Banking and Financial Frauds (ABBFF) (Office Order No. 05/08/25, dated 19.08.2025)- The Commission in consultation with RBI re-constituted the Advisory Board for Banking and Financial Frauds (ABBFF) on completion of its existing term.

(c) Master Circular on Definition of Vigilance Angle (Master Circular No. 01/MC/2025, dated 23.05.2025)- The Central Vigilance Commission has, from time to time, issued a number of guidelines / circulars to the organizations covered under its advisory jurisdiction, regarding the criteria to be followed while determining the existence of vigilance angle or otherwise, in case a misconduct has come to the notice of the authorities concerned. All the guidelines / office orders / circulars issued by Central Vigilance Commission in the past have now been consolidated at one place in the form of 'Master Circular on Definition of Vigilance Angle'. With the issuance of this Master Circular on 'Definition of Vigilance Angle', all earlier guidelines/office orders/circulars issued on this subject have been superseded.

MANAGEMENT AUDIT OF VIGILANCE UNIT (MAVU)

3.29 With the objective of having a proper assessment and deeper insight into the functioning of the vigilance units of the Government Organisations, the Commission in 2022, started conducting Management Audit of Vigilance Units (MAVU) of major organisations under its jurisdiction. MAVU is aimed at understanding the prevalent vigilance mechanism and suggesting measures to make the vigilance machinery more effective. MAVU is conducted by a team of officers from Central Vigilance Commission.

3.30 Between 2022 to 2025, MAVU of 54 organizations has been completed. MAVU has proved to be beneficial to the respective organizations as it has helped in streamlining the vigilance administration by recommending corrective measures and systemic improvements. The interaction of Commission's officers with the Chief Executives, CVOs, and other vigilance functionaries of respective organizations has also resulted in confidence building and appreciation and dissemination of their good practices.

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Workshop on AI and Emerging Technologies for Ethical Governance during VAW 2025

CHAPTER 4

NON-COMPLIANCE OF COMMISSION'S ADVICE AND OTHER AREAS OF CONCERN

4.1 The Central Vigilance Commission, in exercise of its functions and powers under Section 8(1)(g) of the CVC Act, 2003, tenders advice to the Central Government, Corporations established by or under any Central Act, Government Companies, Societies and Local Authorities owned or controlled by the Central Government, on such matters as may be referred to it. The Commission also exercises superintendence over the vigilance administration of these organizations. The advice is tendered by the Commission based on a reasoned appreciation of all the facts, documents and records relating to a particular case, which are brought to its notice by the organisation concerned. Acceptance of the Commission's reasoned advice in an overwhelming majority of cases by the Disciplinary Authorities is an indication of the objectivity and fairness of the Commission's advice. However, in some cases, either the prescribed consultation mechanism with the Commission was not adhered to, or the authorities concerned did not accept the Commission's advice. Further, there have been instances where the advice tendered by the Commission has been substantially diluted without approaching the Commission for reconsideration of its advice, as per extant procedure.

CASES OF NON-COMPLIANCE AND NON-CONSULTATION

4.2 Some of important / significant cases of deviations from prescribed procedure or non-acceptance of the Commission's advice by Ministries/Organisations as reported to the Commission during the year 2025 are given as below:-

Ministry of Railways

Case 1:

The then Chairman, Railway Recruitment Board (RRB), Patna was found involved in irregularities in setting question papers for General Departmental Competitive Examination (GDCE) for various posts organized by Railway Recruitment Cell, Prayagraj.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against the then Chairman, RRB, Patna. Subsequently, the

Commission in its Second Stage Advice (SSA) advised for imposition of minor penalty.

Brief: The then Chairman, RRB, Patna was found involved in irregularities in GDCE organized by Railway Recruitment Cell, Prayagraj for various posts through Computer Based Test. The official had set the question papers in only English language instead of Bilingual (Hindi & English) in violation of Board's instructions and also shared Question paper with Examination Conducting Agency without password protection resulting in the leakage of the question paper.

The Commission in its FSA dated 05.02.2024 advised initiation of major penalty proceedings against the then Chairman, RRB, Patna. Subsequently, the Commission in its SSA dated 05.08.2025 advised for imposition of minor penalty. However, Disciplinary Authority vide order dated 15.09.2025 exonerated the official.

Outcome: Exoneration of the official from the charges is a deviation from the Commission's advice.

Case 2:

The then Pointsman/Panvel (Group-D employee) managed to get the question paper of English language for Limited Departmental Competitive Examination (LDCE) for promotion to Group 'C' post of 'Jr. Trains Clerk' beforehand unauthorizedly.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against the then Pointsman/Panvel.

Brief: The then Pointsman/Panvel (Group-D employee) managed to get the question paper of English language for LDCE for promotion to Group 'C' post of 'Jr. Trains Clerk' before hand unauthorizedly. Due to this, despite ordinary level of proficiency in English, the official secured outstanding marks in the paper of English language.

The Commission in its FSA dated 06.01.2023 advised initiation of major penalty proceedings against the then Pointsman/Panvel, and Disciplinary Authority vide order dated 27.12.2023 had imposed major penalty against the official. On the appeal preferred by the official, the Appellate Authority vide their order dated 01.10.2024 reduced the major penalty to minor penalty.

Outcome: Imposition of minor penalty on the official is a deviation from the Commission's advice.

Case 3:

The then Assistant Divisional Engineer (ADEN) had committed irregularity in evaluating technical suitability of bids for purchasing an item against store tender.

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of major penalty proceedings against the then ADEN. Subsequently, the Commission in its Second Stage Advice (SSA) advised for imposition of major penalty.

Brief : ADEN while evaluating technical suitability of bids for purchasing an item against store tender has recommended the offer of one firm (L-3) as technically suitable. The official has given wrongful cognizance to the documents which were deliberately inserted into the tender case file at the post-tender stage in violation of the tender eligibility criteria to make the firm's offer eligible for the said tender.

The Commission in its FSA dated 03.02.2023 advised for initiation of major penalty proceedings against the then ADEN. Subsequently, the Commission in its SSA dated 03.02.2025 advised for imposition of major penalty. However, Disciplinary Authority vide order dt.23.5.2025 imposed minor penalty of Censure on the official.

Outcome: Imposition of minor penalty on the official is a deviation from the Commission's advice.

Case 4:

The then Assistant Divisional Electrical Engineer (ADEE) during the year 2008-2010 committed irregularities to execute the replacement work of Auto Tensioning Devices (ATD).

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of major penalty proceedings against the then ADEE. Subsequently, the Commission in its Second Stage Advice (SSA) advised for imposition of major penalty.

Brief: The then ADEE during the year 2008-2010 committed grave misconduct in the replacement work of ATDs scheduled to be executed (Total-400 Nos). The official had verbally instructed to execute the ATDs replacement work beyond the location mentioned in tender schedule. The official had changed the location of work in the aforesaid contract without obtaining any permission from the tender accepting authority which is violation of General Condition of Contract issued in 2001. The official had suggested and approved the destruction of

documents and witnessed the same, which helped other official to manipulate the execution of contractual work and prevented further investigation.

The Commission in its FSA dated 14.08.2019 advised for initiation of major penalty proceedings against the then ADEE. Subsequently, the Commission in its SSA dated 18.07.2024 advised for imposition of major penalty. However, Disciplinary Authority vide order dt.21.01.2025 imposed minor penalty on the official.

Outcome: Imposition of minor penalty on the official is a deviation from the Commission's advice.

Case 5:

The then Deputy Chief Electrical Engineer (Dy. CEE) in Northern Railways committed irregularities in tendering process of electrical construction unit.

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of major penalty proceedings against the then Dy. CEE. Subsequently, the Commission in its Second Stage Advice (SSA) advised for imposition of major penalty.

Brief: The then Dy. CEE with malafide intention put up two types of notesheets for the same purpose on the same day to favour a firm which led to disqualification of other bidders. Further, after award of contract to the said firm, the official forwarded bills of the firm for payment without ensuring the entries regarding the receipt/issuance of material in the relevant register.

The Commission in its FSA dated 01.11.2021 advised for initiation of major penalty proceedings against the then Dy. CEE. Subsequently, the Commission in its SSA dated 08.3.2024 advised for imposition of major penalty. However, Disciplinary Authority vide Order dated 21.02.2025 has imposed minor penalty on the official.

Outcome: Imposition of minor penalty on the official is a deviation from the Commission's advice.

Case 6:

The then Deputy Chief Electrical Engineer/Railway Electrification (Dy. CEE/RE) incorporated illegal conditions in the contract agreement which led to unlawful enhancement in contract value and favoured the contractor.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against the then Dy. CEE/RE. Subsequently, the Commission in its Second Stage Advice (SSA) advised for imposition of major penalty.

Brief: The then Dy. CEE/RE incorporated a Special Contract Condition in variance of original tender document that the Railways reserve the right to extend for further four years on the same rate as per existing rate of Contract Agreement (CA). This condition was invoked later on multiple occasions which enhanced the contract value multifold. The official extended undue favour to the contractor while approving variations exceeding his powers and did not ensure submission of additional Performance Guarantee (PG) before signing of supplementary contract agreements. Further, the official did not ensure proper execution of work resulting in loss to Railways to the tune of approx. Rs. 2.23 cr.

The Commission in its FSA dated 23.09.2022 advised initiation of major penalty proceedings against the official. Subsequently, the Commission in its SSA dated 20.08.2024 advised for imposition of major penalty. However, Disciplinary Authority vide order dated 31.12.2024 has imposed minor penalty on the official.

Outcome: Imposition of minor penalty on the official is a deviation from the Commission's advice.

Case 7:

The then Divisional Electrical Engineer (DEE) failed to check the deployment of staff deputed for comprehensive operations and maintenance of the contract within the Pir Panjal Tunnel.

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of major penalty proceedings against the then DEE. Subsequently, the Commission, in its Second Stage Advice (SSA) advised for imposition of major penalty.

Brief: The discrepancies identified in the execution of the contract for operation and maintenance of various systems within the Pir Panjal Tunnel during 04.04.2016 to 31.07.2017. Despite the agreement stipulating the deployment of personnel, the firm consistently fell short of it by almost half, during contract execution.

The Commission in its FSA dated 04.12.2020 advised for initiation of major penalty proceedings against the then DEE. Subsequently, the Commission, in its SSA dated 30.04.2024, advised for imposition of major penalty. However, the Disciplinary Authority vide order dated 23.12.2024 had exonerated the official.

Outcome: Exoneration of the official from the charges is a deviation from the Commission's advice.

Case 8:

The then Dy. Chief Engineer(Dy.CE)/Guage Conversion/Tirupati, being the custodian of Measurement Books(MB) during 2010-15, in conspiracy with the then Executive Engineer/Construction/New Delhi, allowed him unauthorized access of MBs causing undue loss to the Railway exchequer.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against the then Dy.CE.

Brief : The then Dy.CE/Guage Conversion/Tirupati, being the custodian of Measurement Books(MB) during 2010-15, in conspiracy with the then Executive Engineer/Construction/New Delhi, allowed him unauthorized access of MBs during 2014-15, which led to misuse and recording of fictitious measurements worth Rs 88,91,514/- therein with back-dates in favour of contractor who raised fraudulent claims to cause undue loss to the Railway exchequer.

The Commission in its FSA dated 01.12.2017 advised initiation of major penalty proceedings against the then Dy.CE. However, Disciplinary Authority vide Order dt. 03.04.2025, without seeking Second Stage Advice of the Commission, has dropped the major penalty proceedings against the official.

Outcome: Dropping major penalty proceedings against the official is a deviation from the Commission's advice.

Case 9:

Irregularities were observed in inviting and award of contract for installation of sorting cum composting of waste machine.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against Senior Section Engineer (SSE)/Drawing and Executive Engineer (XEN)/TS. Subsequently, the Commission in its Second Stage Advice (SSA) advised imposition of major penalty on both the officials.

Brief: Irregularities were observed in inviting and award of contract for installation of sorting cum composting waste machine. SSE/Drawing prepared estimate in an improper way without due diligence. XEN/TS did not perform proper assessment of garbage/waste generation leading to procurement of higher tonnage capacity machine, proposed the unjustified modifications in the eligibility criteria, did not ensure proper installation and commissioning of the machine and processed the payment of Rs. 74.88 lakh of the firm without ensuring satisfactory performance of the machine.

The Commission in its FSA dated 18.11.2022 advised initiation of major penalty proceedings against SSE/Drawing and XEN/TS. The Commission in its SSA dated 06.01.2025 advised imposition of major penalty on both the officials. However, the Disciplinary Authority has imposed minor penalty on both the officials.

Outcome: Imposition of minor penalty on the officials is a deviation from the Commission's advice.

Case 10:

Irregularities were committed by the then Dy. Financial Advisor & Chief Accounting Officer (Dy. FA&CAO), Banaras Locomotive Works (BLW) in case of promotion/ selection to 04 posts of Asstt. Financial Advisor (AFA) (Group 'B') in BLW, Varanasi in the year 2020.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of minor penalty proceedings against the then Dy. FA&CAO.

Brief: The assessment of vacancies for promotion to Group B posts of AFA in BLW, Varanasi was wrongly done by the then AFA, BLW, which was accepted and forwarded by the then Dy. FA&CAO to the higher authorities. Further, the then Dy. FA&CAO kept the said selection file for an inordinate time of nearly one year before submitting it to higher authorities. In the meantime, 03 senior eligible candidates retired.

The Commission in its FSA dated 14.05.2025 advised initiation of minor penalty proceedings against the then Dy. FA&CAO. However, the Disciplinary Authority without seeking the Commission's Second Stage Advice (SSA), has exonerated the official.

Outcome: Exoneration of the official without seeking SSA is a deviation from the Commission's advice.

Case 11:

Irregularities in finalization of contract for providing manpower at Indian Railway Finance Corporation (IRFC) guest house on the basis of forged & fabricated quotations.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against 01 Dy.General Manager(DGM) and 02 General Managers(GMs) of IRFC. Further, the Commission in its Second Stage Advice (SSA) advised for imposition of minor penalty on three officials.

Brief: Three officers of IRFC [DGM LAW & CS, GM (Fin.)-I and GM(Fin.)-II)], were found responsible for finalization of contract for providing manpower at IRFC guesthouse on the basis of forged & fabricated quotations as they were members of a Committee for the said purpose and out of three, two quotations were found to be fabricated.

The Commission in its FSA dated 27.06.2022 advised initiation of major penalty proceedings against the three IRFC officials. Further, the Commission in its SSA dated 15.03.2024 advised for imposition of minor penalty on the three officials. The Disciplinary Authority vide order dated 06.06.2024 imposed the minor penalty on the three officials. However, the Appellate Authority vide Order dated 10.09.2024 exonerated all the 3 officials.

Outcome: Exoneration of the officials is a deviation from the Commission's advice.

Syama Prasad Mookerjee Port Authority (SMPA)

Case 1:

Forgery and manipulation in service records/books of the employees in the Kolkata Dock System (KDS) of Syama Prasad Mookerjee Port Authority(SMPA).

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of major penalty proceedings against the Sr. Accounts Officer(Sr.AO).

Brief: Irregularities were observed on the part of the official of SMPA in preparation and maintenance of service records/books of the employees, to ensure confidentiality and proper usage of the IT system etc.

The Commission in its FSA dated 23.05.2018 advised for initiation of major penalty proceedings against the official. The Disciplinary Authority vide order dated 04.01.2022 imposed major penalty. However, the Appellate Authority, vide order dated 13.10.2025, imposed minor penalty on the official.

Outcome: Imposition of minor penalty on the official is a deviation from the Commission’s advice.

Case 2:

Load test of locomotives with hauling capacity of 4500 Metric Tonne (MT) was not conducted in violation of tender conditions at Syama Prasad Mookerjee Port Authority(SMPA).

Advice: The Commission, in its First Stage Advice (FSA) advised initiation of minor penalty proceedings against the Sr. Deputy Traffic Manager.

Brief: Irregularities were observed in awarding as well as execution of the contract for the work of Hiring of Locomotive at SMPA, Kolkata i.e. granting permission for execution of the contract with a sub-standard locomotive and load test of locomotives with hauling capacity of 4500 MT was not conducted in violation of tender conditions.

The Commission, in its FSA dated 31.01.2024 advised for initiation of minor penalty proceedings against the Sr. Deputy Traffic Manager. The Disciplinary Authority vide order dated 08.08.2024 imposed minor penalty. However, the Appellate Authority, vide its order dated 30.01.2025 issued Warning to the official.

Outcome: Issuance of Warning to the official is a deviation from the Commission's advice.

Case 3:

Irregularities in engagement of a consultant on nomination basis for "Preparation of a Business Plan for Better Management of Land Resources" for Syama Prasad Mookerjee Port Authority(SMPA).

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of major penalty proceedings against the then Estate Manager.

Brief: It was observed that the then Estate Manager had initiated a proposal for engagement of consultant for high value consultancy work on nomination basis without indicating any estimated expenditure or any circumstances of inevitability, and under the pretext of unjustified urgency in violation of the guidelines.

The Commission in its FSA dated 23.09.2019 advised for initiation of major penalty proceedings against the official. The Disciplinary Authority vide order dated 21.06.2021 imposed major penalty. However, the Appellate Authority, vide order dated 01.07.2025, set aside the penalty imposed by the Disciplinary Authority.

Outcome: Setting aside the penalty by the Appellate Authority is a deviation from the Commission's advice.

Case 4:

Irregularities in hiring of hydraulic locomotives at Haldia Dock Complex (HDC), Syama Prasad Mookerjee Port (SMPA), Kolkata.

Advice: The Commission in its First Stage Advice (FSA) and FSA reconsideration, advised for initiation of minor penalty proceedings against General Manager (Fin.). The Commission in its Second Stage Advice (SSA) advised imposition of minor penalty.

Brief: Irregularities were observed in hiring of 01 diesel electrical/diesel hydraulic locomotive on wet lease basis for a period of 05 years at Haldia Dock Complex, SMPA, Kolkata. There were shortcomings/inconsistencies in the first tender, acceptance of the locomotive offered by Industrial Handling Private Limited (IHPL) in the second/fresh tender by irregular/improper means and suppression of the relevant facts, favoritism extended to IHPL by considering past performance of the locomotive offered by IHPL in HDC Railway network inspite of absence of such provision in tender, lower quote/price offered by IHPL by offering below par locomotive.

The Commission in its FSA dated 31.12.2024 and FSA reconsideration advised for initiation of minor penalty proceedings against the official. The Commission in its SSA advised imposition of minor penalty. However, the Disciplinary Authority vide order dated 17.07.2025, has exonerated the official.

Outcome: Exoneration of the official is a deviation from the Commission's advice.

Jawaharlal Nehru Port Authority (JNPA)

Case 1:

Irregularities by the then Asstt. Manager, Port Planning & Development (PP&D) of Jawaharlal Nehru Port Authority (JNPA) in various contract works.

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of major penalty proceedings against the then Assistant Manager (PP&D), JNPA.

Brief: The Asstt. Manager (PP&D) had committed various irregularities such as certifying completion of work as Engineer in-charge for plantation without actually planting based on which the payments were also released to the Vendor and certified the payment without applicable liquidated damages, etc.

The Commission in its FSA dated 20.03.2025 advised for initiation of major penalty proceedings against the official. However, the Disciplinary Authority vide

order dated 01.10.2025 imposed minor penalty on the official without seeking Second Stage Advice (SSA) of the Commission.

Outcome: Imposition of minor penalty on the official without seeking SSA is a deviation from the Commission's advice.

Airports Authority of India (AAI)

Case 1:

During the Covid-19 lockdown period, Asstt. General Manager(AGM), Air Traffic Control (ATC), Ahmedabad Airport had obtained liquor consumption permit on health grounds by misusing his official position.

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of major penalty proceedings against the official. The Commission in its Second Stage Advice (SSA) advised for imposition of major penalty.

Brief: Medical Superintendent, Civil Hospital, Ahmedabad recommended that the official is suffering from insomnia for the last three years so he requires moderate amount of alcohol every night. During the Covid-19 lockdown period, Asstt. General Manager(AGM), Air Traffic Control (ATC), Ahmedabad Airport had obtained liquor consumption permit on health grounds from Prohibition & Excise Department of Govt. of Gujarat by submitting his false medical certificate and no objection certificate from Airport Director, Ahmedabad by misusing his official position.

However, to maintain currency of the license, the officer in his self-declaration of health status stated that he does not consume alcohol nor does he smoke. Further, he has stated that he has never had insomnia. As such, the officer did not declare his health condition to Airports Authority of India (AAI) authorities to comply with his licensing requirements with malafide intention.

The Commission in its FSA dated 12.05.2022 advised for initiation of major penalty proceedings against the official. The Commission in its SSA dated 16.10.2024 advised for imposition of major penalty. However, Disciplinary Authority vide Order dated 20.12.2024 has imposed minor penalty on the official.

Outcome: Imposition of minor penalty on the official is a deviation from the Commission's advice.

Case 2:

Irregularities were committed by Director, Varanasi Airport in allotting space at Varanasi Airport.

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of minor penalty proceedings against then Director/General Manager (Civil/ Operations).

Brief: Painting of an artist named "Smriti" with price tags were displayed in Security Hold Area (SHA) of Varanasi Airport in violation of Airports Authority of India guidelines during October/November, 2018. Also, irregularities were committed in awarding additional area for setting up and operating Food & Beverage cum beer bar in domestic SHA on ground floor in New Terminal Building (NTB), Varanasi Airport.

The Commission in its FSA dated 12.02.2021 advised for initiation of minor penalty proceedings against the official. The Disciplinary Authority vide Order dated 29.07.2021 imposed minor penalty. However, the Appellate Authority vide Order dated 16.06.2022 had set aside the penalty imposed by the Disciplinary Authority.

Outcome: Setting aside the penalty by the Appellate Authority is a deviation from the Commission's advice.

Case 3:

Irregularities on part of officials of Airports Authority of India dealing with Supply, Installation, Testing, and Commissioning (SITC) of Baggage Handling System (BHS) at 06 Airports.

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of minor penalty proceedings against 16 officials (02 General Managers, 4 Joint General Managers, 04 Asstt. General Managers, 04 Sr. Managers and 02 Managers).

Brief: Irregularities were observed on part of officials of Airports Authority of India dealing with Supply, Installation, Testing, and Commissioning (SITC) of Baggage Handling System (BHS) at 06 Airports violating the tender conditions.

The Commission in its FSA dated 29.05.2024 advised for initiation of minor penalty proceedings against 16 officials. The Disciplinary Authority vide Order dated 09.08.2024 had imposed minor penalty on all the 16 officials. However, the Appellate Authority vide orders dated 01.01.2024 (in respect of 02 officials) and 09.05.2025 (in respect of 14 officials) set aside the penalty imposed by the Disciplinary Authority and exonerated all the 16 officials.

Outcome: Exoneration of the officials from the charges is a deviation from the Commission's advice.

National Highways Authority of India (NHAI)

Case 1:

Irregularities on the part of General Manager(GM)(T) cum Project Director, Project Implementation Unit (PIU), Sasaram in respect of National Highways Authority of India (NHAI) contract for four laning and strengthening of the existing two lane section.

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of major penalty proceedings against GM(T) cum Project Director, PIU, Sasaram.

Brief: GM(T) cum Project Director, PIU, Sasaram recommended to accept the report submitted by Central Road Research Institute (CRRI) in December 2016 towards the destructive & non-destructive tests conducted over the abutment of Karmanasha Bridge and Durgawati Bridge on NH-2 without verifying the report with applicable Indian Standard/Indian Roads Congress (IS/IRC) codes. The official also failed to take effective steps after pier cap failure in 2019 and further delayed the matter for a long time.

The Commission in its FSA dated 18.10.2021 advised for initiation of major penalty proceedings against the official. Subsequently, the official repatriated to his parent organization i.e. Ministry of Defence. The Disciplinary Authority closed the case against the official.

Outcome: Closure of the case against the official is a deviation from the Commission's advice.

National Insurance Company Limited (NICL)

Case 1:

Irregularity in issue of one high value Industrial All Risk Policy.

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of major penalty proceedings against one Chief Manager, one Deputy Manager and one Assistant Manager. The Commission in its Second Stage Advice (SSA) advised for imposition of major penalty on all the three officials.

Brief: One high value Industrial All Risk Policy was issued in favour of a firm by Mumbai Corporate Regional Office (MCRO) of National Insurance Co. Ltd. (NICL) on 17/05/2021. Previous policy with New India Assurance Co. Ltd. (NIACL) had expired on 09/05/2021 and was not renewed by them. Thus, there was break in insurance of eight days at the time of issuance of policy, which is in violation of guidelines.

The Commission in its FSA dated 31.07.2023 advised for initiation of major penalty proceedings against the three officials. The Commission in its SSA dated 30.09.2024 advised for imposition of major penalty on all the three officials. However, the Disciplinary Authority imposed minor penalty against the Chief Manager and the Deputy Manager, and issued Administrative Warning against the Assistant Manager.

Outcome: Imposition of Minor Penalty/Administrative Warning on the officials is a deviation from the Commission's advice.

United India Insurance Company Limited (UIICL)

Case 1:

Siphoning off company's money by the officials of United India Insurance Company Limited (UIICL) to the tune of Rs. 2.09 crore during the year 2017 to 2021.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against 04 officials and initiation of minor penalty proceedings against 05 officials.

Brief: The UIICL has imposed major penalty on one of the official in line with the Commission's FSA. For another officer, the UIICL has imposed minor penalty proceedings in line with the Commission's Second Stage Advice. In respect of one official major penalty proceedings is under way. In respect of five officials, disciplinary authority has imposed minor penalty in line with Commission's SSA.

In respect of one remaining official the Commission had advised in its FSA initiation of major penalty proceedings and also advised imposition of major penalty in its SSA. However, the disciplinary authority vide their order dated 17.02.2025 has imposed minor penalty against the said official which is not in line with Commission's SSA.

Outcome: Imposition of minor penalty on the official is a deviation from the Commission's advice.

State Bank of India (SBI)

Case 1:

Irregularities in allowing reduction of margin money from 100% to lesser percentage from time to time for Foreign Letter of Credit (FLC) causing substantial loss to the bank.

Advice: The Commission advised sanction for prosecution against one Assistant General Manager (AGM) and one Chief Manager (CM).

Brief: The CM allowed reduction of margin money from 100% to lesser percentage from time to time for FLC to a company and the AGM had given post facto approval for the same. Thereafter, the company failed to increase margin money upto 100% as a result outstanding LCs had to be paid by premature payment of Fixed Deposit receipt, resultantly the account turned Non Performing Assets and was declared as a fraud causing substantial loss to the bank.

The Commission advised sanction for prosecution against both the officials on 17.11.2024. The Appointing Authority did not accept the Commission's advice and referred the case to DoPT for resolving difference of opinion. The DoPT agreed with Commission's advice. However, the Appointing Authority declined to grant sanction for prosecution against both the officers.

Outcome: Declining sanction for prosecution against the officials is a deviation from the Commission's advice.

Case 2:

One Assistant General Manager (AGM) had availed hotel booking and air ticket facility for himself and his family members as quid pro quo from the accused promoters of company during his official dealing when term loan was being disbursed/monitored by him.

Advice: The Commission advised sanction for prosecution against the AGM.

Brief: The AGM had availed hotel booking and air ticket facility for himself and his family members as quid pro quo from the accused promoters of company during his official dealing when term loan was being disbursed/monitored by him. The Bank had sanctioned 06 term loans to a company for purchase of commercial vehicles. The three term loans were liquidated by the company. The account was re-structured and Funded Interest Term Loan (FITL) was sanctioned. Subsequently, the account became Non Performing Asset.

The Commission advised sanction for prosecution against the AGM on 25.06.2024. The Appointing Authority did not accept the Commission's advice and referred the case to DoPT for resolving difference of opinion. The DoPT agreed with Commission's advice. However, the Appointing Authority declined to grant sanction for prosecution against the official.

Outcome: Declining sanction for prosecution against the official is a deviation from the Commission's advice.

Case 3:

Irregularities on the part of the then Chief Manager (CM) (Relationship Manager Medium Enterprises-RMME) in certifying the value of a property.

Advice: The Commission advised sanction for prosecution against the then CM.

Brief: Irregularities were observed on the part of the then CM (RMME) who had certified the value of property of Rs. 6.30 crore while property was of very lesser amount of Rs. 46 lakh. The Bank had sanctioned Cash Credit (CC) limit of Rs. 5.25 crores to a firm against the property of Rs. 6.30 crore under multiple banking. Initially Rs. 4 crore was released. Further, adhoc CC limit of Rs.1.25 crores was sanctioned for a period of 2 months. The said loan account turned Non Performing Asset and later it was declared as fraud.

The Commission advised sanction for prosecution against then CM on 31.01.2025. The Appointing Authority did not accept the Commission's advice and referred the case to DoPT for resolving difference of opinion. The DoPT agreed with Commission's advice. However, the Appointing Authority declined to grant sanction for prosecution against the official.

Outcome: Declining sanction for prosecution against the official is a deviation from the Commission's advice.

Case 4:

Irregularities in sanction of loans and restructuring of credit facilities to a company without ensuring economic viability causing loss to the State Bank of India (SBI).

Advice: The Commission advised sanction for prosecution against the then Executive Vice President and the then Managing Director of SBI Capital Markets Ltd., and 08 officials of SBI i.e., the then General Manager, the then 02 Dy. General Managers, the then Chief Manager, the then Credit Analyst, the then Asstt. General Manager, the then 02 Dy. Managing Directors.

Brief: 10 Officials of SBI were found responsible for sanction of loans to a company by deviating from the laid down guidelines and further restructuring of credit facilities to the said company without ensuring economic viability of business operations. Due to the non-servicing of instalments and the interest along with the invocation of bank guarantees and devolvement of Letter of Credits, Company account was classified as Non Performing Asset (NPA) and re-structuring was treated as Failed and date of NPA was back-dated. The alleged

misappropriation of loan funds by the company caused loss to the tune of Rs. 6203 crores to the bank.

The Commission advised sanction for prosecution against 01 official on 05.11.2024 and 09 officials on 27.11.2024. The Appointing Authority did not accept the Commission's advice and referred the case to DoPT for resolving difference of opinion. The DoPT agreed with Commission's advice. However, the Appointing Authority declined to grant sanction for prosecution against the 10 officials.

Outcome: Declining sanction for prosecution against the officials is a deviation from the Commission's advice.

Bank of Maharashtra (BoM)

Case 1:

Fake/forged confirmation Letter of Credit (LC) causing loss to the Bank of Maharashtra and illegal gains to the borrower company.

Advice: The Commission advised sanction for prosecution against the then Clerk (Presently Senior Manager).

Brief: The Branch Head deputed the then Clerk to the LC issuing Bank branches for verification / obtaining confirmation of Letter of Credit issued by SBI. The LC issuing Bank purportedly confirmed acceptance of the LCs of the Company. Later, confirmation issued by the SBI was found to be fake/forged causing loss to the bank and illegal gains to the borrower company.

The Commission advised sanction for prosecution against the then Clerk (Presently Senior Manager) on 31.01.2025. The Competent Authority did not accept the Commission's advice and referred the case to DoPT for resolving difference of opinion. The DoPT agreed with Commission's advice. However, the Competent Authority declined to grant sanction for prosecution against the official.

Outcome: Declining sanction for prosecution against the official is a deviation from the Commission's advice.

Indian Overseas Bank (IOB)

Case 1:

Irregularities in sanctioning/disbursement/monitoring of Cash Credit limit to a private firm in Indian Overseas Bank (IOB).

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of major penalty proceedings against then Dy. General Manager, then Chief Manager and then Sr. Manager. The Commission in its Second Stage Advice (SSA) advised imposition of major penalty on all the 03 officials.

Brief: The cash credit limit of Rs 4.90 Cr was sanctioned to the firm by Large Corporate Branch of the Bank against Security of hypothecation of stocks/book debts and collateral security of open land and disbursed. Subsequently, the loan account became Non Performing Asset. Lapses were observed on the part of the concerned officials in credit appraisal, controlling the rerouting of credit funds for purchase of collateral security and in obtaining the credit report/statements of accounts of borrower, no proper due diligence of the guarantor, etc.

The Commission in its FSA dated 29.09.2023 advised for initiation of major penalty proceedings against then Dy. General Manager, then Chief Manager and then Sr. Manager. The Commission in its SSA dated 30.09.2024 advised imposition of major penalty on all the 03 officials. The Disciplinary Authority imposed major penalty on all three officials. However, the Appellate Authority reduced the major penalty to minor penalty on all the 03 officials.

Outcome: Imposition of minor penalty on the officials is a deviation from the Commission's advice.

National Hydroelectric Power Corporation Limited (NHPC)

Case 1

Making payment to the firm without following the due procedure and causing loss to National Hydroelectric Power Corporation Limited (NHPC) by the then Deputy General Manager (DGM) (Finance), NHPC.

Advice: The Commission in its First Stage Advice (FSA), advised initiation of major penalty proceedings against the then DGM (Finance).

Brief: This case was registered under Public Interest Disclosure and Protection of Informers (PIDPI) Complaint regarding irregularities in release of payment of Rs. 247 Crore to one of the Joint Venture company by NHPC. In this case, there were three main charges which are as under: -

(i) Wrong inclusion of interest of Rs. 105.00 Crore as payout based upon judgement of Arbitration tribunal.

(ii) Payment of arbitral award to the contractor without ascertaining the bank guarantee required as per Escrow Account Agreement (EAA).

(iii) Recovery of Liquidated Damages (LD) on the bases of circular dated 24/12/2024 which was not part of contract.

The role and responsibility of the then DGM (Finance) in the irregular assessment and preparation of payout of interest to the tune of Rs. 105.00 Crore was brought out in the CVOs report. It was observed that the official endorsed the irregular interest component of Rs. 105.00 Crore without any due diligence and in the process become responsible for the huge financial loss to NHPC by way of payment made to the contractor.

Considering the lapse on the part of the then DGM (Fin.) that resulted in huge financial loss to NHPC, the Commission in its FSA dated 28/02/2024 advised initiation of major penalty proceedings against the official. However, the disciplinary authority has intimated that the official has retired from service on 29/02/2024 and no action can be taken against him as per Conduct, Discipline and Appeal Rules of NHPC Ltd. after retirement.

Outcome: Non implementation of the Commission's advice against the official resulted into deviation.

Damodar Valley Corptoration (DVC)

Case 1:

Irregularities in execution of five civil works at CTPS Colony, Damodar Valley Corporation (DVC), carried out without stipulated tendering process as well as without issuance of formal work orders.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against then Asstt. Manager, then Sr. Manager, then Dy. General Manager and then Chief General Manager. The Commission in its Second Stage Advice (SSA) advised for imposition of major penalty on all the 4 officials.

Brief: It has been observed that 05 separate proposals for similar types of work were deliberately initiated with the apparent intention of finalizing contracts through the Limited Tender Enquiry (LTE) mode among three pre-selected vendors. The works were executed without finalization of the tendering process and issuance of work orders.

The Commission in its FSA dated 06.02.2024 advised initiation of major penalty proceedings against four officials. The Commission in its SSA dated 15.07.2025

advised for imposition of major penalty on all the 4 officials. However, the Disciplinary Authority has exonerated one official and imposed minor penalty on three officials.

Outcome: Exoneration / Imposition of minor penalty on the officials is a deviation from the Commission's advice.

Case 2:

Fraudulent claims for engaging private vehicles for tours of senior officers and causing financial loss to Damodar Valley Corporation (DVC).

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against then Asstt. Manager, then Resident Director and then Dy. Chief Engineer. The Commission in its Second Stage Advice (SSA) advised for imposition of major penalty against all the 3 officials.

Brief: The officials concerned were involved in making fraudulent claims for engaging private vehicles for tours of senior officers based on incomplete and incorrect information and passed multiple bills for payment against the same invoices in an arbitrary and non-transparent manner.

The Commission in its FSA dated 18.01.2023 advised initiation of major penalty proceedings against three officials. The Commission in its SSA dated 11.11.2024 advised for imposition of major penalty. However, the Disciplinary Authority has exonerated the all three officials.

Outcome: Exoneration of the officials is a deviation from the Commission's advice.

Case 3:

Fraudulent claims of Leave Travel Allowance (LTA) for the Block year 2018-19 on cancelled railway tickets by the official of Damodar Valley Corporation (DVC).

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against then Sr. Manager, DVC.

Brief: The official claimed LTA for the block year 2018- 2019 using railway tickets that he had booked and later cancelled, without undertaking the journey. The official submitted these cancelled tickets to support his LTA claim.

The Commission in its FSA dated 14.09.2023 advised initiation of major penalty proceedings against the official. The Disciplinary Authority imposed major

penalty on the official. However, the Appellate Authority reduced the penalty from major to minor.

Outcome: Imposition of minor penalty on the official is a deviation from the Commission's advice.

Indian Oil Corporation Limited (IOCL)

Case 1:

Non-payment against Running Account (RA) bill of a firm for 30-inch Haldia-Barauni Pipeline (HBPL), Group B of Indian Oil Corporation Limited (IOCL).

Advice: The Commission in its First Stage Advice (FSA) advised for initiation of major penalty proceedings against 09 officials. The Commission in its Second Stage Advice (SSA) advised for imposition of major penalty on 02 Chief General Managers (CGMs), 03 General Managers (GMs), 01 Dy. General Manager (DGM) and imposition of suitable minor penalty on 01 General Manager (GM).

Brief: It has been observed that the concerned officials failed to prevent the engagement of unauthorized subcontractors and allowed the main contractor to assign main line work to them, instead of restricting them to specialized tasks.

The Commission in its FSA dated 29.08.2023 advised for initiation of major penalty proceedings against 09 officials. The Commission in its SSA dated 12.11.2024 advised for imposition of major penalty on 06 officials and imposition of minor penalty on one official. However, the Disciplinary Authority imposed minor penalty on 04 officials and issued recordable warning against 03 officials.

Outcome: Imposition of minor penalty/Issuance of recordable warning on the officials is a deviation from the Commission's advice.

Electronics Corporation of India Ltd. (ECIL)

Case 1:

Irregularities in appointment of Manpower agency for providing Skilled, Semi-skilled and Unskilled labour in Electronics Corporation of India Ltd. (ECIL).

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against the then Sr. Manager (HR), ECIL.

Brief: The official raised the indent for one year with extension, deviating from the CMD's approved three-year term and failed to include the CMD's directive

to split the contract among three vendors in the Request For Quotation (RFQ). The indent lacked key technical details and specifications/RFQ were not vetted by the Finance Department.

The Commission in its FSA dated 25.08.2023 advised initiation of major penalty proceedings against the official. However, the Disciplinary Authority advised imposition of minor penalty on the official without seeking Commission's Second Stage Advice (SSA).

Outcome: Imposition of minor penalty on the official without seeking SSA is a deviation from the Commission's advice.

Nuclear Power Corporation of India Ltd.(NPCIL)

Case 1:

Irregularities in recruitment of candidates at Madras Atomic Power Station (MAPS), Nuclear Power Corporation of India Ltd.(NPCIL) at Kalpakkam.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against the then Dy. General Manager(HR).

Brief: The concerned DGM(HR) did not adhere to the recruitment guidelines for Persons with Benchmark Disabilities (PwBD) under the OBC category at the MAPS. This has resulted in selection of more number of candidates under reserved category without any prior notification or amendment to the recruitment process.

The Commission in its FSA dated 14.09.2023 advised initiation of major penalty proceedings against the official. The Disciplinary Authority imposed major penalty on 25.11.2024. However, the Appellate Authority reduced the penalty from major to minor.

Outcome: Imposition of minor penalty on the official is a deviation from the Commission's advice.

Delhi Jal Board (DJB)

Case 1:

Irregularities in demolishing major portion of the structure of Historical Heritage Monument called "Mahal (Palace) of Pathan Period" for the purpose of construction of a residential quarter for Chief Executive Officer (CEO), Delhi Jal Board (DJB).

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against the Chief Engineer.

Brief: The Chief Engineer, DJB, was found responsible, in collusion with other officials for the demolition of a major portion of the historical "Mahal (Palace) of Pathan Period" at the DJB Residential Complex to construct a residential quarter for the CEO (DJB) in direct violation of heritage conservation notifications.

The Commission in its FSA dated 29.01.2025 and FSA Reconsideration Advice dated 18.07.2025 advised initiation of major penalty proceedings against the Chief Engineer. However, the Disciplinary Authority vide its order dated 17.10.2025 dropped the article of charges levelled against the official.

Outcome: Dropping the article of charges against the official is a deviation from the Commission's advice.

Government of National Capital Territory of Delhi (GNCTD)

Case 1:

Irregularities in the preparation of salary bills for Guest Teachers.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against two Vice-Principals. The Commission in its Second Stage Advice (SSA) advised imposition of major penalty proceedings against the two officials.

Brief: During an audit for verification of payment made to the guest teachers in Govt. Boys Sr. Secondary School (GBSSS) during the period April, 2016 to February, 2018, discrepancies and irregularities in preparing the bills in respect of salary of Guest Teachers were observed and misappropriation of Govt. funds amounting to Rs.4,23,456/- was reported.

The Commission in its FSA dated 02.05.2022 advised initiation of major penalty proceedings against two officials. The Commission in its SSA dated 18.06.2024 advised imposition of major penalty proceedings against the two officials. However, the Disciplinary Authority vide its order dated 13.02.2025 dropped the article of charges served upon both the officials.

Outcome: Dropping article of charges against the officials is a deviation from the Commission's advice.

Union Territory of Andaman & Nicobar Administration

Case 1:

Irregularities in analyzing the prevailing market rate for installation of Reverse-Osmosis (RO) Plant.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against 02 Junior Engineers.

Brief: In December 2008, Zilla Parishad had awarded the work for "water supply and installation of RO plant and distribution of pipe-line" amounting to Rs. 90.88 lakh against estimated cost of Rs. 64.18 lakh to contractor. The site was not timely handed over to the firm by the concerned officials and subsequently when the site was handed over to the contractor, it was observed that there were no traces of ground water available. The firm went in arbitration and arbitration was awarded in favour of the firm.

The Commission in its FSA dated 31.12.2020 advised initiation of major penalty proceedings against both the officials. However, the Disciplinary Authority imposed minor penalty on one official and exonerated another official without seeking Commission's Second Stage Advice (SSA).

Outcome: Imposition of minor penalty/exoneration of the officials without seeking SSA is a deviation from the Commission's advice.

Prasar Bharati

Case 1:

Irregularities in Supply, Installation, Testing & Commissioning (SITC) of air conditioning plants.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against 01 Dy. Director General (DDG) and 01 Director.

Brief: CTE type of inspection was carried out for the work of SITC of 4 x 8.75 ton air cooled air conditioning plants for studios at Barmer, Dharamshala, Jhalawar Mount Abu and Obra in North Zone (05 sites). It was noted that work of Rs 1.41 crore was awarded against estimated cost of Rs. 1.28 crore which is higher by 10.19% in comparison to the estimated cost. Further, irregularities related to Detailed Technical Estimate (DTE), Notice Inviting Tender (NIT) and acceptance of tenders were also noticed.

The Commission in its FSA dated 20.11.2020 advised initiation of major penalty proceedings against both the officials. The Disciplinary Authority vide its order dated 12.04.2024 imposed major penalty on the officials. However, the Appellate Authority vide its order dated 06.12.2024 exonerated the officials.

Outcome: Exoneration of the officials is a deviation from the Commission's advice.

Case 2:

Irregular/unauthorized expenditure in violation of Doordarshan Directorate's guidelines.

Advice: The Commission in its First Stage Advice (FSA) advised initiation of major penalty proceedings against Dy. Director General (DDG).

Brief: During inspection grave financial irregularities in procurement and maintenance of studio lights were observed. It was also noticed that unauthorised expenditure was made in violation of Doordarshan Directorate's order No. G-17011/3/2002-FAS dated 14.09.2004 and provisions of General Financial Rules (GFR).

The Commission in its FSA dated 18.06.2021 advised initiation of major penalty proceedings against the official. The Disciplinary Authority imposed major penalty on the official. However, the Appellate Authority has reduced the penalty imposed on the officer from major to minor.

Outcome: Imposition of minor penalty on the official is a deviation from the Commission's advice.

Ministry of External Affairs (MEA)

Case 1:

Irregularities in granting immigration clearance in respect of unskilled workers on the basis of false and forged documents.

Advice: The Commission in its First Stage Advice (FSA) advised major penalty proceedings against 03 officials i.e. 01 Director & 02 Under Secretaries and initiation of minor penalty proceedings against 02 officials i.e. 01 Dy. Secretary and 01 Section Officer.

Brief: During an investigation related to grant of immigration clearance in respect of unskilled workers on the basis of false and forged documents in connivance

with the officials/officers of Protector of Emigrants of the erstwhile Ministry of Overseas Indian affairs, it was found that the officers failed to maintain absolute devotion to duty and acted in a manner unbecoming of a public servant.

The Commission in its FSA dated 10.11.2017 advised major penalty proceedings against 03 officials and initiation of minor penalty proceedings against 02 officials.

The Disciplinary Authority closed the case against 03 officials. In the meantime, 02 officers superannuated and disciplinary proceedings could not be initiated against them.

Outcome: Closure of cases/non-initiation of disciplinary proceedings against the officials is a deviation from the Commission's advice.

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Nukkad Natak by various organisations during VAW 2025

Intensive Examination by CTEO

CHAPTER 5

CHIEF TECHNICAL EXAMINERS' ORGANISATION

BACKGROUND

5.1 The Chief Technical Examiners' Organisation (CTEO) was established in the year 1957 under the erstwhile Ministry of Works, Housing and Supply, which is today known as Ministry of Housing and Urban Affairs. The mandate of CTEO was to conduct technical audit of works undertaken by the Central Public Works Department (CPWD), with the objective of achieving economy in expenditure and better technical and financial control.

5.2 The Committee on 'Prevention of Corruption', known as Santhanam Committee, while appreciating the contribution of CTEO, recommended for strengthening it so as to make it more effective. It also recommended enlarging the jurisdiction of CTEO to cover construction works undertaken by other Ministries / Departments and to place it under administrative control of the Central Vigilance Commission. On acceptance of these recommendations by the Government, CTEO was placed under the administrative control of the Commission in the year 1964.

5.3 The CTEO initially undertook intensive examination of selected civil and electrical construction works only. Subsequently, with the increasing expenditure on purchase of goods, services etc., CTEO began conducting intensive examination of supply and service contracts as well. At present, CTEO conducts intensive examinations of all contractual activities of the Central Government, Central Public Sector Undertakings, Public Sector Banks and other Central Government organizations. The scope of its examination includes execution of works, purchase of goods, hiring of services, etc. which are mainly funded by the Central Government.

5.4 The CTEO is headed by two Chief Technical Examiners (CTEs). One of them is responsible for examination of civil / horticulture related procurement cases and matters and the other one for all other types of procurement contracts viz., supply contracts, electrical / mechanical contracts, IT procurements, consultancy and non-consultancy service contracts, transport contracts etc. and related matters.

The CTEs are assisted by a team of Technical Examiners (TEs), Assistant Technical Examiners (ATEs) and Junior Technical Examiners (JTEs).

5.5 The main functions of CTEO include technical and financial scrutiny of various procurement cases of the different organisations, to provide its opinion to the Commission on policy matters related to public procurement and matters referred to the Commission for its advice by the Ministries, Departments of the Government of India and other organisations covered under the jurisdiction of the Commission. As part of preventive vigilance and system improvement, CTEs / TEs participate in workshops and seminars on issues related to public procurement.

INTENSIVE EXAMINATION OF PROCUREMENT CASES

5.6 The selection of cases for intensive examination is primarily based on the Quarterly Progress Reports (QPRs) submitted by the Chief Vigilance Officers (CVOs) of respective organisations and complaints received from various sources. Intensive examination is also done on the basis of the criticality, nature and the time and cost overrun involved in the procurement cases reported. The CVOs are required to furnish every quarter, details pertaining to different type of procurement cases, completed or on-going, with a contract value above the prescribed threshold values. As per extant instructions, the threshold values are Rs. 5.0 crore and above for civil and turnkey works, supply contracts, Public Private Partnerships, sale of scrap and land etc., Rs. 1.0 crore and above for electrical, mechanical works, maintenance and service contracts, manpower supply and consultancy contracts, Rs. 50 lakh and above for medical equipment, Rs. 10 lakh and above for horticulture works and four largest value contracts for supply of medicines. During 2025, 493 organisations submitted their QPRs. At times, intensive examination is also undertaken based on complaint alleging specific misconduct / irregularities.

5.7 During the year 2025, CTEO undertook intensive examinations of 84 procurement cases, covering 70 Organisations. The value of these procurement cases was over Rs. 15945.20 crore as given in the following table:-

Table 5.1: Intensive examinations conducted by CTEO during the year 2025

Organisation	No. of Organisations	No. of Intensive Examinations
Government Departments	**16**	**20**
Autonomous Bodies	**09**	**11**
Public Sector Undertakings	**39**	**47**
Public Sector Banks / Financial Institutions	**06**	**06**
Total	**70**	**84**

5.8 Some of the organisations where intensive examinations were undertaken in the year 2025, are Central Public Works Department (CPWD), Northern Railway (NR), Border Road Organization (BRO), Ministry of Road Transport & Highways (MoRTH), Chandigarh Administration, Cochin Port Authority (CoPA), North Western Railway (NWR), Defence Research and Development Organisation (DRDO), Military Engineer Services (MES), University of Delhi (DU), Central Board of Secondary Education (CBSE), Delhi Jal Board (DJB), Government of National Capital Territory of Delhi (GNCTD), Centre for Development of Telematics (C-DOT), Water and Power Consultancy Services (India) Limited (WAPCOS), Dedicated Freight Corridor Corporation of India Limited (DFCCIL), Oil India Ltd. (OIL), Bharat Petroleum Corporation Ltd. (BPCL), Indian Oil Corporation Ltd. (IOCL) National Highways Authority of India (NHAI), Industrial Finance Corporation of India (IFCI), Delhi Metro Rail Corporation (DMRC), Green Gas Limited (GGL), Food Corporation of India (FCI), Engineers India Limited (EIL), Narmada Hydroelectric Development Corporation (NHDC), Bharat Dynamics Ltd. (BDL), Bharat Electronics Limited (BEL), Rail India Technical and Economic Service (RITES), Rail Vikas Nigam Limited (RVNL), National Buildings Construction Corporation Ltd. (NBCC), Telecommunications Consultants India Ltd, (TCIL), Bharat Sanchar Nigam Limited (BSNL), Bharat Heavy Electricals Limited (BHEL), HLL Infra Tech Services Limited (HITES), Indian Institute of Management Raipur (IIMR), Rail Land Development Authority (RLDA), Indian Institute of Technology Hyderabad (IITH), Sports Authority of India (SAI), Employees' State Insurance Corporation (ESIC), Bank of Baroda (BoB), State Bank of India (SBI), Small Industries Development Bank of India (SIDBI), Reserve Bank of India (RBI), Punjab and Sind Bank (P&SB).

5.9 On completion of intensive examination of the selected procurement cases, the CTEO prepares the examination report. Deviations, if any, from the General Financial Rules, policies of Government of India, prescribed guidelines as well as from the procurement manual of the organisations are brought to the notice of the concerned procurement agency. In addition, issues related to transparency, efficiency, fair and equal treatment of bidders, over-payments, deficiencies in quality, time and cost overruns, tax avoidance, non-compliance of statutory and other norms, etc. are included in the report. Some of the important irregularities observed during the intensive examinations carried out during 2025 are at Appendix IV.

5.10 Intensive examination reports, after approval of CTE, are forwarded to the CVO of the organization for obtaining comments / action taken report from management / officials concerned in respect of the observations raised in the report. Cases of irregularities, with perceived vigilance angle, are referred to the CVOs for detailed vigilance investigation and for fixing of responsibility. Seven (07) such cases were referred to the CVOs during the year. The action taken on the observations in the intensive examination report resulted in a number of systemic improvements, besides punitive action against erring officials. Recovery of Rs. 260.90 crore was also effected by the otrganisations concerned from the contractors/ suppliers/ service providers based on the observations in intensive examination report. Some of the cases, which were referred to CVOs for detailed vigilance investigations during 2025, are listed at Appendix V.

5.11 As a result of observations made by CTEO during the course of the intensive examinations, number of systemic improvements were initiated by respective organisations. These systemic improvements were on the issues like timely signing of contract, updating status of tender on e-procurement portal, test check of bills with proper details of test check amount, issue of completion certificate after proper verification of actual work, deviation from approved drawings, business rules of e-Reserve Auction, Penalty clauses, Portal for bid submissions/ obtaining clarification, etc. Some of the significant systemic improvements are listed at Appendix VI.

CTE TYPE INTENSIVE EXAMINATION BY CVOs

5.12 As mandated by the Commission, Intensive Examinations, similar to those being carried out by CTEO, be also carried out by the CVOs, in their respective organisations. CVOs carry out intensive examination of some selected procurement contracts, broadly representing spectrum of the core activities of the organisation and report the outcome to the Commission. As reported by the CVOs of 518 organisations, 2129 CTE type examination of procurement activities were conducted during the year 2025, leading to recovery of Rs. 61.04 Crore, 243 vigilance cases and 3191 systemic improvements.

EXAMINATION OF VIGILANCE CASES

5.13 While examining vigilance cases, various branches of the Commission, as and when required, refer issues related to procurement / technical aspects to CTEO for inputs and advice. During the year, CTEO furnished advice in 126 vigilance / complaint cases referred to it.

STRENGTHENING PREVENTIVE VIGILANCE: TRAINING & CAPACITY BUILDING

5.14 CTEO during the year 2025, in continuation of the efforts towards emphasis on preventive vigilance, provided technical inputs to various organisations towards capacity building and sensitizing officials about various aspects of vigilance; especially, areas pertaining to tenders and contracts, estimation of rates, legal aspects in placing contracts, CTE-type Intensive Examination etc. were covered in training programs and seminars organised by various organisations during the year.

5.15 As a capacity-building initiative in the area of CTE-type Intensive Examination, Special Training Programs for Master Trainers were conducted at various premier training institutes, namely the National Central Public Works Department (CPWD) Academy, Ghaziabad; Management Training Institute of Steel Authority of India Limited (SAIL), Ranchi; State Bank of India (SBI) Staff College, Hyderabad; Indian Railways Institute of Transport Management (IRITM), Lucknow; and Delhi Metro Rail Corporation (DMRC) Academy. The programme was attended by more than 260 Master Trainers. The training focused on the key areas and critical issues to be examined during CTE-Type Intensive Examinations. In addition, several

practical case studies were deliberated upon to provide better clarity and deeper understanding of the subject matter.

This train-the-trainer model has a far-reaching impact, as the trained Master Trainers will further disseminate the knowledge within their respective organizations. This approach ensures large-scale capacity building, uniform understanding of procedures, improved compliance, and strengthened institutional competence across organizations.

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Outreach Activities in schools and villages during VAW 2025

Workshop on AI and Emerging Technologies for Ethical Governance during VAW 2025

CHAPTER 6

SUPERINTENDENCE OVER CENTRAL BUREAU OF INVESTIGATION

INTRODUCTION

6.1 The Central Bureau of Investigation (CBI) is the premier investigating police agency of the country. It is also the country's nodal agency to coordinate investigation on behalf of Interpol Member countries.

6.2 A Central Government Police Force, by the name of Special Police Establishment (SPE) was set up by an executive order of the Government of India in 1941, in the early stages of World War−II, with the purpose of conducting investigation in cases of bribery and corruption in transactions with which War and Supply Department of the Government of India was concerned. After the war, a need was felt to have a permanent Central Government Agency, which could be mandated to investigate corruption related matters in respect of Central Government employees. To address this issue, Delhi Special Police Establishment Act, 1946 was passed, through which the scope of SPE was extended to cover all departments of Government of India. Later on, its jurisdiction was extended over all Union Territories and also States, with their prior consent.

6.3 The Government of India had set up a Committee on 'Prevention of Corruption', which is popularly known as Santhanam Committee. The Committee in its recommendations dated 17.11.1962, advised the Government to give additional responsibilities to SPE. As a consequence of that, the Government of India notified a Resolution dated 01.04.1963, giving the agency a new name, Central Bureau of Investigation and expanding its scope. Initially, CBI's role covered corruption related issues by Central Government employees. Later on, employees of Central Public Sector Enterprises, Public Sector Banks and other organisations were also brought within ambit of CBI.

6.4 CBI's reputation as a competent investigating agency has led to increased demand to take up investigation of cases of diversified nature. The Hon'ble Supreme Court of India and Hon'ble High Courts have also started entrusting cases to CBI for investigation. With the increase in scope of work, in 1987, it was

decided to constitute two investigation divisions in CBI i.e. (i) Anti−Corruption Division; and (ii) Special Crimes Division. The Special Crimes Division was given the responsibility of dealing with cases of conventional crime and economic offences. A separate Banking Fraud and Securities Cell was also created in the wake of securities scam of 1992. In 1994, CBI's work was further reorganised into three divisions, namely Anti−Corruption, Economic Crimes and Special Crimes.

SUPERINTENDENCE OF CVC OVER CBI

6.5 The Hon'ble Supreme Court, in its order dated 18−12−1997 in Criminal Writ Petition Nos 340−343/93 in the matter of Vineet Narain and others v/s Union of India case envisioned greater autonomy and objectivity for CBI. In pursuance of the orders of the Hon'ble Supreme Court, the Central Vigilance Commission (CVC) Act, 2003 was enacted which statutorily mandated CVC to exercise superintendence over the functioning of CBI in respect of investigations of offences under the provisions of Prevention of Corruption Act,1988, by the agency.

6.6 Section 8(1) of the CVC Act, 2003, defines that the functions and powers of CVC in respect of CBI shall be to:

(a) exercise superintendence over the functioning of the Delhi Special Police Establishment in so far as it relates to the investigation of offences alleged to have been committed under the Prevention of Corruption Act, 1988 or an offence with which a public servant specified in sub−section (2) may, under the Code of Criminal Procedure, 1973 (now Bharatiya Nagarik Suraksha Sanhita - 2023), be charged at the same trial; [Section 8(1)(a) of CVC Act, 2003].

(b) give directions to the Delhi Special Police Establishment for the purpose of discharging the responsibility entrusted to it under sub−section (1) of section 4 of the Delhi Special Police Establishment Act, 1946:

Provided that while exercising the powers of superintendence under clause (a) or giving directions under this clause, the Commission shall not exercise powers in such a manner so as to require the Delhi Special Police Establishment to investigate or dispose of any case in a particular manner; [Section 8(1)(b) of CVC Act, 2003].

(c) review the progress of investigations conducted by the Delhi Special Police Establishment into offences alleged to have been committed under the Prevention of Corruption Act, 1988 or the public servant may, under the Code of Criminal Procedure, 1973 (now Bharatiya Nagarik Suraksha Sanhita - 2023), be charged at the same trial. [Section 8(1)(e) of CVC Act, 2003].

6.7 Similarly, Section 4 of Delhi Special Police Establishment Act, 1946 was also amended w.e.f. 01.09.2003. The amended section 4 reads as follows:

"4. Superintendence and administration of Special Police Establishment.

(1) The superintendence of the Delhi Special Police Establishment in so far as it relates to investigation of offences alleged to have been committed under the Prevention of Corruption Act, 1988 (49 of 1988), shall vest in the Commission.

(2) Save as otherwise provided in sub−section (1), the superintendence of the said police establishment in all other matters shall vest in the Central Government."

6.8 In order to comply with the statutory requirement of exercising superintendence over the functioning of CBI, the Commission undertakes the following functions:

i) Monthly review meetings with the Director, CBI to discuss progress of cases under investigation / inquiry, reasons for delay, if any, status of pending prosecution sanctions, etc.;

ii) To forward complaints for enquiry, inquiry or investigation, if deemed necessary;

iii) To issue directions for investigation and report in exercise of powers under Section 8(1) (d) of CVC Act, 2003;

iv) To examine the reports of investigation received from CBI about misconducts committed by officers covered under the jurisdiction of the Commission and to advise the Competent Authorities for initiation of disciplinary proceedings and / or grant of sanction for prosecution;

v) To review progress of sanction for prosecution pending with the competent authorities and to get decisions expedited;

vi) To call for reports / returns, as may be required;

vii) To recommend officers for appointment to posts of the level of SP and above in CBI (except Director) and also extension or curtailment of tenure of such officers. [Section 26 of CVC Act, 2003]

viii) Recommending appointment to the post of Director of Prosecution [under Section 4BA of DSPE Act, 1946].

CBI'S ACTIVITIES

6.9 CBI sends monthly report of its activities to the Commission about corruption related cases registered, their disposal and cases pending for trial. A gist of CBI activities during the year 2025 is given below:–

Table 6.1: Registration of Cases

Year	Total Cases	Regular Cases	Preliminary Inquiries	Lokpal Reference
2025	1005	797	177	31

6.10 As stated in the above table, during the year 2025, 1005 Regular Cases / Preliminary Enquiries / Lokpal references were registered by CBI. 265 traps were laid for detection of bribery cases during 2025 and 81 Regular Cases (RCs) for possession of disproportionate assets were registered during the year. Out of 1005 cases, 161 cases were taken up on the orders of the Constitutional Courts and 27 cases on the references received from State Governments / Union Territories (UTs).

Investigation

Table 6.2: Pendency

Year	Cases pending (Both Regular Cases and Preliminary Enquiries)
End of 2024	832
End of 2025	755

6.11 During the year 2025, CBI completed investigation in 1064 cases, which comprised of 876 Regular Cases (RCs), 165 Preliminary Enquiries (PEs) and

Inquiry / Status reports sent in 23 Lokpal References. At the end of year 2025, a total of 755 cases were pending, out of which 679 were regular cases, 63 preliminary inquiries and 13 Lokpal References. 274 regular cases were pending for more than one year and 39 preliminary enquiries were pending for more than 3 months at the end of 2025.

Trial and Conviction (Including Non-PC Act Cases)

Table 6.3: Trial and Conviction

In 1022 No. of court cases judgement was received in the year 2025	Resulting in Conviction : 583
	Resulting in acquittal : 193
	Resulting in Discharge : 37
	Disposed off for other reasons : 209

6.12 During the year 2025, the conviction rate was 71.71% against the rate of 69.14% for the year 2024. At the end of the year 2025, 11,510 court cases were pending under trial in various courts (i.e. both PC Act and non-PC Act cases).

Cases dealt with under PC Act, 1988 during the Year 2025

6.13 A gist of cases dealt by the Central Bureau of Investigation under PC Act, 1988 during the year 2025 is as under:–

Table 6.4: Cases Dealt With Under P.C. Act during 2025

Sl. No.	Particulars	Cases
1	**No. of cases registered**	**615**
	No. of Public Servants involved in these cases	855
	No. of Gazetted Officers involved in these cases	237
2.	**Disposal from investigation**	**654**
	Departmental Action as well as Prosecution	17
	Prosecution only	565
	Departmental action only	8
	Such Action as deemed fit	4
	Closed	56
	Otherwise disposed off	4

Sl. No.	Particulars	Cases
3 (a)	**Disposal from Trial (Court Case wise)**	**610**
	Conviction	342
	Acquittal	133
	Discharge	22
	Otherwise disposed off	113
3(b)	**Break–up of No. of Public Servants and Private Persons involved in cases disposed of from trial**	**2113**
	Conviction	893
	Acquittal	687
	Discharged	112
	Otherwise disposed off	421
4	**Total no. of cases pending under investigation (as on 31.12.2025)**	**473**
5	**No. of pending Trials (Court Case wise) (as on 31.12.2025)**	**7229**

6.14 It is expected of CBI to complete investigation within one year of registration of case. Completion of investigation would imply filing of charge sheet in a court of law wherever warranted, after receipt of sanction from the competent authority, if required. Some delay has been observed in completion of investigation in certain cases. The reasons for delay in completion of investigation includes:

a) delay in obtaining responses to Letters Rogatory (LRs),

b) time consumed in verification of documents/title deeds, etc., in disproportionate asset cases,

c) delay in providing forensic reports by the forensic laboratories and reports by other experts,

d) delay in granting prosecution sanction by the competent authorities, etc.,

e) delay in providing of relevant records/documents by the authorities concerned,

f) time consuming efforts required for scrutiny of voluminous records, especially in economic offences and bank fraud cases, and

g) time and efforts required to locate and examine witnesses available at remote locations.

Table 6.5: PC Act Cases Pending under Investigation as on 31.12.2025

Length of pendency	As on 31.12.2025
Less than one year	292
More than one year but less than 2 years	72
More than 2 years but less than 3 years	33
More than 3 years but less than 5 years	37
More than 5 years	39
Total	**473**

Disposal of Cases Under Trial Before Courts

6.15 It is noted that 7229 number of PC Act cases were pending for trials as on 31.12.2025 including 2856 cases which are pending for more than 10 years at the end of 2025.

Table 6.6: PC Act Cases Pending under Trial as on 31.12.2025

Length of Pendency	As on 31.12.2025
Less than 3 years	1612
More than 3 years and upto 5 years	860
More than 5 years and upto 10 years	1901
More than 10 years and upto 20 years	2447
More than 20 years	409
Total	**7229**

Table 6.7: Appeals and Revisions Pending as on 31.12.2025 in Various Courts [Under PC Act]

	High Court		Supreme Court		Total
	Filed by CBI	Filed by Accused	Filed by CBI	Filed by Accused	
Appeal	800	10477	215	469	11961
Revision	410	865	0	0	1275
Writ Petitions	41	806	0	0	847
Total	**1251**	**12148**	**215**	**469**	**14083**

Table 6.8: Age Wise Analysis of Pending Appeals and Revisions as on 31.12.2025 [Under PC Act]

AGE	High Court			Supreme Court		TOTAL
	APPEALS	REVISIONS	Writ Petitions	APPEALS	REVISIONS	
	PC ACT	PC ACT by CBI	PC ACT	PC ACT by CBI	PC ACT	
Less than 2 years	1714	487	420	374	0	2995
More than 2 years but less than 5 years	1297	325	238	127	0	1987
More than 5 years but less than 10 years	3277	306	133	138	0	3854
More than 10 years but less than 15 years	2958	114	48	41	0	3161
More than 15 years but less than 20 years	1299	38	6	4	0	1347
More than 20 years	732	5	2	0	0	739
Total	**11277**	**1275**	**847**	**684**	**0**	**14083**

PREVIOUS SANCTION FOR PROSECUTION AGAINST CENTRAL GOVERNMENT EMPLOYEES

6.16 Section 19 (1) of Prevention of Corruption Act,1988 (as amended in 2018) provides that no court shall take cognizance of an offence punishable under Sections 7,11,13 and 15 of PC Act, alleged to have been committed by a public servant, who is employed or as the case may be, was at the time of commission of the alleged offence, employed in connection with the affairs of the Union/ State, except with the previous sanction of Central Govt. / State Govt. / the authority competent to remove him from his office.

6.17 The amended provision also stipulates that no request can be made, by a person other than a police officer or an officer of an investigation agency or other law enforcement authority, to the appropriate Government or competent authority, as the case may be, for the previous sanction of such Government or authority for taking cognizance by the court of any of the offences specified, unless – (i) such person has filed a complaint in a competent court about the alleged offences for which the public servant is sought to be prosecuted; and (ii) the court has not dismissed the complaint under Section 203 of the CrPC (now Bharatiya Nagarik Suraksha Sanhita - 2023, Section 226) and directed the complainant to obtain the sanction for prosecution against the public servant for further proceedings.

6.18 Further, it has also been specified that in case of request from the person other than a police officer or an officer of an investigation agency or other law enforcement authority, the appropriate Government or competent authority shall not accord sanction to prosecute a public servant without providing an opportunity of being heard to the concerned public servant.

6.19 On receipt of a request for grant of previous sanction for prosecution under Section 19(1) of Prevention of Corruption Act, 1988 from CBI or other investigating agency and while processing such requests, all the Ministries/ Departments / Organisations need to take decisions expeditiously and in accordance with the guidelines issued by the Commission vide its circular Nos. 31/05/05 dated 12.05.2005, 07/03/12 dated 28.03.2012 and 08/05/15 dated 25.05.2015 and DOPT's letter No. 428/10/2021-AVD-IV(B), dated 18.10.2024. The amended PC Act, 1988 also provides that the appropriate Government or any competent authority shall, after the receipt of the proposal requiring sanction for prosecution

of a public servant endeavour to convey the decision on such proposal within a period of 3 months from the date of its receipt.

6.20 In case where, for the purpose of grant of sanction of prosecution, consultation is required with the Attorney General or any Law Officer in the Attorney General's office, the period may be extended by further one month, for reasons to be recorded in writing. The Commission, in terms of its mandate under Section 8(1)(f) of the CVC Act, 2003, has issued directions that all administrative authorities should methodically follow the guidelines while considering and deciding requests for sanction for prosecution from the investigating agency.

6.21 The Commission reviews the progress of cases pending with respective authorities for sanction for prosecution under PC Act, 1988. CBI reported that at the end of the year 2025, a total of 201 cases were pending for grant of prosecution sanction under PC Act, 1988, which belong to 51 different organisations. In these cases pending with various organisations, 521 requests have been made for granting prosecution sanction, as some of the cases involved more than one accused person.

Table 6.9: Ministry–wise PC Act Cases Pending for Prosecution Sanction as on December 31, 2025

Ministry	Total Cases	Total Requests	Pending for more than 3 months as on 31.12.2025	
			Total cases	Total Requests
MINISTRY OF AGRICULTURE	3	4	0	0
MINISTRY OF CIVIL AVIATION	2	3	1	2
MINISTRY OF COAL AND MINES	5	9	1	3
MINISTRY OF COMM. AND IT (DEPTT. OF POSTS)	5	7	0	0
MINISTRY OF COMMERCE AND INDUSTRY	2	9	1	2

Ministry	Total Cases	Total Requests	Pending for more than 3 months as on 31.12.2025	
			Total cases	Total Requests
MINISTRY OF CONSUMER AFFAIRS AND PUBLIC DISTRIBUTION	2	2	0	0
COMPTROLLER AND AUDITOR GENERAL	1	1	1	1
MINISTRY OF CORPORATE AFFAIRS	1	1	1	1
MINISTRY OF CULTURE	1	3	1	3
MINISTRY OF DEFENCE	19	27	12	18
MINISTRY OF EDUCATION	6	10	4	4
MINISTRY OF ELECTRONICS AND INFORMATION TECHNOLOGY	1	1	1	1
MINISTRY OF EXTERNAL AFFAIRS	3	4	1	1
MINISTRY OF FINANCE (CUSTOM AND CENTRAL EXCISE)	4	4	2	2
MINISTRY OF FINANCE (DEPT. OF REVENUE)	9	18	5	12
MINISTRY OF FINANCE (DEPTT.OF ECONOMIC AFFAIRS)	2	3	2	3
MINISTRY OF FINANCE (DEPTT.OF FINANCIAL SERVICES)	31	67	8	21
MINISTRY OF FINANCE (INCOME TAX)	5	10	5	10
MINISTRY OF HEALTH AND FAMILY WELFARE	4	7	1	1
MINISTRY OF HOME AFFAIRS	8	12	4	5
MINISTRY OF HOUSING AND URBAN AFFAIRS	4	10	4	10
MINISTRY OF LAW & JUSTICE	2	3	1	1

Ministry	Total Cases	Total Requests	Pending for more than 3 months as on 31.12.2025	
			Total cases	Total Requests
MINISTRY OF LABOUR AND EMPLOYMENT	3	6	0	0
MINISTRY OF MINORITY AFFAIRS	1	1	1	1
MINISTRY OF PERSONNEL PUBLIC GR. AND PENSIONS	9	10	6	7
MINISTRY OF PETROLEUM AND NATURAL GAS	4	8	0	0
MINISTRY OF POWER	1	1	0	0
MINISTRY OF PORTS AND SHIPPING & WATER WAYS	2	3	0	0
MINISTRY OF RAILWAYS	10	31	5	15
MINISTRY OF ROAD TRANSPORT AND HIGHWAYS	3	3	1	1
MINISTRY OF SCIENCE AND TECHNOLOGY	1	1	0	0
MINISTRY OF SOCIAL JUSTICE & EMPOWERMENT	1	1	1	1
MINISTRY OF TOURISM	1	2	0	0
UNION TERRITORIES	4	5	2	2
LOK SABHA	1	4	1	4
GOVT.OF BIHAR	1	4	0	0
GOVT. OF DELHI	7	12	5	9
GOVT. OF GUJARAT	1	1	1	1
GOVT.OF HARYANA	1	4	1	4
GOVT. OF HIMACHAL PRADESH	1	1	0	0

Ministry	Total Cases	Total Requests	Pending for more than 3 months as on 31.12.2025	
			Total cases	Total Requests
GOVT. OF JAMMU AND KASHMIR	15	47	11	42
GOVT. OF JHARKHAND	4	45	4	45
GOVT. OF KARNATAKA	1	3	0	0
GOVT. OF MADHYA PRADESH	1	1	1	1
GOVT. OF ODISHA	2	2	2	2
GOVT. OF PUNJAB	2	2	2	2
GOVT. OF RAJASTHAN	1	2	1	2
GOVT.OF TAMILNADU	1	1	1	1
GOVT. OF UTTARAKHAND	4	13	2	7
GOVT. OF UTTAR PRADESH	8	60	7	52
GOVT. OF WEST BENGAL	6	32	6	32
TOTAL	**217***	**521**	**117****	**332**

* However, a total of only 201 cases are pending for prosecution sanction, as 16 cases are common to more than one Ministry/State Govt etc.

** However, a total of only 108 cases are pending for prosecution sanction, as 09 cases are common to more than one Ministry/State Govt etc.

6.22 The Commission regularly reminds the authorities concerned in the Central Govt. Departments and organisations to expedite decision in cases pending for sanction for prosecution beyond the mandatory time limit given in PC Act, 1988.

6.23 The Commission has also emphasized on the need for the competent authorities to decide upon the grant or denial of prosecution sanction by issue of appropriately worded speaking orders. In case of difference of opinion between the competent authorities in the Ministries / Departments / Organizations and CBI / other investigating agencies, where the latter have, after investigation sought sanction for prosecution of public servants, the Commission resolves such matters of difference of opinion on the basis of available documents / materials and after

taking into consideration, the tentative views of the competent authorities of the concerned Ministries / Departments / Organizations concerned, in accordance with Commission's Circular No. 05/03/15 dated 16.04.2015.

6.24 The Commission has also taken note that as on 31.12.2025, 72 references involving 172 officers were pending with different organisations for previous approval sought by CBI under Section 17 A of the PC Act, 1988 (as amended in 2018), for conducting investigation. The Commission, on its part advises the authorities concerned on regular basis, for prompt disposal of requests for conducting investigation, as received by them from CBI.

PENDING CASES AGAINST OFFICERS/OFFICIALS OF CBI

6.25 As on 31.12.2025, 21 departmental cases against Group 'A' officers and 13 cases against Group 'B' and 'C' officials of CBI were pending at various stages.

Table 6.10 : Departmental Action Against CBI Personnel Pending as on 31.12.2025 - Group "A"

Total pending	Less than 1 year	More than 1 year	More than 2 years	More than 3 years	More than 4 years
21	3	0	7	4	7

Table 6.11 : Breakup of the total pending cases

Status	Cases
Pending with DoPT for final orders	15
Enquiry in progress at various stages	6
Total	**21**

Table 6.12 : Departmental Action Against CBI Personnel – Group "B and C"

Total pending	Less than 1 year	More than 1 year	More than 2 years	More than 3 years	More than 4 years
13	10	1	1	0	1

Table 6.13 : Breakup of the total pending cases :

Status	Cases
Pending with DoPT for final orders	1
Enquiry in progress at various stages	12
Total	**13**

MANPOWER

6.26 The total sanctioned strength of CBI as on December 31, 2025 was 7300, against which 6212 officials were in positions. 1088 posts were lying vacant. The details of vacancy position are given in Table 6.14.

Table 6.14: Overall Vacancy Position of CBI as on 31.12.2025

Designation of posts	Sanctioned Strength	Actual Strength	Vacancy
Executive Ranks	5049	4377	672
Law Officers	378	328	50
Technical Officers	119	77	42
Ministerial Staff	1732	1416	316
Canteen Staff	22	14	8
GRAND TOTAL	**7300**	**6212**	**1088**

MONTHLY REVIEW MEETINGS WITH DIRECTOR CBI AND REVIEW OF SPECIFIC CASES

6.27 The Commission holds monthly meetings with Director, CBI to review the progress and pendency of cases registered under PC Act,1988, which are under investigation and / or under trial. The reasons for delay in investigations/ inquiry are discussed and the expected date for completion of investigation/ inquiry is also obtained from CBI authorities. Sanction for prosecution requests made under PC Act,1988 and pending for decision of the competent authorities are also reviewed. Subsequently, the Commission takes up the issue with authorities concerned for expediting decision within the stipulated time limit, as per directions of Hon'ble Supreme Court and as given in the PC Act, 1988 (as amended in 2018).

6.28 Other issues of concern are also discussed during the monthly review meetings with Director, CBI, with a view to find solution to clear bottlenecks in conducting investigation / inquiry and to exchange ideas about other relevant issues. Details of certain pending cases, as specifically included in the agenda are also discussed. The Commission may also invite suitably senior officers from CBI to discuss specific cases wherein the Commission, on examination of the reports of CBI, identifies certain shortcomings.

APPOINTMENT FOR CERTAIN POSTS IN CBI

6.29 Section 26 of CVC Act, 2003 read with Section 4C of Delhi Special Police Establishment Act, 1946 provides for a Committee to recommend officers for appointment to the posts of the level of Superintendent of Police and above (except Director) and also recommend the extension or curtailment of the tenure of such officers in the Delhi Special Police Establishment after consulting the Director, CBI. The Committee functions under the chairmanship of the Central Vigilance Commissioner with the Vigilance Commissioners, Secretary, Ministry of Home Affairs in the Government of India and Secretary, Department of Personnel and Training in the Government of India as Members. The aforesaid Selection Committee made their recommendations to the Central Government in respect of various appointments, proposals for extension of tenure, etc.

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Training programme for CVOs at IIM, Vishakhapatnam on Public Procurement

Training programme on Preventive Forensics for CVOs and Vigilance Officers at NFSU

Training Programme for CVOs in Central Vigilance Commission

Outreach Activities during VAW 2025

CHAPTER 7

PREVENTIVE VIGILANCE AND SYSTEMIC IMPROVEMENTS

BACKGROUND

7.1 The main aim of preventive vigilance is to establish a system of governance, by which the scope of indulging in inappropriate activities is eliminated or reduced to the minimum extent possible. Effective Preventive Vigilance measures include identification and plugging vulnerable areas through systemic improvements and structural remedies. These measures fulfill the dual objective of pre−empting corrupt practices and misconducts as well as further enhancing organizational efficiency. Standardization, automation, leveraging technology, reducing discretion and human interface, simplification of rules and procedures, transparency, accountability, training and awareness are important tools of preventive vigilance.

7.2 The report of Santhanam Committee recognized the importance of preventive vigilance in reducing or eliminating corruption. The Committee observed that unless planned preventive measures are implemented in a sustained and effective manner, corruption cannot be eliminated or even reduced significantly. The main effort for checking corruption must come from within the organisation and it is vital to have a continuous watch on sensitive areas rather than merely acting after occurrence of an irregularity.

7.3 The Commission has identified the following broad areas, which need special attention while implementing preventive vigilance measures:−

- ❖ Allocation of resources like rights, lease, licenses, loans, etc.
- ❖ Public procurement and management of contracts,
- ❖ Auction/sale of Goods, Public Assets etc.
- ❖ Recruitment, promotion, transfer and posting,

- ❖ Delivery of public services,
- ❖ Social welfare schemes,
- ❖ Determination of tax liabilities,
- ❖ Misappropriation of public assets.

COMMISSION'S INITIATIVES IN AREA OF PREVENTIVE VIGILANCE

7.4 As a precursor to Vigilance Awareness Week 2025, the Commission had launched a three−month campaign in five areas focusing on preventive vigilance and capacity building measures to be taken by all the Ministries/Departments/ Organizations. These five focus areas were as follows:−

- ❖ Disposal of pending Complaints
- ❖ Disposal of Pending Cases
- ❖ Capacity Building Programmes;
- ❖ Asset Management;
- ❖ Digital Initiatives.

7.5 These initiatives have developed an awareness among the organizations in the field of preventive vigilance. A large number of organizations had actively participated and took significant action in these preventive vigilance focus areas.

7.6 There is a scope of implementing preventive vigilance measures in almost all operational areas of an organization. Preventive vigilance measures can broadly be categorized as the following:−

Simplification and Standardization of Rules

Simplification and standardization of rules and procedures facilitates elimination of discretion and arbitrariness and helps to reduce corruption. Identifying areas involving exercise of discretion which are not properly regulated by clear guidelines, as well as a complete review of existing rules and regulations needs to be undertaken to promote clarity and accountability. Similarly, simplification and standardization of forms/applications also reduces scope for corruption.

Leveraging Technology and Automation

Experience suggests that technology plays an enabling and effective role in fighting corruption. E−procurements, E−payments, use of websites for dissemination of information and creating awareness, use of CCTV in places of public dealing, use of Global Positioning System (GPS) enabled devices/Radio Frequency Identification (RFIDs), computer assisted audit techniques for detecting frauds are some of the examples as to how technology provides considerable strength to the system of preventive vigilance. Automation reduces interface/interaction between public officials and the common public. It also removes a monopoly on delivery of services and reduces personal discretion of the concerned officials.

Business Process Re-engineering (BPR)

BPR is very important as it helps the organisations rethink how they fulfil their core objectives, and in the process, encourages a full−scale re−creation of processes for fulfilling the objectives of the organisation. Existing processes may be re−engineered to prevent revenue leakage as well.

Transparency

Transparency removes asymmetry of information between the public and public officials and thus in turn reduces corruption. For example, the website of every Department/Organisation should contain its rules and regulations, process details and procedures, contact details of concerned officials and all other information useful for common public/customers.

Accountability

It is very difficult to take punitive action due to lack of accountability. A system with clear accountability and assigned responsibility at each level is necessary not only for smooth functioning but also for ensuring timely and effective punitive action in case of misconduct.

Control and Supervision

Regular and routine inspections, surprise inspections, audit and reviews keep a check on aberrant and corrupt behaviour.

Early Detection of Misconducts

Early detection of misconduct, apart from bringing to light the deficiencies of the system, will also enable recouping of losses wherever possible and facilitate prevention of further damage and financial loss.

Time-Bound and Effective Punitive Action

Punitive action within a short period of occurrence of the misconduct and finalization of such cases in a time−bound manner resulting in award of exemplary and adequate punishment, deters others from committing such misconduct in future. At the same time, any prolonged delay in awarding punishment to wrong doers sends negative signal to other people in the organisation who are working as per norms and following systems and procedures.

Training and Awareness

Capacity building and sensitization at all levels and across all functional areas is important. Public officials should be made aware of their duties and responsibilities, code of conduct, rules and regulations, etc., through regular training and awareness programs. Knowledge sharing initiatives such as publishing/circulating information relating to areas where fraud/misconduct has been detected and sharing information on best practices are other effective awareness generation methods for better preventive vigilance.

Conducive Work Environment

Conducive work environment may include drawing up lists of sensitive posts, implementing a rotational transfer policy for sensitive posts, identification of persons of doubtful integrity and keeping them away from sensitive posts/ public dealing. It would be necessary also to create an environment that promotes ethical behaviour. Protection to Whistle Blowers must be ensured in order to bring to light cases of corruption. Non−provision of adequate infrastructural facilities such as accommodation, conveyance, utilities, etc. also induces corruption.

Awareness Among Public

If public is made aware of their rights and also of rules and regulations, then they may be able to resist unfair treatment and arbitrary exercise of power by public

officials. Public organizations should prominently display information relevant/ useful to the common public on their office notice board/website.

Inculcating Ethical Behaviour

Inculcating ethical behavior among employees and public, particularly the younger generation is an important tool of preventive vigilance. Vigilance Awareness Week (VAW), observed every year intends to create such public awareness. This opportunity is utilized by all CVOs/Organisations to create awareness among public as well as among their own officials regarding the need to uphold correct values.

Whistle Blower Mechanism

As a method of identifying corrupt practices and as a means to achieve improvement of systems within an organisation, the Commission encourages the concerned organisations to establish Whistle Blower mechanisms in accordance with the provisions of applicable rules/guidelines such Companies Act/RBI Guidelines and SEBI Guidelines.

7.7 The Central Vigilance Commission has been emphasizing preventive vigilance measures to tackle areas susceptible to corruption, which has led to various successful initiatives undertaken by Govt. organizations including Ministries/ Departments, Central Public Sector Enterprises (CPSEs), Public Sector Banks (PSBs), Public Sector Insurance Companies (PSICs) and other Financial Institutions (FIs) to enhance good governance. The Commission has proactively taken forward the agenda of preventive vigilance. Some of the significant initiatives taken in this direction include the following measures:−

Workshop on AI and Emerging Technologies for Ethical Governance

With a view to synergize the efforts of all the stakeholders in preventing frauds/ cyber frauds in financial sectors and leveraging the technology for increasing transparency in governance, the Commission organized one day work shop on Artificial Intelligence(AI) and Emerging Technologies on Ethical Governance on 31st October, 2025. The objective was to explore how emerging technologies – especially AI & ML can be integrated into the vigilance architecture to strengthen efficiency, transparency & ethical governance. The event brought together the

Chief Vigilance Officer, Chief Technical Officer, Senior Officials from Central Ministries, PSUs and Leading Experts from the Technology & Innovation System.

The workshop began with contextual remarks on the transition of vigilance of India from its early punitive phase to preventive and participative approach, and now towards a predictive model supported by digital tools. Speakers emphasized that technological advancements are reshaping governance systems globally and that AI, with its capacity to process large datasets, detect patterns, and forecast risks, has significant potential to reinforce the integrity framework of public institutions. At the same time, there was consensus that technology must be applied responsibly, with safeguards to protect privacy and ensure fairness and accountability.

The workshop was organized in two sessions. Session-I focused on the evolution of AI, emerging technologies, and the way forward. Session-II comprised a panel discussion on the application of AI for improving operational efficiency and preventive vigilance.

In panel discussion, leaders from banking, digital payments, energy, automotive, railways and technology discussed how AI, GenAI and Small Language Models (SLMs) are transforming efficiency, customer experience and preventive vigilance across India's largest institutions. SBI highlighted AI use cases, a patented high-risk branch detection model, and strong governance anchored in its Responsible AI Framework. National Payments Corporation of India (NPCI) showcased SLM-based dispute resolution, real-time fraud analytics and the need for velocity-driven vigilance in high-volume payments. Mahindra Group demonstrated enterprise-wise GenAI adoption-from email triage and diagnostics to connected-vehicle analytics-along with its ERS (Ethics-Responsibility-Security) approach. IOCL emphasized predictive maintenance, pipeline surveillance and the importance of building a unified data lake to scale AI responsibly. IRCTC illustrated AI success at national scale with multilingual IVR system, bot detection, fraud mitigation and intelligent ticketing. IBM underscored the need to "Eliminate, Simplify, Automate" before deploying AI, and stressed governance, lifecycle management and quantum-AI convergence as the next frontier.

Dissemination of Good Practices

For dissemination of good practices adopted by organisations in the area of

preventive vigilance, the Commission has published a booklet on preventive vigilance initiatives taken by different organizations during the year 2025.

Inculcating Ethical Behaviour Among Employees and the Public

The Commission's Vigilance Awareness Week (VAW) activities are a significant step for awareness generation among all stake holders, particularly the students and youth through outreach activities. The Commission has propagated that all organizations must send their officers and staff during the induction and mid–career training for exposure to the good practices adopted in organizations.

Training, Capacity Building, Skill Upgradation and Awareness

The Commission has been training the CVOs/ Dy. CVOs as well as management of the departments/ organisations through customized programmes conducted at reputed training institutions. The Commission has also organized nationwide training programmes for Inquiry Officers and Presenting Officers to build their capacity to handle departmental inquiries in a timely and professional manner.

The Commission believes that preventive vigilance is a continuous process and there should be a culture and environment developed in organisations to nurture it. Accordingly, the Commission has advised the centralized training institutes as well as the PSUs and Public Sector Banks/ Financial Institutions to include modules on preventive vigilance in their induction training programmes for young officers and officers attending mid–career training courses.

Review of Preventive Vigilance Initiatives by Organisations

During the Review meetings/Annual Sectoral Review meetings with the Ministries/ Departments/Organisations in 2025, the Commission has been reviewing initiatives taken by various organisations for effective preventive vigilance. This is also reviewed through the CVO's Quarterly Performance Reports.

Scrutiny of Audit Reports by Chief Vigilance Officers (CVOs)

The Commission has been reiterating that the audit reports (internal audit, statutory audit and C&AG audit) should be thoroughly examined by the CVOs to identify audit observations that have a vigilance angle for timely

action. Information about same is to be furnished by CVOs in their Quarterly Performance Reports during each quarter to the Commission. During the Annual Sectoral Review meetings, the Commission reviews the status of scrutiny of audit reports with the CVOs.

Continuous Revision of Manuals

The Commission has been advising the CVOs to ensure that the organisations have prepared Manuals on important areas of their functioning such as contracts, procurements, recruitment etc. and that these are updated and conform to guidelines of CVC as well as their respective Ministries. Additionally, the CVOs have been advised to identify which Manuals are needed and which are available in the organisation. The Commission has desired that these Manuals may be available on the concerned organisation's website.

Continuous Revision of Processes

The Commission has been advising the CVOs to carry out regular review of various processes and systems with a view to dovetail the systems with the latest available technology, and to generate exception reports on the use of discretionary powers with the help of these systems.

Asset Registers

Given that the public sector organisations/departments control a large inventory of assets, there is a need for better asset management. The Commission has advised organisations to prepare Asset Registers in digital form after taking stock of all their assets.

Systemic Improvements

Systemic Improvement in an organisation as part of preventive vigilance strategy, causes a change, which not only alters a fundamental system/process being followed till now, but also improves the efficaciousness of the whole organization.

SYSTEMIC IMPROVEMENTS SUGGESTED BY THE COMMISSION

7.8 The Commission has suggested several systemic improvements in the year 2025, some of them are mentioned in the succeeding paragraphs.

Ministry of Railways

7.9 Various contractors had not installed weigh batching plant with computerized control, which produces RMC (Ready Mix Concrete), for concrete work to maintain consistent quality of concrete. As per the contract conditions recovery of 10% (for not installing weigh batching plant) from the bills, was required to be done, which was not done by the officials, causing loss to Railways. Accordingly, departmental action were taken against various erring officials across various zones. In order to avoid recurrence of such instances, instructions have been issued to executives to check the weigh batching slips before passing the bills. Also, records shall be maintained in e-office and routed along with the bills, thus ensuring proper trail is maintained for future checks/reviews. All issues pertaining to RMC use, its rates, weigh batching plant have been settled now in Indian Railways by aligning it with the Delhi Schedule of Rates (DSR) issued by Central Public Works Division (CPWD).

7.10 Instances came to the notice of the Commission regarding harassment of the contractors by some officials by way of withholding payments for contractor's work. The Commission advised to conduct a review of the systemic checks and enhance effectiveness to prevent misallocation of funds and utilities within the system and detect such irregularities. A Digital system of IR-Works Contract Management system has been implemented across Indian Railways to bring about accountability and keep trail of bills and ensure real-time monitoring.

7.11 In a case, it was observed that the employee claimed House Rent Allowance (HRA) while staying in Officers Rest House (ORH) in violation of extant guidelines. The Commission had advised following systemic improvements:

(i) Every month allotting authority will necessarily submit particulars of ORH booking to the concerned Principal Financial Advisor/Sr. Divisional Financial Manager/Workshop Accounts Officer (PFA/Sr. DFM/WAO) and pay bill unit.

(ii) In case of transfer, the officer concerned will submit complete biodata after ten days and within 15 days to the concerned department clearly indicating schedule of stay in ORH so that deduction in HRA, if any could be ensured by the officers concerned.

(iii) Request in writing is required from the officer concerned regarding grant/ stoppage of allowance.

(iv) Upon transfer, pay of officers will only be fixed after submitting form issued by General Manager (Personnel) (GM/P).

(v) Biodata of all the officers should be available in the Office of General Manager (Personnel) (GM/P).

(vi) PRAVAS Portal could be linked with Integrated Payroll and Accounting System (IPAS) and Human Resource Management System (HRMS) so that irregularities in payment of HRA for staying in ORH for more than ten days could be avoided.

The instructions/system improvement regarding furnishing of the information of the stay of the officer in ORH to the concerned department for recovery of HRA, has been issued by North Central Railway (NCR).

7.12 On irregularities detected in procurement and supply of Bedroll items in various tenders of South-Central Railways (SCR), Railway Board was advised to issue suitable instruction on the following:

a) Post Contract Modification for change in Inspection Agency by Zonal Railways in GeM purchases and Indian Railways E-Procurement System (IREPS) purchases.

(b) Post Contract Modification for change in description or relaxation in PO specification parameters by Zonal Railways in GeM purchases and IREPS purchases.

The above instruction has been implemented by Railway Board vide letter No.2022/RS(G)/779/8, dated 04.01.2023.

7.13 A complaint was received alleging that in Zonal tenders it was claimed 63% indigenization despite the fact that 43% indigenization has been done so far by the firm. It was also alleged that firm has deliberately submitted false declaration for getting tenders. System improvement seeking submission (by the firm) of component/card-wise indigenization plan, indicating the value of each component as a percentage of the total product value on a notarized

affidavit by the Original Equipment Manufacturer (OEM) at the time of initial vendor registration. The number of items proposed for indigenization should be clearly specified in the Quality Assurance Plan (QAP). Functional testing of the components/cards will enable accurate assessment of indigenization levels and avoid ambiguity arising from vendor declarations. Instructions have been issued by Railway Board for implementing system improvement.

7.14 Complaint was received alleging irregularities in giving awards to ticket checking staff and assignment of their duties in train. Following improvements were suggested, which have been implemented by Railways:

(i) To prevent error/mischief in selecting the employee for reward recommendation, a provision is made to re-check the details by another deputed official before submitting to competent authority.

(ii) As per Railway Board's letter No. 2010/TG-V/10/committee dated 15.12.2010 the deployment of ticket checking staff (in % of staff strength) in squads has been fixed, which is to be strictly followed by all the Zonal Railways. It is to be checked periodically.

(iii) Duty roster should be adhered properly. In case of some exigency for some mutual change, it should be with the approval of Competent Authority and written records in this regard should be maintained and checked periodically at divisional level to ensure rotation (train wise and section wise both).

7.15 During vigilance checks, several cases of TTEs absconding from duty were detected. Additionally, multiple complaints were received regarding the signing of attendance registers by some ticket-checking staff without actually performing their duty and irregular sign-on/off in the TTE Lobby Application due to the sharing of user IDs and passwords with fellow staff.

Following Systemic Improvements have been implemented:

(i) Provision of signing on/off by ticket checking staff through a Biometric System.

(ii) Integration of the TTE Lobby Application with the e-Pramaan application for Aadhaar - based biometric authentication.

Bharat Sanchar Nigam Ltd. (BSNL)

7.16 It was observed that penalties of lakhs of Rupees are waived against rules and benefitting the Telecom Infra Providers (TIPs) in BSNL.

It was advised that invoices of TIPs generated in FMS (Franchisee Management System) should contain Service Level Agreement (SLA) penalties to be levied on the respective TIPs, as per the penalty clause of the Tender agreement for all the TIPs. Additionally, there should be mechanism in FMS (Franchisee Management System) to differentiate the faults which are due to TIP. The advice has been implemented.

Steel Authority of India Ltd (SAIL)

7.17 In a case of allotment of multiple quarters to an employee and reported misuse of common land located in front of employees' residences for pecuniary gains, following improvements have been implemented based on the Commission's recommendations:

(i) An online system to monitor the quarter allotment process and track possession status at BSP Township, enabling easy detection of multiple occupancy or subletting.

(ii) The existing 'Subject to Vacation Scheme' has been strengthened to verify the actual occupant of each quarter before processing new allotment requests. Physical inspections are also conducted during the issuance of vacation and occupation reports to ensure accurate allotment and prevent multiple occupancy or subletting.

(iii) The rate of penal rent charged to employees who do not surrender their previously allotted quarter upon occupying a new one has been proposed to be enhanced in line with market rates, which will prevent subletting.

Ministry of Education

7.18 In a tender relating to engagement of security guards in one IIM, some lapses regarding contradictions in mentioned terms & conditions and marking scheme in Technical Evaluation Criterion were observed.

Instructions have been issued by Ministry that the Technical Evaluation Criterion should be in line with conditions indicated in tender documents under Terms and Conditions as well as their requirements.

The estimates should be prepared as elaborated in clause 9.9.2 of DoE's Manual for Procurement of Consultancy & Other Services (Updated June 2022) and working sheet for the estimates should be available in the file of the case.

The Eligibility Criteria (Annual Turnover) to be fixed judiciously as it has the potential of getting misused or being applied without considering the restrictive nature of competition. It should be relevant to the quality requirements, and neither be very stringent nor very lax in restricting/facilitating the entry of bidders. The criteria should be clear, unambiguous, exhaustive, and yet specific. Also, there should be fair competition.

Bhart Petroleum Corporation Ltd. (BPCL)

7.19 In a case of extension of credit to a Gramin distributor in violation of BPCL's prevailing credit policy, CVC advised BPCL to establish a robust system based escalation matrix defining clear thresholds beyond which no credit may be permitted. Revised credit limit policy for LPG Distributors, Business associates and Direct customers had been devised. A detailed Directive outlining the monitoring mechanism has been issued by the Business Head (LPG) to all concerned stakeholders. Since the implementation of the revised controls, no further instances of uncontrolled credit being extended to LPG distributors have been detected. The strengthened monitoring mechanisms and compliance checks have ensured better oversight of distributor transactions. Overall, the process has become more transparent and aligned with prescribed financial discipline

7.20 In a case relating to unauthorised reconstitution of dealership by inducting undisclosed partner, the Commission recommended strengthening verification and documentation controls. Dealerships should be mandated to submit all D-Infomat documents annually, with compulsory officer-level review and approval. Additionally, at the time of Dispensing Pump Selling Licence (DPSL) renewal, key documents—including partnership deeds, bank certificates, Aadhaar cards, income tax returns, balance sheets, and CA certificates—must

be reverified to ensure that any ownership or structural changes are formally disclosed and assessed in compliance with BPCL guidelines. Implementation of the revised processes has already commenced across the relevant operational areas. Mandatory annual verification and enhanced due diligence protocols during DPSL renewal are now systematically flagging undisclosed ownership or structural changes. These controls, embedded within automated workflows and audit trails, have reduced guideline deviations, improved data integrity, and minimized disputes arising from concealed partnerships.

Mangalore Refinery and Petrochemicals Ltd. (MRPL)

7.21 In a case relating to non-release of statutory dues like Employee State Insurance (ESI) and Provident Fund (PF) etc. to the workers by vendor supplying manpower, it has been mandated that all contractors shall submit original bank statements issued as the sole acceptable proof of payment made to their workers. These bank statements must be duly stamped and signed by the bank authorities to ensure authenticity. The implementation of this policy has effectively eliminated the submission of fraudulent documents by contractors. This has been ensured that workers receive their rightful payments, maintained the integrity of the payment system, and fostered a more ethical and transparent working environment for all stakeholders.

7.22 In another case pertaining to detection of high ash content in Polypropylene (PP) Bags and poor quality verification by the officials, Standard Operating Procedure (SOP) for handling empty bags has been strengthened by incorporating mandatory sampling and inspection of each consignment at the PP warehouse in accordance with BIS 16703 procedures. Further, it was mandated that ash content testing be conducted for every consignment both at the MRPL laboratory and independently at Central Institute of Petrochemical Engineering & Technology (CIPET) laboratory. Acceptance of material is now subject to test results meeting contractual specification, ensuring compliance with prescribed quality standards.

Pawan Hans Helicopter

7.23 In a case relating to renewal of insurance of helicopters in favour of existing insurance company to avoiding fresh tendering process, the Commission recommended following Systemic Improvements: -

(i) Before any decision having major financial implications like Insurance, an exercise to conduct elaborate market survey should be undertaken more so when awarding tender on nomination basis to ascertain rate reasonability as per Rule 194 of GFR 2017.

(ii) Proposal having financial implications should be intimated well in advance, enabling completion of exercise like market survey/ tender process within the stipulated time.

(iii) To have fairness and transparency in the procurement process, method of open tender should be adopted, in general and tendering through nomination process should only be exercised on emergent/exception circumstances as per Rule 194 of GFR 2017.

(iv) Prepare a detailed SOP/guidelines for awarding contracts on nomination basis keeping in mind the rules/guidelines of CVC and current GFR. Accordingly, a suitable amendment in DoP may be made under Section VI, Clause 27 and 28 wherein powers for approval of insurance are with CMD, PHL but the route to be taken i.e. tendering or renewal/nomination basis is not mentioned there.

Canara Bank

7.24 In a vigilance case it was observed that in respect of a Housing loan application which was rejected by one of the Retail Asset Hub (RAH) of the Bank on valid grounds, was considered for sanction at another RAH of the Bank. Subsequently, the said Housing Loan account slipped to NPA and an investigation conducted revealed several irregularities in sanction of the housing loan. The Retail Assets Hubs have been provided the menu for application received/sanctioned/rejected and suitable alert get generated linking to PAN/Aadhaar, if same application is received at other RAH anywhere in India. The functionality aids in alerting the RAHs of the Bank in eliminating ineligible borrowers who were already rejected by the other RAHs on valid grounds.

Indian Bank

7.25 Bank is having specialized loan processing centres for processing Retail and MSME loan named as Retail and MSME loan processing centers (RMPC). In one of the cases involving officials at RMPC, while seeking First Stage Advice

(FSA) from the Central Vigilance Commission, it was pointed out by Commission that in such loan processing centers, similar lapses were attributed to officials working at different levels/ positions. It was also advised by the Commission that this issue is because of lack of role clarity and non-issuance of office order about the role of each official in the hierarchy at RMPC. On the basis of the CVC's observations, the specific roles and responsibilities of each officer as per their hierarchy working in loan processing centres have been clearly defined and uploaded to the Bank's KRA Portal. In addition to that, letters have been issued to all RMPC/ Zonal Managers for issuance of office order to RMPC staff with clear allocation of roles like processing officers, committee members, quorum and composition of the committee etc.

Punjab National Bank

7.26 In a case of tender, turnover criteria was observed to be on the higher side. It was recommended by the Commission that eligibility criteria should be realistic to increase the participation of the bidders. Further, turnover criteria should seek average turnover for the period instead of turnover for each year. Also, financial standing figures that are sought in the Request for Proposal (RFP) should be such that they can be directly verified from financial documents such as audited balance sheet etc. The guidelines have been incorporated in Bank's Procurement Policy, which was placed before Board for final approval before publication. The Policy has since been circulated after receipt of Board approval.

SYSTEMIC IMPROVEMENTS IMPLEMENTED BY THE ORGANIZATIONS

7.27 Organisations have implemented various systemic improvements in the year 2025. Some of the systemic improvements are mentioned below:

Chennai Port Authority

7.28 Following issues were observed during scrutiny of files in the CTE Type inspection carried out by the Vigilance Department of the Chennai Port Authority (ChPA):

(i) The department had not followed the timeline for invitation of Budgetary Quotes and Estimate preparation as per the Manual of Procurement of Goods.

(ii) The department had not verified the documents submitted by the bidders towards Eligibility / Pre-qualification criteria mentioned in the tender.

(iii) The department had provided tender clauses which were not relevant to the subject tender.

(iv) There was delay to initiate the subject tender, even after instructions of Chairperson for the subject tender during the review meeting.

(v) The condition/ clause towards timeline for execution of agreement to be reckoned from a particular period mentioned in the work order was different from that provided in the tender document.

The Mechanical & Electrical Engineering Department has implemented the following system improvements as suggested by Vigilance Department of ChPA:

(i) Adherence to timelines for inviting budgetary quotes and due diligence while preparing estimates as per the Chennai Port Authority Procurement Manual.

(ii) Verification of pre-qualification documents submitted by the bidders to ensure proper selection of technically qualified bidders.

(iii) Careful preparation of tender documents, ensuring inclusion of all relevant clauses and removal of clauses not relevant to the nature of the work.

(iv) Periodic review of progress on the action points arising from inspections, review meetings, etc.

(v) Uniform incorporation of required agreement clauses in both tender documents and work orders to eliminate ambiguity and avoid delays in execution, in line with the provisions of the Chennai Port Authority Manual for Procurement of Works.

The implementation of these systemic improvements has resulted in the standardization of bid documents, incorporation of clear and unambiguous conditions, and minimization of lapses and irregularities in contract management.

Ministry of Railways

7.29 The Freight Operations Information System (FOIS) is a comprehensive IT application developed by Centre for Railway Information Systems (CRIS) to manage, track and monitor freight train operations, including wagons, locomotives and units in

real time. Generally data pertaining to train/rake placement, rake release time and good removal time are entered in the module for the purpose of calculation of wharfage charges (penalty fees levied on cargo or parcels left in railway premises beyond free time).

FOIS module consists of Rake Management System (RMS) for operational tracking and Terminal Management System (TMS) for handling/billing and invoicing. FOIS system is operational all over Indian Railways since 2001 but there was some anomaly over South Central Railway (SCR) which was detected by Railway Board Vigilance. FOIS system found to be functional without any error except South Central Railway.

During preventive check in South Central Railway by Railway Board Vigilance, this FOIS module was found to be erroneously auto-fetching the recorded unloading time(release time) and showing the same as the removal time (from railway premises) and due to the reason wharfage charges were not calculated or calculated as zero.

In order to address the issue, systemic improvement was undertaken with the help of CRIS and auto fetching system was corrected in FOIS. After correction in the system, substantial revenue amounting to Rs.3.07 crores was generated by the Railways in six months (February 2025 to July 2025) only from one goods shed of Secunderabad Division while in the corresponding period of the same goods shed (February 2024 to July 2024), revenue was generated Rs.36,000/- only. Similar rectification was taken in 23 other goods shed of South Central Railway.

7.30 During a Vigilance review meeting with IRCTC officials, concerns were raised about suspicious User IDs and use of unauthorized software, which gave users an unfair advantage in TATKAL and Advance Reservation Period (ARP) bookings.

As a systemic improvement measure, Railway Board has implemented Aadhaar authentication for TATKAL ticket bookings.

7.31 To obtain certificate of deposition of the amount in the PF account of workers employed by all agencies. As per General Conditions of Contract (GCC), contractor is to abide by the provisions of various labour laws in terms of above clause 54, 55, 55-A and 55-B of the Standard GCC. In order to ensure the same, an

application has been developed and hosted on website 'www.shramikkalyan.indianrailways.gov.in'. Contractor shall register his firm/company etc. and upload requisite details of labour and their payment in this portal. These details shall be available in public domain.

7.32 To assign 100% checks at the level of Asstt. Executive Engineer /Executive Engineer (AXEN/XEN) on unverifiable works at a later stage such as involving foundations of bridges/buildings, initial levels of earthwork in formation/cutting of track works and ballast procurement etc., following is inserted in Indian Railway Establishment Code (IREC), vide Advanced Correction Slip, 2024:-

1316. On construction projects and special works, Sub-Overseer Mistries cannot record measurements. Inspector of Works and Permanent Way inspectors cannot record measurements for the supply of ballast, pitching stones and earth work. For all other works, Inspectors of Works and Permanent Way Inspectors in Grade I & II can record measurements upto a value of Rupees One lakh, subject to a 20 per cent test check by the Assistant Engineer. Measurement of ballast and pitching stones, classification of ballast and measurement for earth work will be done by the Assistant Engineer.

1316A (Applicable for contracts wherein the measurement of work by contractor is permitted): Para 1316 of Engineering Code shall not be applicable for these contracts. For such contracts, contractor shall be responsible for carrying out measurements of work executed and recording of measurements for the release of final payment.

7.33 Following Systemic improvements have been implemented in bidding and contract process in Railways:

(i) Introduction of submission of self-certified undertaking/owning responsibility of statements/documents by Bidders in Indian Railway Standard (IRS) Conditions of Contracts.

(ii) During a Preventive Check, it was observed that an officer of the User department approved an alternate material other than that specified in the contract specifications on firm's request and directly communicated this approval to the firm. It has been advised that when any alternate material

is found to be suitable and its use is intended to be permitted against a contract, the drawing and specifications should be suitably modified to incorporate the alternate material also for future procurement.

(iii) For authentication of login in GeM portal by an authorized buyer, after entry of user ID, Password and Captcha, a system of sending OTP to the registered mobile number of buyer should be introduced before access to the GeM Portal. After logging in the GeM portal, mandatory mapping of Digital Signature Certificate (DSC) to the specific Buyer/User for all transactions should be implemented for authentication and security.

Steel Authority of India Limited (SAIL)

7.34 Supply of inferior quality of Ferro-Alloys was observed at Bokaro Steel Plant. For proper installation and usage of auto samplers for Ferro Alloys and for improvement in analysis of Carbon and Sulphur in Ferro Alloys following systemic measures have been implemented at Bokaro Steel Plant (BSP):

(i) Random number generation through SAP for sampling of materials at BSL Stores to Improve sample drawing process and reduce human intervention as is being done at BSP.

(ii) Study on sampling & testing of Ferro Alloys and some surprise checks.

(iii) Procurement of Auto-Sampler with mechanized sieving facility at BSL for mechanized physical analysis and sample collection for chemical analysis.

(iv) Speedy procurement of C&S analyser for adhering PO terms for analysis of Carbon and Sulphur at BSL.

(v) To explore possibility of linking XRF/C&S analysis data directly to ERP.

7.35 In a mining outsourcing contract, contractor had not deployed equipment in accordance with contract requirements at Rourkela Steel Plant (RSP). Also, the contract provisions in respect to equipment deployment were lax. Following systemic improvements to avoid ambiguity and ensure compliance with contract terms in future cases have been implemented:

a) Notice Inviting Tender (NIT) documents of excavation mining contracts of

ROM/IB should clearly specify the type of equipment required, including detailed technical specifications such as: Type of mounting (e.g., track chain or tyre-mounted), Power source (e.g., diesel or electric), Functional requirements and operational constraints.

b) Standardized Contract Clauses in the Special Conditions of Contract (SCC) stating that any equipment deviation without prior approval will be treated as a breach of contract, with associated penalties.

Nuclear Power Corporation of India Limited (NPCIL)

7.36 In NPCIL, it was observed that contractors often submitted 'letters to banks' as proof of wage payment instead of providing evidence of actual transfer to workers' accounts. Bonus payments were also inconsistent, being paid monthly, quarterly, or yearly.

To ensure statutory compliance, it is now mandatory for contractors to submit system-generated bank transaction statements, duly certified by the bank, confirming that wages have been transferred to individual workers' accounts. Additionally, existing bonus payment practices have been reviewed, and uniform guidelines, including actions for non-compliance, have been issued to ensure consistent and statutory-compliant payment of wages, bonus, and other levies for contractual employees.

KIOCL Limited

7.37 It was observed that payment vouchers issued by the Finance often did not match the claimed amounts, as the specific details of deductions, such as deduction heads, rates, and amounts, were not indicated leading to confusion and multiple queries from vendors regarding the reasons and calculations of the deductions.

To enhance transparency, the SAP-ERP payment voucher module has been upgraded to capture and display all deductions, including head, percentage, and amount, directly on the vouchers, enabling vendors and officials to track deductions clearly and efficiently.

THDC India Limited

7.38 During inspections of works and service contracts, it was observed that certain

contractors were maintaining the number of employees on their rolls below the prescribed threshold for applicability of EPF/ESI provisions, thereby avoiding payment of EPF/ESI benefits to labourers.

Instructions have been issued mandating that all works and service contracts involving engagement of labour must explicitly include EPF and ESI provisions in the contract Terms & Conditions, and strict compliance be ensured by the employer/contractor. The systemic improvement circular implemented across all the sites/units of THDCIL. The implementation of this measure has strengthened statutory compliance and labour welfare safeguards within the organization.

It has reduced the risk of engagement of unregistered labour, minimized potential legal and financial liabilities on the organization, and enhanced accountability of contractors.

7.39 It was observed that in one project, while preparing the detailed estimate for construction of a township road, the executing department did not refer to the Design Department for technical vetting and issuance of approved drawings. Instead, the work was executed solely on the basis of tender drawings provided by the consultant.

It has been instructed that all proposals to be referred to the Design Department for technical scrutiny and issuance of drawings, considering the overall master plan and infrastructure planning of project locations and the Corporate Office.

It has been implemented across all the sites/units of THDCIL. This measure has improved technical control and planning discipline in infrastructure works. Design Department vetting ensures alignment with approved master plans, reduces the risk of deviation and strengthens coordination, quality assurance and overall accountability in execution.

Hindustan Aeronautics Limited (HAL)

7.40 Maintaining asset records manually was making the process cumbersome, time-consuming, and inefficient in terms of traceability and utilization. To address this, HAL has developed the Assets Information Management System (AIMS) for centralized and digital tracking of assets. The system integrates basic data from the ERP (IFS) database and enhances it through extended data fields capturing

details such as asset type, model, serial number, ownership, and status. The implementation has significantly improved transparency, traceability, and data integrity through structured storage and cross-referencing. As a result, assets can now be quickly located, efficiently allocated, and digitally transferred. It has also enabled better asset classification, accountability, Annual Maintenance Contract (AMC) management, and optimal utilization through informed decision-making across departments.

Securities and Exchange Board of India (SEBI)

7.41 During the Vigilance Awareness Week campaign, "Manthan", a survey-cum-sensitisation initiative was conducted covering employees across all grades in SEBI. An anonymous questionnaire comprising 30 thought-provoking questions was administered to encourage candid responses on ethical conduct, moral dilemmas, vigilance regulations etc. The initiative enabled identification of training needs, ethical concerns, and systemic improvement areas. It strengthened awareness and dialogue on integrity and transparency.

Power Grid Corporation of India Limited (PGCIL)

7.42 For addressing critical bottlenecks of construction projects by getting real time data, elimination of multiple data sources with reduction in manual work and reporting time, uniform MIS entry, real-time visibility of TL/SS progress, resources and supply status of construction works etc., an online portal PG-NIRMAN has been developed in PGCIL with features as follows:

(i) Dashboard for real time monitoring of physical progress of Transmission line & substations.

(ii) Automated creation of agenda for progress review.

(iii) System generated MIS Reports.

(iv) Unified data capture for ROW / front availability, manpower availability, supply status etc.

(v) Vendor Performance Assessment

(vi) Digital repository for field quality test results/reports

Implementation of this systemic measure has enhanced oversight for senior management through automated dashboards and strengthened the governance, transparency and efficiency in monitoring construction works.

7.43 Safety provisions have been revised including stricter deployment norms for requisite number of safety personnel (safety officer, supervisor, steward) based on number of workers deployed at site. Provision for monetary recoveries for non-deployment of safety personnel revised to weekly basis from earlier quarterly basis. First service bill to be processed only after approval of safety plan. Qualification and experience criteria of safety personnel predefined in bid document. The safety officer has to give mandatory induction job-specific training to the workmen/gangs deployed at site.

Also, enhancement in compensation amount and provision for imposition of penalties have been introduced, so that contractor shall take safety protocols very seriously. Safety Plan formats were overhauled with enhanced checklists, detailed methodology requirements and mandatory PPE/T&P compliance verification during construction work by POWERGRID regional safety officer.

The revised provisions significantly strengthen the safety compliance, enhance contractor accountability and reduce unsafe practices.

Ministry of Power

7.44 Ministry of Power while monitoring the disciplinary cases of below board level officers of CPSEs/ other organizations observed some deficiencies in reporting system such as non-submission of timely reports, additional manpower requirement, chances of gaps in reporting. To overcome the challenges, the Ministry with support of NTPC has developed a Vigilance Online Reporting System (VIG-ORS), which is a web based online reporting and monitoring system, for submitting reports by the CVOs of PSU under the Ministry, on Monthly, Quarterly and Yearly basis. Due to implementation of this systemic measure manpower requirement and chances of gaps in reporting has been reduced. Also, the organizations are timely notified regarding non-submission of reports.

Central Industrial Security Force (CISF)

7.45 Delay in completion of departmental enquiries due to difficulties of statement

of witnesses from one place to another, and non-availability of Inquiry Officers/ Presenting Officers owning to operational and temporary duty commitments, resulting in pendency of cases and prolonged disciplinary proceedings in CISF Units.

A System of time-bound departmental inquiries has been instituted with close monitoring through monthly progress reports received from Sector Headquarters. Standard timelines for each stage of inquiry and periodic review are conducted at Unit and Sector Levels. Further, CISF personnel/Officers detailed as IO/PO or cited as witness are not assigned temporary duties affecting enquiry proceedings. Wherever, temporarily attached to the Unit or required, witnesses may be examined through video conferencing to ensure expeditious completion.

Implementation of these measures has significantly reduced the average time for completion of departmental inquiries. Also, supervisory accountability has been strengthened, and enhanced transparency, efficiency and procedural discipline have been achieved in the conduct of inquiry proceedings.

7.46 It was observed that there were chances of impersonation and error during recruitment process of Physical Endurance Test/Physical Standard Test (PET/ PST). As systemic improvement measure, Radio Frequency Identification Device (RFID) based PET and digital machine based recruitment process of Constable/ Driver(CT/DVR), Driver cum Pump Operator (DCPO) 2024 and Constable/ Tradesman (CT/TM) 2024 was conducted. Every event and result thereof is digitally recorded and can be traced easily as and when required during any legal impediment. Candidates can see on screen/ on spot timing of the Rules and measurement of physical standard. These measures ensures smooth and accurate results in every event and eliminate manipulation in results.

Bharat Petroleum Corporation Limited (BPCL)

7.47 BPCL has rolled out nationwide 'Zero Ka Dum' programme in fifty LPG bottling plants across India by introducing ZKD certification through third party audits. Independent agencies accredited by National Accreditation Board for Certification Bodies (NABCB) conduct comprehensive audits covering the entire cylinder journey from plant operations to customer delivery. The initiative has significantly strengthened BPCL's operational excellence by ensuring that only

high quality, defect free cylinders reach customers. The initiative has enhanced customer trust, reinforced safety practices, and elevated quality standards across all participating plants.

7.48 Refinery turnaround activities, planned shutdowns for inspection and maintenance were earlier monitored through manual coordination, fragmented documentation, and delayed reporting. This resulted in limited real-time visibility, inefficient coordination among departments, and slow identification of schedule deviations. Safety monitoring during complex turnaround jobs depended mainly on physical supervision, which sometimes led to delayed detection of unsafe conditions and inconsistent compliance with Personal Protective Equipment (PPE) requirements.

To address these gaps, BPCL introduced two digital solutions: an in-house Turnaround (TA) Application and AI-based Video Analytics. The TA application enables integrated planning, real-time progress tracking, and mobile access for field teams, improving coordination among operations and maintenance units. The video analytics system uses fixed cameras, drones, and machine-learning models to automatically detect PPE violations and unsafe acts, providing real-time alerts to safety teams.

Canara Bank

7.49 The Bank did not have a system for independent review of the Legal Scrutiny Report (LSR) submitted by panel advocates for exposures up to ₹3.00 crore. Branches were granting additional exposure against already mortgaged properties without verifying the authenticity of the original LSR. This resulted in several cases where the mortgaged properties were later found to have defective or unenforceable titles. In many instances, borrowers colluded with panel advocates to defraud the Bank by mortgaging properties with defective titles. There were also cases where borrowers sold the mortgaged properties without the Bank's knowledge after creating the mortgage.

To address this issue, a system of obtaining a Supplementary LSR from a different panel advocate before granting additional exposure against the same mortgaged property has been introduced. This measure helps reconfirm the genuineness of the property title and mortgage, thereby reducing the risk of granting additional

exposure against defective or disputed mortgaged properties and strengthening the Bank's risk management framework.

Punjab National Bank (PNB)

7.50 In PNB, there was a need to reduce delays, improve efficiency, create a centralized repository and enhance transparency in the staff accountability process through the use of technology. To address this, a Staff Accountability Portal was developed to digitize the entire process. The portal ensures greater transparency, facilitates timely resolution of cases, and enables centralized monitoring and reporting across the organization. It has been made fully operational for the end-to-end management of staff accountability matters. The system also supports effective monitoring of cases and helps maintain the prescribed Turnaround Time (TAT), thereby strengthening administrative oversight and improving overall accountability mechanism within the organization.

Union Bank of India

7.51 It was observed that transaction alerts in the branch were not being scrutinized regularly. To address this, a system-based mechanism using mandatory and exception reports was introduced to identify red flags at an early stage. An online portal has been developed where all exceptions generated through mandatory reports are integrated. Branches are required to review these exceptions and record the precautionary or corrective action taken on a T+1 basis. The system has been implemented successfully. It has improved monitoring of transactions, created a reliable audit trail for internal and external audits, supported data-driven decision-making by Branch Managers, enabled early risk detection, prevented potential losses, and protected staff from allegations arising from mala-fide activities.

United India Insurance Company Ltd. (UIICL)

7.52 UIICL faced difficulties in processing health insurance claims due to fragmented patient data and reliance on manual verification, leading to delays, errors, and inefficiencies in claim settlement. To address this, the UIICL has integrated the Ayushman Bharat Health Account (ABHA) system with the National Health Claims Exchange (NHCX) platform. The ABHA ID, a 14-digit unique digital health

identifier, links patient identity, health records, and insurance claim processing on a unified digital platform. This integration enables seamless digital exchange of health data between hospitals and the insurer through NHCX. The system has been implemented and has resulted in faster claim processing, reduced errors, a paperless claim workflow, and easier patient identification.

The Oriental Insurance Company Limited (OICL)

7.53 OICL has implemented a systemic improvement to prevent insurance fraud through the IIB Kavach – Fraud Analytics system, developed in collaboration with Insurance Information Bureau of India (IIB). The system provides automated fraud risk alerts on the OICL portal to assist underwriting and claims teams in identifying suspicious policies and claims at an early stage. It uses a data-matching algorithm and nine predefined fraud triggers, such as duplicate policies, overlapping claims, and multiple claims across insurers. The system has been implemented successfully and has improved early fraud detection, strengthened compliance, enabled real-time decision-making, and enhanced operational efficiency without additional implementation cost.

Small Industries Development Bank of India (SIDBI)

7.54 SIDBI had entered into co-lending arrangements with various NBFCs under the RBI's Co-Lending Policy. Earlier, partner lending institutions collected borrower repayments in an escrow account and manually calculated SIDBI's share before transferring the funds. This manual process was prone to human error, delays in fund transfer, and required extensive reconciliation. To address these issues, SIDBI has implemented a digital application/portal that enables automated collection of payments, calculation of the share of each financing entity, and digital transfer of funds under co-lending arrangements. The system has been implemented successfully and has resulted in faster, error-free reconciliation and significantly improved operational efficiency in the fund-sharing process.

7.55 Working capital (WC) proposals were earlier processed manually, requiring scrutiny of bank statements, GST returns, ITRs and other parameters. This process was time-consuming and prone to human errors. The Bank has introduced DigiCASH, a fully digital working capital product offering WC limits and WCTL (working Capital Term Loans) through a 100% digital workflow. It

enables automated MPBF (Maximum Permissible Bank Finance) assessment, auto-population of GST/IT/banking data, rule-based eligibility checks and online in-principle sanction. The system has enabled faster sourcing, appraisal and sanctioning of proposals through digital on-boarding, improved credit quality via automated eligibility checks, and reduced operational risks by minimizing manual errors and ensuring compliance.

7.56 In SIDBI, vendor invoices were uploaded manually, which sometimes resulted in duplicate entries, delays in processing, and potential financial loss due to duplicate payments. It also created risks of legal complications in case of delayed payments. To address this issue, a Vendor Invoice Management System (VIMS) has been introduced, allowing vendors to upload invoices directly on the platform. The system is supported by automated mail alerts and an escalation mechanism to ensure timely processing of bills. The system has been implemented and has enabled faster, seamless, and fully digital invoice processing, reduced dependency on physical submissions, minimized follow-ups and strengthened internal audit controls through a structured workflow and integration with the centralized payment system.

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Outreach Activities during VAW 2025

CHAPTER 8

PARTICIPATIVE VIGILANCE - VIGILANCE AWARENESS WEEK

BACKGROUND

"In the long run, the fight against corruption will succeed only to the extent to which a favorable social climate is created. When such a climate is created and corruption becomes abhorrent to the minds of the public and the public servants and social controls become effective, other administrative, disciplinary and punitive measures may become unimportant and may be relaxed and reduced to a minimum."

(Excerpt from the Santhanam Committee Report – 1964)

8.1 The Central Vigilance Commission considers that corruption in public life can be effectively eliminated only when anti-corruption strategies involve the active participation of all sections of society. The Commission observes Vigilance Awareness Week (VAW) every year to promote awareness about the harmful effects of corruption and encourage all stakeholders of the society to join hands in developing and implementing anti-corruption measures.

8.2 The VAW is organized to coincide with the birth anniversary of Sardar Vallabhbhai Patel, the first Home Minister of independent India. This observance highlights the importance of individual responsibility in combating corruption and promoting transparency and integrity in governance. It also provides an opportunity to expand the Commission's initiatives across the country and motivate citizens to cooperate with the Commission in building an honest and accountable public administration system.

VIGILANCE AWARENESS WEEK- 2025

8.3 In the year 2025, VAW was observed from 27th October, 2025 to 2nd November, 2025. The theme for VAW 2025 was

"Vigilance: Our shared responsibility"
"सतर्कता: हमारी साझा जिम्मेदारी"

MESSAGES FROM DIGNITARIES

8.4 The observance of VAW 2025 by the Commission has been acknowledged by the following dignitaries:

8.4.1 The President of India, in her message has stated that, “This year's theme serves as a timely and powerful reminder that the fight against corruption is not the responsibility of institutions alone. It is a collective duty that calls upon every citizen to uphold the values of ethics, honesty and accountability in all spheres of life”.

8.4.2 The Vice – President of India, in his message has mentioned that, “The Vigilance Awareness Week has the objective of promoting integrity, transparency and accountability in public life through campaigns. I am pleased to know that numerous activities and programmes have been planned during the week by the Commission to solicit participation of all the stakeholders in the process of governance. The programmes designed for schools and colleges will certainly go a long way in instilling an ethos of ethics and integrity amongst those who are going to be the future of this Nation”. He also quoted a Kural by the Great Tamil Poet Thiruvalluvar which emphasizes that good manners, truthfulness and modesty are essential values of a noble person.

8.4.3 The Prime Minister of India, in his message, emphasized that, “ Transparency and accountability are central to a nation's growth and development. When institutions act with openness and responsibility, trust strengthens, governance improves and development becomes sustainable. Transparent systems ensure fairness, curb corruption and build a strong foundation for inclusive progress.

It is the collective duty of every citizen to fight for and uphold the ideals of ethics and integrity. Ethical conduct is a national imperative that strengthens democracy. Powered by reforms, innovation and technology-driven governance, India is fast emerging as a leading global economy. Every citizen's active participation is the key to building a future of trust, integrity and collective progress.”

8.4.4 Messages of encouragement from the following dignitaries were also received:

S. No.	Name of Ministers	Designation
1	Shri Rajnath Singh	Minister of Defence
2	Shri Nitin Gadkari	Minister of Road Transport and Highways
3	Dr. S. Jaishankar	Minister of External Affairs
4	Shri Manohar Lal	Minister of Housing and Urban Affairs; and Minister of Power
5	Shri H. D. Kumaraswamy	Minister of Heavy Industries and Steel
6	Shri Piyush Goyal	Minister of Commerce & Industry
7	Shri Dharmendra Pradhan	Minister of Education
8	Shri Sarbananda Sonowal	Minister of Ports, Shipping and Waterways
9	Shri Pralhad Joshi	Minister of Consumer Affairs, Food & Public Distribution; and New & Renewable Energy
10	Shri Jual Oram	Minister of Tribal Affairs
11	Shri Giriraj Singh	Minister of Textiles
12	Shri Ashwini Vaishnaw	Minister of Railways, Information & Broadcasting; and Electronics & Information Technology
13	Shri Jyotiraditya M. Scindia	Minister of Communications; and Minister of Development of North Eastern Region
14	Shri Bhupender Yadav	Minister of Environment, Forest and Climate Change
15	Shri Gajendra Singh Shekhawat	Minister of Culture; and Minister of Tourism
16	Shri Hardeep S Puri	Minister of Petroleum and Natural Gas
17	Shri G. Kishan Reddy	Minister of Coal and Mines

S. No.	Name of Ministers	Designation
18	Shri Rao Inderjit Singh	Minister of State (Independent Charge) of the Ministry of Statistics and Programme Implementation; MOS (I/C) of the Ministry of Planning; and MOS in the Ministry of Culture
19	Dr. Jitendra Singh	Minister of State (Independent Charge), Ministry of Science and Technology, Ministry of Earth Sciences, Minister of State, Prime Minister's Office, Ministry of Personnel, Public Grievances and Pensions, Department of Atomic Energy & Department of Space
20	Shri Arjun Ram Meghwal	Minister of State (I/C) for Law & Justice and Minister of State for Parliamentary Affairs
21	Shri Prataprao Jadhav	Minister of State (Independent Charge) of Ministry of Ayush and Minister of State in Ministry of Health and Family Welfare

These messages can be accessed on the CVC website at https://cvc.gov.in/vaw 2025circulars

SPECIAL CAMPAIGN ASSOCIATED WITH VIGILANCE AWARENESS WEEK-2025

8.5 The Central Vigilance Commission is of the view that preventive vigilance measures are essential for ensuring transparency, accountability, efficiency, and objectivity in public administration. These goals can be achieved when clear systems and procedures are followed properly. In this context, the Commission initiated a three-month campaign associated with and precursor to the Vigilance Awareness Week 2025.

8.6 The Commission issued advisory vide circular dated 01.08.2025 to all organisations to start a three-month campaign from 18.08.2025 to 17.11.2025. Five major areas identified for focused attention with actionable points are summarized below:–

Disposal of pending complaints

8.7 It is necessary to ensure that complaint is not kept pending and that they reach a logical conclusion within the prescribed timelines. All organizations may ensure that all complaints received on or before 30.06.2025 are disposed of during the campaign period.

Disposal of pending cases

8.8 It has been highlighted by the Commission that delay in bringing vigilance cases to a logical conclusion is against the principles of natural justice and defeats the very purpose of initiating disciplinary action. It was advised that prescribed timelines should be followed by all organizations for all cases. It was advised that systemic improvements advised by the Commission or identified by the organizations should be implemented in time bound manner and the replies on Chief Technical Examiner (CTE) observations are furnished in a time-bound manner.

Capacity Building Programs

8.9 Capacity Building was also a major focus area in VAW 2025 campaign. All organizations were advised to 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 the following subject matters:

i. Investigation & Report

ii. Framing of Charge Sheet

iii. Conducting CTE type Intensive Examinations

In addition, organizations were also asked to identify courses available on iGOT on topics/themes such as Ethics, Conduct Rules, Integrity, Attitudinal Changes, Cyber Hygiene, Public Procurement and encourage employees to complete these courses during the campaign period.

Asset Management

8.10 It is observed by the Commission that several organizations possess many 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. During the campaign period, organizations were advised to review the following:

i. Whether documents in respect of the properties owned by the organizations have been properly documented, verified and digitized as per extant rules.

ii. In case of property under lease, whether valid lease agreements are available and periodically reviewed.

iii. Whether encroachments have been identified and future plan of action drawn for such properties.

8.11 Further, in respect of movable assets, organizations were advised to review the following:

i. Whether inventory of assets (plant and machinery, office equipments, vehicles, sundry items etc) is being maintained as per extant rules.

ii. Whether identification of obsolete items/assets has been done and their disposal carried out as per extant rules.

Digital initiatives

8.12 All organizations were asked to be prompt in regular updation of their website for greater transparency and better service delivery. Further, all organizations were also asked to ensure submission of periodic compliance certificate with respect to website updation to specified authority/NIC. All organizations were asked to identify new areas of digital services to customers/stakeholders.

8.13 Action taken report has been received from more than 300 organizations for VAW 2025 activities. It has been observed that there was very good participation in organizational activities during the three months campaign, as advised by the Commission, resulting in overall improvements in these organizations.

PARTICIPATIVE ACTIVITIES DURING VIGILANCE AWARENESS WEEK-2025

8.14 The Vigilance Awareness Week began on 27th October 2025 at 11:00 AM with the administration of the Integrity Pledge to employees of Ministries, Departments, and other organizations. As per reports received from more than 300 organizations, a total of 38,62,830 individuals including employees, citizens, and customers took the pledge, showing their commitment to honesty and integrity.

8.15 Further, the organizations conducted awareness programs, training sessions, and workshops for their employees and other stakeholders. These programs focused on promoting ethical practices, transparency, and vigilance in work and daily life. The reports received indicate active and enthusiastic participation in these programs. These activities successfully created greater awareness about the importance of integrity, ethical behavior, and accountability.

8.16 The Commission advised the organisations to conduct outreach programs at the community level also. During campaign period of VAW 2025, organizations also conducted gamut of other activities such as Gram Sabhas, grievance redressal camps, vendor meets, walkathons/marathons, street plays, debates and quiz competitions for employees and families. Activities with mass appeal, such as walkathons, marathons, and street plays, helped take the message beyond office spaces and reach the wider community. These public events ensured that people from all sections of society could connect with the theme of vigilance.

8.17 The outreach efforts were carried out in various schools and colleges. A total of 13,09,970 school students and 1,41,461 college students actively participated in various activities organized during the campaign.

8.18 The Commission received reports from over 100 organizations outlining their initiatives to conduct Gram Sabhas as part of the campaign. These reports highlighted the strong efforts made to engage local communities and promote a culture of integrity, vigilance, and anti-corruption. This year, a total of 26,441 Gram Sabhas were conducted which are 46% higher as compared to last year (18053). This extensive participation demonstrated the effectiveness of the campaign in spreading awareness and encouraging community involvement.

8.19 Many seminars/workshops were conducted by organizations wherein interesting topics like preventive vigilance, ethics and values, cyber security and PIDPI complaints were covered. The participation in these seminars /workshops was very encouraging. 191 organizations conducted more than 5000 workshops wherein more than 2,30,000 persons participated.

8.20 More than 10,000 Grievance Redressal Camps were conducted in this year's campaign, providing accessible platforms where individuals could voice their grievances, seek resolutions, and engage directly with representatives of the concerned organizations.

ACTIVITIES IN THE COMMISSION

8.21 Vigilance Awareness Week in the Commission commenced with Integrity Pledge administered by the Central Vigilance Commissioner to all the employees of the Commission.

8.22 The Commission, in coordination with CBSE organized a national level Essay Competition on the theme of VAW 2025 "Vigilance: Our Shared Responsibility", wherein 4,57,243 students from CBSE schools throughout the country participated. The top ten winners of essay competition were felicitated by the Commission on 31st October 2025 at a function organized by the Commission.

8.23 A 'Nukkad Natak' was also conducted during VAW campaign period in the premises of Central Vigilance Commission by Railway Board employees wherein current vigilance and financial fraud related issues were showcased through very interesting and engaging narratives.

ONE DAY WORKSHOP AT BHARAT MANDAPAM

8.24 The Commission organized a one-day workshop on "Artificial Intelligence and Emerging Technologies for Ethical Governance" on 31st October 2025 at Bharat Mandapam. This workshop was attended by the Chief Vigilance Officers, Chief Technical Officers(CTO) and senior officers and heads of various organizations. In the workshop, there were two technical sessions, one on AI and Emerging Technologies-Past, Present and Future and one on Leveraging AI and Emerging Technologies for Operational Efficiency and Preventive Vigilance.

8.25 The first session dealt with the evolution of AI globally and in India, capturing both the doctrinal developments and practical applications across sectors. Eminent speakers were Shri Abhishek Singh, IAS, Additional Secretary, MeitY, DG, NIC & DEO, India AI Mission, Prof. (Dr.) Anirban Dasgupta, Professor, IIT Gandhinagar , Shri Deepak Goel, Scientist G, MEITY, Dr. Murali Jagannathan, Assistant Professor, IIT Madras ,Shri Rajesh Kumar, IPS, CEO, Indian Cyber Crime Coordination Centre (14C), Dr. M. Srinivas, Director, AIIMS, New Delhi and Dr. Sunil Kumar Barnwal, IAS, CEO, National Health Authority .

8.26 Second session brought together senior leaders from banking, payments, energy, manufacturing, and services to discuss how AI is being used in real work situations. The prominent speakers were Shri Nitin Chugh, Deputy MD, SBI, Shri Nitin Mishra, Executive Director-Technology, NPCI, Shri Mohit Kapoor, Group CTO, Mahindra Group, Shri Manish Malik, ED, Indian Oil Corporation Limited (IOCL), Shri Rahul Himalian, Director, Indian Railway Catering and Tourism Corporation (IRCTC) and Ms. Geeta Gurnani, CTO, International Business Machines Corporation (IBM). The workshop was moderated by Shri Dhrubabrata Ghosh Dastidar, MD, Protiviti.

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Training programme on 'Investigation & Report'

Training programme on 'Investigation & Report and Framing of Chargesheet'

Training programme on 'CTE Type Intensive Examination'

CHAPTER 9

KNOWLEDGE MANAGEMENT AND CAPACITY BUILDING

BACKGROUND

9.1 The Commission gives vital importance to capacity building. The central activity of capacity building is to bridge the competency gaps of manpower through training. Based on need assessment of manpower at the Commission, competencies have been identified as (i) Domain Competencies and (ii) Functional Competencies. Role specific competencies have also been identified and training interventions are provided to address capacity needs accordingly.

9.2 From a vigilance standpoint, emphasis is laid on building capabilities in areas such as preventive vigilance, detection of irregularities, compliance with rules and procedures, ethical decision-making and participative vigilance. Furthermore, Comprehensive Assessment Framework of DoPT has been adopted for the APAR period 2025-26. As per the Framework, competency attainment would be evaluated through standalone assessments on iGOT-Karmayogi platform. All employees of the Commission have been onboarded on the iGOT platform and would be covered under the comprehensive assessment mandated for them for the APAR period 2025-26. The Commission has also identified six courses on functional & domain competencies including mandatory courses on which comprehensive assessment would be made in respect of various categories of employees for the APAR period 2025-26.

9.3 The Commission's Annual Capacity Building Plan (ACBP) has been aligned with the framework of the Capacity Building Commission. Training needs for all officials of the Commission have been identified at each level from JSA/steno onwards. Opportunities for training are made available to officers working in the Central Vigilance Commission and also those working in vigilance units of Central Govt. organizations, who are nominated for training programmes as per job requirements.

9.4 In addition to offline training programmes, Commission is utilizing the Digital Learning Framework iGOT-Karmayogi (Integrated Government Online Training Karmayogi Platform). Commission's employees have registered themselves on the iGOT-Karmayogi platform and are consuming the courses available on this platform to enhance their skills. Commission, on its part has also uploaded online training modules on its website, which can be used by all stakeholders to upgrade their skills and for educative purpose. Upgradation of these modules is being considered to align them with iGOT modules.

9.5 In order to inculcate the culture of vigilance, the Commission identified the following themes and Central Government Organizations including PSUs/PSBs and Insurance Companies were advised to conduct trainings under these themes during the 3 months campaign associated with Vigilance Awareness Week 2025.

i. Investigation and Reports

ii. Framing of Charge-sheet

iii. Conducting CTE Type Intensive Examination

During VAW-2025, the Commission also conducted Training of Trainers on these three themes in 07 Institutes. Details of Master trainers trained during this period of Vigilance Awareness Week 2025 are as under:

Training of Master trainers			
S.No	**Name of Institutes**	**Training Dates**	**Number of Participants**
1	CPWD Academy, Ghaziabad	25th to 26th Aug, 2025	30
		01st to 02nd Sept, 2025	26
		08th to 09th Sept, 2025	29
		11th to 12th Sept, 2025	29
		06th to 07th Oct, 2025	23
2	Delhi Metro Rail Corporation (DMRC) Academy Delhi	29th to 30th Sept, 2025	26
		13th to 14th Oct, 2025	19
3	Indian Railway Institute of Transport Management (IRITM) Lucknow	22nd to 23rd Sept, 2025	27
		25th to 26th Sept, 2025	22

4	Management Training Institute (MTI), SAIL, Ranchi	25th to 27th Aug, 2025	50*
		02nd to 03rd Sept, 2025	23
		06th to 07th Oct, 2025	30
		09th to 10th Oct, 2025	21
5	State Bank of India Staff College, Hyderabad and Gurugram	15th to 16th Sept, 2025	28
		22nd to 23rd Sept, 2025	31
		25th to 26th Sept, 2025	31
		13th to 14th Oct, 2025	25
6	Institute of Secretariat Training and Management (ISTM) Delhi	18th to 19th Aug, 2025	23
		28th to 29th Aug, 2025	23
		08th to 09th Sept, 2025	30
		15th to 16th Sept, 2025	26
		22nd to 23rd Sept, 2025	27
		29th to 30th Sept, 2025	22
		06th to 07th Oct, 2025	19
		13th to 14th Oct, 2025	24
7	CBI Academy, Ghaziabad	18th to 19th Sep, 2025	24
	TOTAL		**688**

*MTI conducted two trainings in three days (25 participants for I&R and 25 participants in framing of charge-sheet)

DOMESTIC TRAINING PROGRAMMES FOR VIGILANCE FUNCTIONARIES

Induction Training Programme for newly appointed CVOs

9.6 The Commission has conducted 2-day Induction Training for newly appointed CVOs. Total three such trainings have been conducted in the year 2025.

Induction Training Programme for newly appointed CVOs		
S.No	**Dates**	**Number of Participants**
1	24th to 25th March, 2025	09
2	19th to 20th June, 2025	11
3	25th to 26th November, 2025	15
TOTAL		**35**

Training Programme in Preventive Forensics

9.7 The Commission has considered the utility of Forensic Science in investigation of vigilance cases and designed a training programme to suit the CVOs and below CVO level officers working in the vigilance units across all the organizations for orienting them on preventive side of Forensics. The Commission is regularly organizing 3-day offline training on "Preventive Forensics" at National Forensic Sciences University, Gandhinagar. A total of 257 participants from Government Departments, CPSEs and Public Sector Banks etc. have participated in these training programmes as mentioned below:

Training on Preventive Forensics		
S.No	**Dates**	**Number of Participants**
1	08th to 10th January, 2025	26
2	14th to 16th April, 2025	26
3	19th to 21st May, 2025	24
4	23rd to 25th June, 2025	26
5	28th to 30th July, 2025	30
6	11th to 13th Aug, 2025	24
7	01st to 03rd Sept, 2025	28
8	06th to 08th Oct, 2025	23
9	24th to 26th Nov, 2025	23
10	17th to 19th Dec, 2025	27
	TOTAL	**257**

Advance Training on "Vigilance Investigation"

9.8 The Commission has organized Advanced Training on "Vigilance Investigation" from 12.02.2025 to 14.02.2025 at the Sardar Vallabhbhai Patel National Police Academy, Hyderabad for 26 full time CVOs of various Govt. Organisation and

PSEs. This training covered areas like challenges in the field of Procurement, Current Global Trends in Economic Offence and Forensic Audit, Vigilance in Financial Sector, Critical Examination for Prosecution Sanction, Digital Forensic, Digital Evidence & Evidence Appreciation, Conduct of Departmental Inquiries, monitoring, expeditious finalization and improving quality of Investigation Report, Interaction between CBI & CVOs, Investigation of Corporate fraud, Examination of Audit Reports, Inspection reports, etc from vigilance angle and challenges in Cyber Security. Apart from these areas, the participants were divided into groups and each group shared best practices as well as areas of improvement of their organization which led to peer learning.

Training Programme for Inquiry Officers/Presenting Officers (IOs/POs)

9.9 The Commission has observed delays in finalization/conclusion of departmental inquiries. The delays could be due to lack of knowledge of conducting inquiries, preparation of memorandum of chargesheet, documents supporting statement of imputation and witnesses. This comprehensive training of Inquiry Officers and Presenting Officers is conceived by the Commission with a vision to train potential IOs and POs across geography to ensure that a trained pool of IOs/POs are available with the organizations, who could be entrusted the departmental inquiries, to reduce the time taken in finalization of the departmental inquiries.

9.10 The Commission had formulated a 3-day uniform offline training programme for IOs/POs of the Government organisations including PSUs/PSBs. IO/PO training has been conducted by identified training institutions namely Institute of Secretariat Training and Management (ISTM), Hindustan Petroleum Corporation Limited, CBI Academy, Indian Institute of Bank Management (IIBM) and National Institute of Communication Finance (NICF). By engaging these Institutes the Commission has organized 21 batches of IOs/POs training and trained 573 officers during the year 2025.

Training for IOs/POs			
S.No	**Academy/ Institute**	**Date of Training Programs**	**Number of Participants**
1	ISTM	06th to 08th, Jan, 2025	21
		10th to 12th March, 2025	30
		19th to 21st May, 2025	33
		04th to 06th Aug, 2025	12
		10th to 12th Nov, 2025	26
2	NICF	29th to 31st Jan, 2025	24
3	IIBM	21st to 23rd May, 2025	24
		26th to 28th May, 2025	24
		18th to 20th June, 2025	31
		23rd to 25th June, 2025	34
		23rd to 25th July, 2025	30
		28th to 30th July, 2025	28
		27th to 29th Aug, 2025	16
		01st to 03rd Sept, 2025	20
		17th to 19th Sept, 2025	16
		08th to 10th Oct, 2025	24
4	CBI	02nd to 04th June, 2025	21
		11th to 13th Aug, 2025	14
		22nd to 24th Oct, 2025	21
		08th to 10th Dec, 2025	11
5	HPCL	02nd to 04th July, 2025	113
	TOTAL		**573**

Training on Vigilance Administration

9.11 Comprehensive 5-day Training Programme on Vigilance Administration for officers below CVO level of various Government Departments and PSUs was

organized through CBI Academy. Total five such trainings have been organized at CBI Academy which were attended by 157 participants as mentioned below:

Training on Vigilance Administration for below CVO level officers		
S.No	**Dates**	**Number of Participants**
1	24th to 28th March, 2025	26
2	05th to 09th May, 2025	29
3	14th to 18th July, 2025	30
4	08th to 12th Sep, 2025	39
5	17th to 21st Nov, 2025	33
	TOTAL	**157**

Training on Public Procurement

9.12 The Commission has designed a 3-day training module on Public Procurement in consultation with Arun Jaitley Institute of Financial Management (AJNIFM). Based on this module, trainings were conducted at AJNIFM and IIM, Vishakhapatnam for officers of the Government Organisations under the jurisdiction of the Commission. A total of twelve such trainings have been organized which were attended by 304 participants as mentioned below:

Training on Public Procurement			
S.No	**Institute Name**	**Dates**	**Number of Participants**
1	AJNIFM	02nd to 04th April, 2025	28
		07th to 09th May, 2025	22
		21st to 23rd May, 2025	25
		11th to 13th June, 2025	26
		20th to 22nd Aug, 2025	25
		17th to 19th Sep, 2025	24
2	IIM, Vizag	24th to 26th April, 2025	33
		19th to 21st June, 2025	17
		10th to 12th July, 2025	23
		21st to 23rd August, 2025	26
		09th to 11th Oct, 2025	33
		18th to 20th Dec, 2025	22
	TOTAL		**304**

Training Programme on Drafting of Chargesheet

9.13 The Commission has organized three batches of one and a half-day training on Drafting of Chargesheet through ISTM on following dates:

Training on Drafting of Chargesheet		
S.No	**Dates**	**Number of Participants**
1	16th to 17th June, 2025	19
2	22nd to 23rd Sep, 2025	32
3	15th to 16th Dec, 2025	24
	TOTAL	**75**

These training programmes were attended by the full time CVOs and other Vigilance functionaries of organizations under the jurisdiction of the Commission. Initially, this training was held for one day. Subsequently, based on the feedback received from the CVOs, a review was undertaken at the Commission and the duration of the training was increased suitably.

Regional Conference /Training Programmes by the Commission

9.14 Two regional conferences/ training programmes for CVOs and below CVO level officers of vigilance departments of various organizations have been organized. Training of vigilance functionaries of various organizations were aimed at sharing the new initiatives of the Commission and best practices as well as interaction with CVOs to understand the issues relating to vigilance administration of respective organizations. Sessions on Commission's role, function, policy initiatives, punitive and participative vigilance, complaint handling mechanism, orientation on Procurement Manual etc were addressed by senior officers of the Commission. The details of the training programmes are mentioned below:

Regional Conference/Training Programmes				
S. No	Date	Description	Location	Number of Participants
1	18th to 19th July, 2025	Regional Training & Capacity Building Programme for Vigilance functionaries and interaction with CVOs of East Zone.	Kolkata	135
2	22nd to 23rd Aug, 2025	Regional Training & Capacity Building Programme for Vigilance functionaries and interaction with CVOs of South Zone.	Chennai	138
		TOTAL		**273**

9.15 Need was also felt to provide training to the part-time CVOs in Government Departments and Ministries. Commission has organized four batches of 1- day Induction Training for Part time CVOs in Commission on following dates:

Induction Training for Part time CVOs		
S.No.	Dates	Number of Participants
1	22nd May, 2025	19
2	13th June, 2025	17
3	11th July, 2025	14
4	28th August, 2025	15
	TOTAL	**65**

9.16 Residential training programme on “Public Procurement, Tendering and Contract Management” from 10th to 14th November, 2025 at Goa was attended by one officer from Commission.

9.17 Training session on CPR techniques and other emergency response methods was organized for the staff and officers of the Commission on 01st May, 2025.

9.18 The Commission's focus is to strengthen vigilance administration by leveraging technology and to foster this objective, the Commission has conducted workshops to showcase the technological initiatives taken by various organizations in the field of vigilance administration and project monitoring. The participants have shown interest in replication of these initiatives in their respective organizations.

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APPENDIX

Appendix-I

(Para 1.25)

GROUP WISE STAFF STRENGTH AND RELATED INFORMATION AS ON 31.12.2025 IN CVC

	Group A	Group B	Group C (Other than MTS)	Group C (Multi-Tasking Staff)	Total
Sanctioned Strength	65	108	69	73	315
Officials in position	58	100	36	60	254
Vacancy (%)	10.77	7.40	47.82	17.80	19.36

Appendix - II

(Para 2.24)

DEPARTMENT WISE DETAILS OF PROSECUTION SANCTIONED AND PUNISHMENTS IMPOSED IN RESPECT OF CASES WHERE COMMISSION'S ADVICE WAS OBTAINED

S No.	Name Of Department/Organization	Prosecution	Major Penalty	Minor Penalty	Administrative Action
1.	AI ASSETS HOLDING LIMITED	0	0	0	3
2.	AIRPORTS AUTHORITY OF INDIA	0	4	35	0
3.	ALL INDIA INSTITUTE OF MEDICAL SCIENCES	0	5	0	0
4.	ANDAMAN AND NICOBAR ADMINISTRATION	0	0	5	0
5.	ANDREW YULE AND COMPANY LIMITED	0	2	1	0
6.	ASSAM RIFLES	2	0	0	0
7.	BANARAS LOCOMOTIVE WORKS	0	1	3	5
8.	BANK OF BARODA	0	2	10	0
9.	BANK OF INDIA	0	30	23	3
10.	BANK OF MAHARASHTRA	0	2	6	2
11.	BHARAT COKING COAL LIMITED	0	4	1	1
12.	BHARAT EARTH MOVERS LIMITED	0	4	5	0
13.	BHARAT HEAVY ELECTRICALS LIMITED	0	2	9	2
14.	BHARAT PETROLEUM CORPORATION LIMITED	0	0	0	2
15.	BHARAT SANCHAR NIGAM LIMITED	0	9	2	3
16.	BORDER ROADS ORGANISATION	3	9	2	0
17.	BRIDGE AND ROOF COMPANY (INDIA) LIMITED	1	0	1	0
18.	BROADCASTING ENGINEERING CONSULTANTS INDIA LIMITED	0	0	0	2
19.	CANARA BANK	0	18	57	0
20.	CENTRAL BANK OF INDIA	4	8	3	0
21.	CENTRAL BOARD OF DIRECT TAXES	2	21	1	2
22.	CENTRAL BOARD OF INDIRECT TAXES AND CUSTOMS	7	54	8	0
23.	CENTRAL BUREAU OF INVESTIGATION	7	5	0	0
24.	CENTRAL COALFIELDS LIMITED	0	14	0	2

S No.	Name Of Department/Organization	Prosecution	Major Penalty	Minor Penalty	Administrative Action
25.	CENTRAL INDUSTRIAL SECURITY FORCE	0	0	2	0
26.	CENTRAL MINES PLANNING AND DESIGN INSTITUTE LIMITED	0	0	0	6
27.	CENTRAL POWER RESEARCH INSTITUTE	0	0	1	0
28.	CENTRAL PUBLIC WORKS DEPARTMENT	3	14	2	0
29.	CENTRAL RAILWAY	1	6	1	2
30.	CENTRAL RESERVE POLICE FORCE	1	1	5	0
31.	CENTRE FOR MATERIALS FOR ELECTRONICS TECHNOLOGY	0	0	0	2
32.	CHENNAI PORT TRUST	0	1	0	0
33.	CHITTARANJAN LOCOMOTIVE WORKS	1	0	4	2
34.	COAL MINES PROVIDENT FUND ORGANIZATION	2	0	4	7
35.	COIR BOARD	0	1	0	0
36.	CONTROLLER GENERAL OF DEFENCE ACCOUNTS	4	0	0	0
37.	COUNCIL OF SCIENTIFIC AND INDUSTRIAL RESEARCH	0	4	4	2
38.	DAMODAR VALLEY CORPORATION	0	0	4	5
39.	DEFENCE RESEARCH AND DEVELOPMENT ORGANISATION	2	0	0	0
40.	DELHI DEVELOPMENT AUTHORITY	0	2	0	0
41.	DELHI JAL BOARD	0	1	1	0
42.	DELHI METRO RAIL CORPORATION LIMITED	0	0	1	0
43.	DELHI STATE INDUSTRIAL AND INFRASTRUCTURE DEVELOPMENT CORPORATION	0	1	0	0
44.	DELHI TRANSCO LIMITED	0	2	0	0
45.	DELHI URBAN SHELTER IMPROVEMENT BOARD	0	2	0	0
46.	DEPARTMENT FOR PROMOTION OF INDUSTRY AND INTERNAL TRADE	0	1	0	0
47.	DEPARTMENT OF AGRICULTURE AND FARMERS WELFARE	4	1	0	0
48.	DEPARTMENT OF ATOMIC ENERGY	0	1	6	11
49.	DEPARTMENT OF COMMERCE	0	1	0	0

S No.	Name Of Department/Organization	Prosecution	Major Penalty	Minor Penalty	Administrative Action
50.	DEPARTMENT OF DEFENCE PRODUCTION	0	5	0	0
51.	DEPARTMENT OF EXPENDITURE	0	7	0	0
52.	DEPARTMENT OF FERTILIZERS	0	1	0	0
53.	DEPARTMENT OF HEALTH AND FAMILY WELFARE	2	2	5	0
54.	DEPARTMENT OF HIGHER EDUCATION	0	1	4	2
55.	DEPARTMENT OF PERSONNEL AND TRAINING	13	2	0	0
56.	DEPARTMENT OF POSTS	1	1	0	0
57.	DEPARTMENT OF REVENUE	0	1	0	0
58.	DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH	0	1	0	0
59.	DEPARTMENT OF TELECOMMUNICATIONS	1	6	0	0
60.	DEPARTMENT OF WATER RESOURCES, RIVER DEVELOPMENT AND GANGA REJUVENATION	0	3	1	0
61.	DIRECTORATE OF ORDNANCE (COORDINATION AND SERVICES)	0	0	1	0
62.	EAST CENTRAL RAILWAY	3	16	10	0
63.	EAST COAST RAILWAY	2	3	4	0
64.	EASTERN COALFIELDS LIMITED	0	8	5	0
65.	EASTERN RAILWAY	0	3	6	1
66.	EMPLOYEES PROVIDENT FUND ORGANISATION	0	19	36	0
67.	EMPLOYEES STATE INSURANCE CORPORATION	0	7	3	1
68.	FOOD CORPORATION OF INDIA	0	2	4	0
69.	GAIL (INDIA) LIMITED	0	1	5	5
70.	GENERAL INSURANCE CORPORATION OF INDIA	0	0	1	0
71.	GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI	2	0	0	0
72.	HINDUSTAN AERONAUTICS LIMITED	0	0	3	1
73.	HINDUSTAN PETROLEUM CORPORATION LIMITED	0	1	1	0

S No.	Name Of Department/Organization	Prosecution	Major Penalty	Minor Penalty	Administrative Action
74.	INDIA TOURISM DEVELOPMENT CORPORATION LIMITED	0	0	1	0
75.	INDIAN BANK	0	19	49	0
76.	INDIAN COUNCIL OF AGRICULTURAL RESEARCH	0	2	1	1
77.	INDIAN OIL CORPORATION LIMITED	0	9	49	69
78.	INDIAN OVERSEAS BANK	0	31	7	0
79.	INDIAN PORT RAIL CORPORATION LIMITED	0	0	1	0
80.	INDIAN TELEPHONE INDUSTRIES LIMITED	0	2	0	0
81.	INDUSTRIAL DEVELOPMENT BANK OF INDIA	0	22	3	1
82.	JAWAHARLAL NEHRU PORT TRUST	0	0	1	0
83.	JAWAHARLAL NEHRU UNIVERSITY	0	2	0	0
84.	KENDRIYA VIDYALAYA SANGATHAN	0	1	0	0
85.	KOLKATA PORT TRUST (NOW SYAMA PRASAD MOOKERJEE PORT AUTHORITY, KOLKATA)	0	0	1	0
86.	KONKAN RAILWAY CORPORATION LIMITED	1	0	0	0
87.	LIFE INSURANCE CORPORATION OF INDIA	0	1	1	0
88.	M.C.D. NORTH DELHI	0	19	6	0
89.	MADRAS FERTILIZERS LIMITED	0	1	0	0
90.	MAHANADI COALFIELDS LIMITED	0	0	7	1
91.	MAHANAGAR TELEPHONE NIGAM LIMITED	0	0	6	0
92.	MANGLORE REFINERIES AND PETROCHEMICALS LIMITED	0	0	0	3
93.	MAZAGON DOCK LIMITED	0	0	7	0
94.	METALLURGICAL ENGINEERING CONSULTANTS INDIA LIMITED	0	0	0	2
95.	MILITARY ENGINEER SERVICES	6	2	9	26
96.	MINISTRY OF AYUSH	0	1	0	0
97.	MINISTRY OF CIVIL AVIATION	0	0	2	24
98.	MINISTRY OF COAL	9	0	4	0

S No.	Name Of Department/Organization	Prosecution	Major Penalty	Minor Penalty	Administrative Action
99.	MINISTRY OF CORPORATE AFFAIRS	6	0	0	0
100.	MINISTRY OF DEFENCE	9	1	0	0
101.	MINISTRY OF ELECTRONICS AND INFORMATION TECHNOLOGY	0	1	0	0
102.	MINISTRY OF EXTERNAL AFFAIRS	1	2	0	0
103.	MINISTRY OF HEAVY INDUSTRIES	0	1	0	0
104.	MINISTRY OF HOME AFFAIRS	2	2	0	0
105.	MINISTRY OF HOUSING AND URBAN AFFAIRS	0	2	0	0
106.	MINISTRY OF INFORMATION AND BROADCASTING	1	1	0	0
107.	MINISTRY OF LABOUR AND EMPLOYMENT	3	2	1	0
108.	MINISTRY OF MICRO, SMALL AND MEDIUM ENTERPRISES	0	2	0	0
109.	MINISTRY OF MINES	0	0	4	0
110.	MINISTRY OF PORTS, SHIPPING AND WATERWAYS	1	3	8	1
111.	MINISTRY OF POWER	0	0	2	0
112.	MINISTRY OF SKILL DEVELOPMENT AND ENTERPRENEURSHIP	0	0	1	0
113.	MINISTRY OF STEEL	0	3	10	1
114.	MINISTRY OF TOURISM	1	0	0	0
115.	MODERN COACH FACTORY	1	3	10	5
116.	MUNITIONS INDIA LIMITED (MIL)	0	0	4	1
117.	NATIONAL ALUMINIUM COMPANY LIMITED	0	0	4	0
118.	NATIONAL BANK FOR AGRICULTURE AND RURAL DEVELOPMENT	0	0	2	0
119.	NATIONAL BUILDINGS CONSTRUCTION CORPORATION	0	1	0	0
120.	NATIONAL HIGHWAY AUTHORITY OF INDIA	0	8	7	9
121.	NATIONAL HYDRO-ELECTRIC POWER CORPORATION LIMITED	1	0	3	4
122.	NATIONAL INSTITUTE OF OPEN SCHOOLING	0	0	1	0

S No.	Name Of Department/Organization	Prosecution	Major Penalty	Minor Penalty	Administrative Action
123.	NATIONAL INSURANCE COMPANY LIMITED	0	9	2	1
124.	NAVODAYA VIDYALAYA SAMITI	0	0	1	0
125.	NEW INDIA ASSURANCE COMPANY LIMITED	0	4	1	0
126.	NEW MANGALORE PORT TRUST	0	4	0	0
127.	NORTH CENTRAL RAILWAY	0	10	3	3
128.	NORTH EASTERN RAILWAY	4	7	4	0
129.	NORTH WESTERN RAILWAY	1	4	4	0
130.	NORTHEAST FRONTIER RAILWAY	9	4	3	0
131.	NORTHERN COALFIELDS LIMITED	0	5	1	5
132.	NORTHERN RAILWAY	4	8	7	4
133.	NTPC LIMITED	0	3	4	0
134.	NUCLEAR POWER CORPORATION OF INDIA LIMITED	0	0	2	2
135.	NUMALIGARH REFINERY LIMITED	0	0	2	4
136.	OFFICE OF THE CONTROLLER GENERAL OF ACCOUNTS	0	0	7	0
137.	OIL AND NATURAL GAS CORPORATION LIMITED	0	0	14	1
138.	ORIENTAL INSURANCE COMPANY LIMITED	0	3	1	0
139.	PAWAN HANS HELICOPTERS LIMITED	0	1	1	2
140.	PETROLEUM AND EXPLOSIVES SAFETY ORGANIZATION, NAGPUR	0	0	0	1
141.	POWER FINANCE CORPORATION LIMITED	0	0	0	1
142.	POWER GRID CORPORATION OF INDIA LIMITED	0	2	7	1
143.	PRASAR BHARATI	0	10	1	0
144.	PROJECTS EQUIPMENTS CORPORATION LIMITED	1	0	0	0
145.	PUNJAB AND SIND BANK	0	6	0	0
146.	PUNJAB NATIONAL BANK	11	8	7	0
147.	RAIL COACH FACTORY	0	3	1	0
148.	RAILWAY BOARD	2	4	6	2
149.	RAILWAY ELECTRIFICATION	0	1	3	0

S No.	Name Of Department/Organization	Prosecution	Major Penalty	Minor Penalty	Administrative Action
150.	RESEARCH DESIGN AND STANDARDS ORGANISATIONS	0	2	2	0
151.	RESERVE BANK OF INDIA	0	5	3	0
152.	SECURITY PRINTING AND MINTING CORP OF INDIA LIMITED	0	4	12	0
153.	SJVN LIMITED	0	0	2	5
154.	SMALL INDUSTRIES DEVELOPMENT BANK OF INDIA	0	1	5	0
155.	SOUTH CENTRAL RAILWAY	2	4	2	3
156.	SOUTH EAST CENTRAL RAILWAY	1	1	0	6
157.	SOUTH EASTERN COALFIELDS LIMITED	0	1	2	1
158.	SOUTH EASTERN RAILWAY	0	2	5	0
159.	SOUTH WESTERN RAILWAY	0	9	15	3
160.	SOUTHERN RAILWAY	1	4	0	1
161.	STATE BANK OF INDIA	3	66	58	2
162.	STEEL AUTHORITY OF INDIA LIMITED	0	3	2	11
163.	TELECOMMUNICATION CONSULTANTS INDIA LIMITED	0	2	2	0
164.	UCO BANK	0	7	6	0
165.	UNION BANK OF INDIA	3	27	23	1
166.	UNITED INDIA INSURANCE COMPANY LIMITED	0	6	5	0
167.	WEST CENTRAL RAILWAY	0	4	2	3
168.	WESTERN COALFIELDS LIMITED	0	0	2	4
169.	WESTERN RAILWAY	4	3	1	1
	TOTAL - 1899	**156**	**714**	**739**	**290**

Appendix – III A (i)

(Para 3.13 and 3.15)

DETAILS OF COMPLAINTS RECEIVED BY CVOs FROM CVC FOR NECESSARY ACTION IN 2025

S. No.	Ministry/Department/Sector	Total Received	Disposal	Pending	Pending for more than 3 months
1	AGRICULTURE	91	80	11	5
2	BANKS	1749	1546	203	11
3	CBDT	373	253	120	35
4	CBIC	221	170	51	2
5	CHEMICALS & FERTILIZERS	89	78	11	10
6	CIVIL AVIATION	119	114	5	1
7	COAL	685	626	59	4
8	COMMERCE & INDUSTRY	58	45	13	2
9	CONSUMER AFFAIRS, FOOD & PUB. DSTBN.	58	48	10	1
10	DEFENCE	1016	1003	13	2
11	Delhi Police	300	195	105	3
12	DEPARTMENT OF ATOMIC ENERGY	107	105	2	1
13	Earth Sciences	18	6	12	7
14	ENVIRONMENT, FOREST & CLIMATE CHANGE	40	39	1	0
15	FINANCE	146	121	25	8
16	GOVT. OF NCT DELHI	1307	1242	65	20
17	HEALTH & FAMILY WELFARE	277	197	80	30
18	HEAVY INDUSTRIES AND PUBLIC ENTERPRISES	81	71	10	3
19	HOUSING AND URBAN AFFAIRS	699	594	105	2
20	HUMAN RESOURCE DEVELOPMENT	327	269	58	7
21	INFORMATION & BROADCASTING	39	32	7	3
22	INSURANCE	422	364	58	0
23	JAL SHAKTI	82	77	5	0
24	LABOUR	733	722	11	2
25	LOCAL BODIES EXCEPT G.N.C.T.D.*	4110	3574	536	66
26	Home Affairs**	229	210	19	6
27	MINES	28	28	0	0
28	MINISTRY OF AYUSH	51	47	4	0

S. No.	Ministry/Department/Sector	Total Received	Disposal	Pending	Pending for more than 3 months
29	MINISTRY OF COOPERATION	1	0	1	1
30	MINISTRY OF CORPORATE AFFAIRS	0	0	0	0
31	MINISTRY OF CULTURE	46	46	0	0
32	MINISTRY OF ELECTRONICS & INFORMATION TECHNOLOGY	2	0	2	2
33	MINISTRY OF EXTERNAL AFFAIRS	5	5	0	0
34	MINISTRY OF FISHERIES, ANIMAL HUSBANDRY & DAIRYING	17	17	0	0
35	MINISTRY OF FOOD PROCESSING INDUSTRIES	0	0	0	0
36	MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES	14	13	1	0
37	MINISTRY OF MINORITY AFFAIRS	42	19	23	16
38	MINISTRY OF TEXTILES	63	61	2	0
39	MINISTRY OF TRIBAL AFFAIRS	36	0	36	25
40	MISCELLANEOUS	99	88	11	4
41	NEW AND RENEWABLE ENERGY	22	21	1	0
42	PERSONNEL, P.G. & PENSIONS	477	454	23	8
43	PETROLEUM	1318	1273	45	6
44	POSTS	454	420	34	0
45	POWER	169	128	41	5
46	RAILWAYS	1428	1425	3	2
47	ROAD TRANSPORT & HIGHWAYS	154	142	12	1
48	RURAL DEVELOPMENT	0	0	0	0
49	SCIENCE & TECHNOLOGY	128	99	29	12
50	SHIPPING	74	60	14	1
51	SOCIAL JUSTICE & EMPOWERMENT	7	6	1	0
52	STEEL	174	158	16	1
53	TELECOMMUNICATION	339	311	28	8
54	TOURISM	15	9	6	2
55	UNION TERRITORIES OTHER THAN DELHI	110	110	0	0
56	YOUTH AFFAIRS & SPORTS	2	2	0	0
	Total	**18651**	**16723**	**1928**	**325**

The data for each Ministry/Department/Sector includes the data of its allied organisations also.
The data is based on Annual Reports submitted by CVO.
*Local bodies (except GNCTD) include DJB, DSIIDC, DTL, DTC, DUSIB, DTTDC, MCD and NDMC.
** Home Affairs and allied organisations excluding Delhi Police.

Appendix – III A (ii)

(Para 3.13 and 3.16)

DETAILS OF COMPLAINTS RECEIVED AND DEALT WITH BY CVOs IN 2025

S No	Ministry/ Department/Sector	Total Received	Disposal	Pending	Pending for more than 3 months
1	AGRICULTURE	164	133	31	23
2	BANKS	9933	9520	413	52
3	CBDT	676	661	15	1
4	CBIC	844	707	137	9
5	CHEMICALS & FERTILIZERS	187	154	33	19
6	CIVIL AVIATION	661	596	65	5
7	COAL	4118	3881	237	10
8	COMMERCE & INDUSTRY	205	162	43	7
9	CONSUMER AFFAIRS, FOOD & PUB. DSTBN.	1123	991	132	46
10	DEFENCE	1410	1370	40	3
11	DELHI POLICE	2633	2054	579	319
12	DEPARTMENT OF ATOMIC ENERGY	426	414	12	4
13	EARTH SCIENCES	25	12	13	9
14	ENVIRONMENT, FOREST & CLIMATE CHANGE	122	118	4	0
15	FINANCE	3107	3000	107	68
16	GOVT. OF NCT DELHI	2804	2673	131	2
17	HEALTH & FAMILY WELFARE	363	295	68	23
18	HEAVY INDUSTRIES AND PUBLIC ENTERPRISES	438	403	35	3
19	HOUSING AND URBAN AFFAIRS	6531	5944	587	89
20	HUMAN RESOURCE DEVELOPMENT	2030	1362	668	427
21	INFORMATION & BROADCASTING	53	41	12	10
22	INSURANCE	1536	1483	53	1
23	JAL SHAKTI	153	136	17	9
24	LABOUR	1894	1817	77	25

S No	Ministry/ Department/Sector	Total Received	Disposal	Pending	Pending for more than 3 months
25	LOCAL BODIES EXCEPT G.N.C.T.D.*	4834	4405	429	372
26	Home Affairs**	2036	1710	326	233
27	MINES	128	125	3	0
28	MINISTRY OF AYUSH	79	76	3	0
29	MINISTRY OF COOPERATION	23	18	5	5
30	MINISTRY OF CORPORATE AFFAIRS	238	155	83	72
31	MINISTRY OF CULTURE	40	40	0	0
32	MINISTRY OF ELECTRONICS & INFORMATION TECHNOLOGY	13	13	0	0
33	MINISTRY OF EXTERNAL AFFAIRS	65	60	5	2
34	MINISTRY OF FISHERIES, ANIMAL HUSBANDRY & DAIRYING	31	30	1	1
35	MINISTRY OF FOOD PROCESSING INDUSTRIES	0	0	0	0
36	MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES	223	199	24	2
37	MINISTRY OF MINORITY AFFAIRS	23	22	1	0
38	MINISTRY OF TEXTILES	321	289	32	9
39	MINISTRY OF TRIBAL AFFAIRS	28	5	23	11
40	MISCELLANEOUS	176	128	48	30
41	NEW AND RENEWABLE ENERGY	149	141	8	4
42	PERSONNEL, P.G. & PENSIONS	513	477	36	18
43	PETROLEUM	2722	2568	154	6
44	POSTS	1003	995	8	0
45	POWER	866	747	119	37
46	RAILWAYS	9381	8754	627	10
47	ROAD TRANSPORT & HIGHWAYS	2139	2049	90	5
48	RURAL DEVELOPMENT	0	0	0	0
49	SCIENCE & TECHNOLOGY	244	215	29	13
50	SHIPPING	362	345	17	1
51	SOCIAL JUSTICE & EMPOWERMENT	24	20	4	2
52	STEEL	1023	959	64	1

S No	Ministry/ Department/Sector	Total Received	Disposal	Pending	Pending for more than 3 months
53	TELECOMMUNICATION	1469	1446	23	3
54	TOURISM	44	38	6	1
55	UNION TERRITORIES OTHER THAN DELHI	867	865	2	0
56	YOUTH AFFAIRS & SPORTS	84	84	0	0
	TOTAL	**70584**	**64905**	**5679**	**2002**

The data for each Ministry/Department/Sector includes the data of its allied organisations also.
The data is based on Annual Reports submitted by CVO.
*Local bodies (except GNCTD) include DJB, DSIIDC, DTL, DTC, DUSIB, DTTDC, MCD and NDMC.
** Home Affairs and allied organisations excluding Delhi Police.

Appendix - III A (iii)

(Para 3.13 and 3.18)

ORGANIZATION-WISE LIST OF COMPLAINTS REFERRED BY COMMISSION AND PENDING WITH CVOs FOR INVESTIGATION AND REPORT AS ON 31.12.2025

S No	Name of Department	Complaints Pending for Investigation		
		Less than One Year	One to Three Years	More than Three Years
1	ADVANCED WEAPONS AND EQUIPMENT INDIA LIMITED (AWEIL)	0	1	0
2	AIRPORTS AUTHORITY OF INDIA	2	0	0
3	ALL INDIA COUNCIL OF TECHNICAL EDUCATION	1	0	0
4	ALL INDIA INSTITUTE OF MEDICAL SCIENCES	1	0	0
5	ANDAMAN AND NICOBAR ISLANDS ADMINISTRATION	0	2	0
6	ARMOURED VEHICLE NIGAM LIMITED(AVNL)	0	1	0
7	BHARAT COKING COAL LIMITED	1	0	0
8	BHARAT HEAVY ELECTRICALS LIMITED	1	0	0
9	BHARAT IMMUNOLOGICALS AND BIOLOGICALS CORPORATION	0	1	0
10	BHARAT PETROLEUM CORPORATION LIMITED	1	0	0
11	BHARAT SANCHAR NIGAM LIMITED	4	0	0
12	BRIDGE AND ROOF COMPANY (INDIA) LIMITED	1	0	0
13	BUREAU OF INDIAN STANDARDS	2	0	0
14	CEMENT CORPORATION OF INDIA LIMITED	2	0	0
15	CENTRAL BOARD OF DIRECT TAXES	3	1	0
16	CENTRAL BOARD OF INDIRECT TAXES AND CUSTOMS	9	1	0
17	CENTRAL COALFIELDS LIMITED	1	0	0
18	CENTRAL INDUSTRIAL SECURITY FORCE	1	0	0
19	CENTRAL MINES PLANNING AND DESIGN INSTITUTE LIMITED	1	0	0
20	CENTRAL PUBLIC WORKS DEPARTMENT	1	0	0
21	CENTRAL RAILWAY	1	0	0
22	CENTRE FOR MATERIALS FOR ELECTRONICS TECHNOLOGY	1	0	0

S No	Name of Department	Complaints Pending for Investigation		
		Less than One Year	One to Three Years	More than Three Years
23	CENTRE INSTITUTE OF PLASTIC ENGINEERING AND TECHNOLOGY	1	0	0
24	CHANDIGARH ADMINISTRATION	1	0	0
25	COIR BOARD	1	0	0
26	COUNCIL OF SCIENTIFIC AND INDUSTRIAL RESEARCH	4	0	0
27	DADRA AND NAGAR HAVELI AND DAMAN AND DIU ADMINISTRATION	1	0	0
28	DEDICATED FREIGHT CORRIDOR CORPORATION OF INDIA LTD.	0	1	0
29	DELHI DEVELOPMENT AUTHORITY	2	0	0
30	DELHI JAL BOARD	0	2	0
31	DEPARTMENT FOR PROMOTION OF INDUSTRY AND INTERNAL TRADE	1	0	0
32	DEPARTMENT OF AGRICULTURE AND FARMERS WELFARE	1	0	0
33	DEPARTMENT OF CONSUMER AFFAIRS	1	0	0
34	DEPARTMENT OF DEFENCE	0	1	0
35	DEPARTMENT OF DEFENCE PRODUCTION	2	0	0
36	DEPARTMENT OF EXPENDITURE	1	0	0
37	DEPARTMENT OF FINANCIAL SERVICES	1	0	0
38	DEPARTMENT OF HEALTH AND FAMILY WELFARE	3	1	0
39	DEPARTMENT OF HIGHER EDUCATION	6	6	0
40	DEPARTMENT OF POSTS	2	0	0
41	DEPARTMENT OF SCIENCE AND TECHNOLOGY	1	0	0
42	DEPARTMENT OF SOCIAL JUSTICE AND EMPOWERMENT	0	1	0
43	DEPARTMENT OF SPORTS	1	0	0
44	DEPARTMENT OF WATER RESOURCES, RIVER DEVELOPMENT AND GANGA REJUVENATION	0	1	0
45	DIRECTORATE OF ORDNANCE (COORDINATION AND SERVICES)	2	2	0
46	EAST COAST RAILWAY	2	0	0

S No	Name of Department	Complaints Pending for Investigation		
		Less than One Year	One to Three Years	More than Three Years
47	EASTERN RAILWAY	1	0	0
48	EMPLOYEES PROVIDENT FUND ORGANISATION	2	1	0
49	EMPLOYEES STATE INSURANCE CORPORATION	0	1	0
50	FOOD CORPORATION OF INDIA	3	0	0
51	GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI	3	9	0
52	HLL LIFECARE LIMITED	1	0	0
53	INDIA POST PAYMENTS BANK	1	0	0
54	INDIA TOURISM DEVELOPMENT CORPORATION LIMITED	2	0	0
55	INDIAN BANK	1	0	0
56	INDIAN COUNCIL OF AGRICULTURAL RESEARCH	0	1	0
57	INDIAN INSTITUTE OF FOREST MANAGEMENT	0	1	0
58	INDIAN INSTITUTE OF MANAGEMENT, KOLKATA	0	1	0
59	INDIAN INSTITUTE OF TECHNOLOGY, DELHI	2	0	0
60	INDIAN INSTITUTE OF TECHNOLOGY, ROORKEE	0	1	0
61	INDIAN OIL CORPORATION LIMITED	2	0	0
62	INDIAN RAILWAY CATERING AND TOURISM CORPORATION LIMITED	1	0	0
63	INDIAN TELEPHONE INDUSTRIES LIMITED	1	0	0
64	INLAND WATERWAYS AUTHORITY OF INDIA LIMITED	1	0	0
65	INTEGRAL COACH FACTORY	1	0	0
66	JAMMU AND KASHMIR ADMINISTARTION	1	0	0
67	KENDRIYA VIDYALAYA SANGATHAN	2	0	0
68	KHADI AND VILLAGE INDUSTRIES COMMISSION	1	0	0
69	KOLKATA METRO RAIL CORPORATION LTD.	2	0	0
70	LIFE INSURANCE CORPORATION OF INDIA	1	0	0
71	MILITARY ENGINEER SERVICES	1	0	0
72	MINISTRY OF AYUSH	0	1	0
73	MINISTRY OF CIVIL AVIATION	2	0	0
74	MINISTRY OF COAL	2	0	0

S No	Name of Department	Complaints Pending for Investigation		
		Less than One Year	One to Three Years	More than Three Years
75	MINISTRY OF COOPERATION	1	0	0
76	MINISTRY OF CULTURE	0	3	0
77	MINISTRY OF ENVIRONMENT, FOREST AND CLIMATE CHANGE	1	0	0
78	MINISTRY OF EXTERNAL AFFAIRS	1	0	0
79	MINISTRY OF HOME AFFAIRS	9	0	0
80	MINISTRY OF HOUSING AND URBAN AFFAIRS	1	0	0
81	MINISTRY OF INFORMATION AND BROADCASTING	2	0	0
82	MINISTRY OF LABOUR AND EMPLOYMENT	1	1	0
83	MINISTRY OF PETROLEUM AND NATURAL GAS	1	0	0
84	MINISTRY OF PORTS, SHIPPING AND WATERWAYS	2	0	0
85	MINISTRY OF ROAD TRANSPORT AND HIGHWAYS	0	2	0
86	MINISTRY OF STEEL	1	0	0
87	MINISTRY OF TEXTILES	2	0	0
88	MINISTRY OF TOURISM	1	0	0
89	MINISTRY OF TRIBAL AFFAIRS	0	1	0
90	MUNICIPAL CORPORATION OF DELHI	1	2	0
91	NATIONAL BUILDINGS CONSTRUCTION CORPORATION	1	0	0
92	NATIONAL COUNCIL FOR TEACHERS EDUCATION	0	1	0
93	NATIONAL COUNCIL OF EDUCATIONAL RESEARCH AND TRAINING	1	0	0
94	NATIONAL HIGHWAY AUTHORITY OF INDIA	1	0	0
95	NATIONAL INSTITUTE OF HOMOEOPATHY	0	1	0
96	NATIONAL INSTITUTE OF TECHNOLOGY, JAMSHEDPUR	0	1	0
97	NATIONAL INSURANCE COMPANY LIMITED	2	1	0
98	NATIONAL MEDICAL COMMISSION	1	0	0
99	NEHRU YUVA KENDRA SANGATHAN	0	1	0
100	NORTHERN COALFIELDS LIMITED	5	0	0
101	NORTH CENTRAL RAILWAY	2	0	0
102	NORTH EASTERN RAILWAY	4	0	0

S No	Name of Department	Complaints Pending for Investigation		
		Less than One Year	One to Three Years	More than Three Years
103	NORTH FRONTIER RAILWAY	3	0	0
104	NORTHERN RAILWAY	2	0	0
105	NORTH WESTERN RAILWAY	1	0	0
106	OFFICE OF COAL CONTROLLER, KOLKATA	1	0	0
107	PG INSTITUTE OF MEDICAL EDUCATION AND RESEARCH CHANDIGARH	1	0	0
108	PRASAR BHARATI	3	0	0
109	RAILWAY BOARD	3	0	0
110	RAIL COACH FACTORY	1	0	0
111	RAIL VIKAS NIGAM LIMITED	0	1	0
112	RASHTRIYA ISPAT NIGAM LIMITED	1	0	0
113	RESEARCH DESIGN AND STANDARDS ORGANISATION	1	0	0
114	SECURITY PRINTING AND MINTING CORP OF INDIA LIMITED	1	0	0
115	SJVN LIMITED	0	1	0
116	SOUTH CENTRAL RAILWAY	1	0	0
117	SOUTH EAST CENTRAL RAILWAY	4	1	0
118	SOUTH EASTERN RAILWAY	2	0	0
119	SOUTHERN RAILWAY	1	0	0
120	SOUTH WESTERN RAILWAY	2	0	0
121	STATE BANK OF INDIA	1	0	0
122	STEEL AUTHORITY OF INDIA LIMITED	2	0	0
123	UNIVERSITY GRANTS COMMISSION	1	0	0
124	UNIVERSITY OF DELHI	1	0	0
125	WESTERN COALFIELDS LIMITED	1	0	0
126	WESTERN CENTRAL RAILWAY	2	1	0
127	WESTERN RAILWAY	1	0	0
128	YANTRA INDIA LIMITED(YIL)	0	1	0
	Total	**180**	**57**	**0**

Appendix - III B

(Para 3.13 and 3.20)

DETAILS OF DEPARTMENTAL INQUIRIES AGAINST OFFICERS (UNDER CVC JURISDICTION) IN 2025

S No	Ministry/ Department/Sector	Total Received	Disposal	Pending	Pending for more than 6 months
1	AGRICULTURE	3	2	1	0
2	BANKS	384	238	146	56
3	CBDT	93	30	63	46
4	CBIC	135	47	88	61
5	CHEMICALS & FERTILIZERS	1	0	1	0
6	CIVIL AVIATION	29	12	17	9
7	COAL	22	15	7	1
8	COMMERCE & INDUSTRY	26	11	15	8
9	CONSUMER AFFAIRS, FOOD & PUB. DSTBN.	4	3	1	1
10	DEFENCE	51	27	24	23
11	DEPARTMENT OF ATOMIC ENERGY	10	0	10	10
12	EARTH SCIENCES	0	0	0	0
13	ENVIRONMENT, FOREST & CLIMATE CHANGE	1	0	1	0
14	FINANCE	15	6	9	6
15	GOVT. OF NCT DELHI	8	4	4	4
16	HEALTH & FAMILY WELFARE	2	0	2	1
17	HEAVY INDUSTRIES AND PUBLIC ENTERPRISES	13	3	10	5
18	HOUSING AND URBAN AFFAIRS	57	16	41	25
19	HUMAN RESOURCE DEVELOPMENT	8	2	6	2
20	INFORMATION & BROADCASTING	7	6	1	1
21	INSURANCE	32	14	18	10
22	JAL SHAKTI	0	0	0	0
23	LABOUR	54	17	37	20
24	LOCAL BODIES EXCEPT G.N.C.T.D.*	38	19	19	17
25	HOME AFFAIRS	40	8	32	28
26	MINES	0	0	0	0
27	MINISTRY OF AYUSH	1	0	1	1

S No	Ministry/ Department/Sector	Total Received	Disposal	Pending	Pending for more than 6 months
28	MINISTRY OF COOPERATION	0	0	0	0
29	MINISTRY OF CORPORATE AFFAIRS	4	1	3	3
30	MINISTRY OF CULTURE	0	0	0	0
31	MINISTRY OF ELECTRONICS & INFORMATION TECHNOLOGY	0	0	0	0
32	MINISTRY OF EXTERNAL AFFAIRS	1	0	1	1
33	MINISTRY OF FISHERIES, ANIMAL HUSBANDRY & DAIRYING	0	0	0	0
34	MINISTRY OF FOOD PROCESSING INDUSTRIES	0	0	0	0
35	MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES	10	7	3	2
36	MINISTRY OF MINORITY AFFAIRS	0	0	0	0
37	MINISTRY OF TEXTILES	1	1	0	0
38	MINISTRY OF TRIBAL AFFAIRS	0	0	0	0
39	MISCELLANEOUS	4	0	4	0
40	NEW AND RENEWABLE ENERGY	0	0	0	0
41	PERSONNEL, P.G. & PENSIONS	38	34	4	3
42	PETROLEUM	22	19	3	2
43	POSTS	3	0	3	2
44	POWER	18	9	9	0
45	RAILWAYS	111	63	48	28
46	ROAD TRANSPORT & HIGHWAYS	30	20	10	6
47	RURAL DEVELOPMENT	0	0	0	0
48	SCIENCE & TECHNOLOGY	27	24	3	2
49	SHIPPING	18	12	6	5
50	SOCIAL JUSTICE & EMPOWERMENT	0	0	0	0
51	STEEL	6	2	4	1
52	TELECOMMUNICATION	111	54	57	41
53	TOURISM	4	4	0	0
54	UNION TERRITORIES OTHER THAN DELHI	18	1	17	15
	Total	**1460**	**731**	**729**	**446**

The data for each Ministry/Department/Sector includes the data of its allied organisations also.
The data is based on the Annual Reports submitted by CVO.
*Local bodies (except GNCTD) include DJB, DSIIDC, DTL, DTC, DUSIB, DTTDC, MCD and NDMC.

Appendix - III C

(Para 3.13 and 3.20)

DETAILS OF DEPARTMENTAL INQUIRIES AGAINST OTHER EMPLOYEES IN 2025

S No	Ministry/ Department/Sector	Total Received	Disposal	Pending	Pending for more than 6 months
1	AGRICULTURE	16	4	12	2
2	BANKS	4200	2853	1347	222
3	CBDT	190	47	143	134
4	CBIC	381	145	236	150
5	CHEMICALS & FERTILIZERS	18	11	7	6
6	CIVIL AVIATION	25	11	14	3
7	COAL	125	74	51	17
8	COMMERCE & INDUSTRY	13	5	8	5
9	CONSUMER AFFAIRS, FOOD & PUB. DSTBN.	141	88	53	24
10	DEFENCE	57	37	20	9
11	DEPARTMENT OF ATOMIC ENERGY	59	20	39	29
12	EARTH SCIENCES	0	0	0	0
13	ENVIRONMENT, FOREST & CLIMATE CHANGE	0	0	0	0
14	FINANCE	31	13	18	14
15	GOVT. OF NCT DELHI	75	18	57	56
16	HEALTH & FAMILY WELFARE	48	15	33	9
17	HEAVY INDUSTRIES AND PUBLIC ENTERPRISES	69	44	25	19
18	HOUSING AND URBAN AFFAIRS	42	16	26	8
19	HUMAN RESOURCE DEVELOPMENT	138	13	125	91
20	INFORMATION & BROADCASTING	1	0	1	1
21	INSURANCE	74	49	25	6
22	JAL SHAKTI	13	1	12	12
23	LABOUR	128	80	48	43
24	LOCAL BODIES EXCEPT G.N.C.T.D.*	246	85	161	83
25	HOME AFFAIRS	65	31	34	21
26	MINES	4	2	2	2
27	MINISTRY OF AYUSH	1	0	1	1

S No	Ministry/ Department/Sector	Total Received	Disposal	Pending	Pending for more than 6 months
28	MINISTRY OF COOPERATION	0	0	0	0
29	MINISTRY OF CORPORATE AFFAIRS	4	0	4	2
30	MINISTRY OF CULTURE	0	0	0	0
31	MINISTRY OF ELECTRONICS & INFORMATION TECHNOLOGY	0	0	0	0
32	MINISTRY OF EXTERNAL AFFAIRS	16	11	5	5
33	MINISTRY OF FISHERIES, ANIMAL HUSBANDRY & DAIRYING	0	0	0	0
34	MINISTRY OF FOOD PROCESSING INDUSTRIES	0	0	0	0
35	MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES	10	7	3	3
36	MINISTRY OF MINORITY AFFAIRS	0	0	0	0
37	MINISTRY OF TEXTILES	8	4	4	1
38	MINISTRY OF TRIBAL AFFAIRS	0	0	0	0
39	MISCELLANEOUS	18	3	15	3
40	NEW AND RENEWABLE ENERGY	3	3	0	0
41	PERSONNEL, P.G. & PENSIONS	28	19	9	4
42	PETROLEUM	100	71	29	8
43	POSTS	2244	993	1251	884
44	POWER	14	5	9	4
45	RAILWAYS	875	572	303	179
46	ROAD TRANSPORT & HIGHWAYS	0	0	0	0
47	RURAL DEVELOPMENT	0	0	0	0
48	SCIENCE & TECHNOLOGY	11	5	6	4
49	SHIPPING	19	13	6	5
50	SOCIAL JUSTICE & EMPOWERMENT	0	0	0	0
51	STEEL	65	45	20	2
52	TELECOMMUNICATION	66	33	33	25
53	TOURISM	3	1	2	1
54	UNION TERRITORIES OTHER THAN DELHI	239	114	125	96
	Total	**9883**	**5561**	**4322**	**2193**

The data for each Ministry/Department/Sector includes the data of its allied organisations also.
The data is based on Annual Reports submitted by CVO.
*Local bodies (except GNCTD) include DJB, DSIIDC, DTL, DTC, DUSIB, DTTDC, MCD and NDMC.

Appendix – III D

(Para 3.13 and 3.21)

ORGANIZATION-WISE LIST OF FIRST AND SECOND STAGE ADVICE PENDING FOR IMPLEMENTATION OF COMMISSION'S ADVICE

S. No.	Name of Department	No. of cases pending implementation of CVC's advice for more than 6 months	
		First Stage Advice	Second Stage Advice
1	ALL INDIA INSTITUTE OF MEDICAL SCIENCES	0	2
2	ANDAMAN AND NICOBAR ADMINISTRATION	8	2
3	CENTRAL BOARD OF DIRECT TAXES	25	0
4	CENTRAL BOARD OF INDIRECT TAXES AND CUSTOMS	18	4
5	CENTRAL BOARD OF INDIRECT TAXES AND CUSTOMS	2	0
6	CENTRAL PUBLIC WORKS DEPARTMENT	21	0
7	COAL MINES PROVIDENT FUND ORGANIZATION	1	0
8	CONTROLLER GENERAL OF DEFENCE ACCOUNTS	5	0
9	COUNCIL OF SCIENTIFIC AND INDUSTRIAL RESEARCH	2	0
10	DADRA AND NAGAR HAVELI	1	0
11	DELHI DEVELOPMENT AUTHORITY	2	0
12	DELHI JAL BOARD	1	0
13	DELHI STATE INDUSTRIAL AND INFRASTRUCTURE DEVELOPMENT CORPORATION	1	0
14	DEPARTMENT OF BIOTECHNOLOGY	0	1
15	DEPARTMENT OF ECONOMIC AFFAIRS	2	0
16	DEPARTMENT OF EMPOWERMENT OF PERSONS WITH DISABILITIES	1	0
17	DEPARTMENT OF EXPENDITURE	6	1

S. No.	Name of Department	No. of cases pending implementation of CVC's advice for more than 6 months	
		First Stage Advice	Second Stage Advice
18	DEPARTMENT OF HEALTH AND FAMILY WELFARE	1	0
19	DEPARTMENT OF HIGHER EDUCATION	11	0
20	DEPARTMENT OF PERSONNEL AND TRAINING	1	4
21	DEPARTMENT OF REVENUE	2	0
22	DEPARTMENT OF TELECOMMUNICATIONS	1	1
23	EAST COAST RAILWAY	1	0
24	EASTERN RAILWAY	1	0
25	EMPLOYEES PROVIDENT FUND ORGANISATION	3	0
26	GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI	25	1
27	INDIAN COUNCIL OF AGRICULTURAL RESEARCH	9	1
28	INDIAN INSTITUTE OF TECHNOLOGY, ROORKE	1	0
29	M.C.D. NORTH DELHI	1	0
30	MANGLORE REFINERIES AND PETROCHEMICALS LIMITED	1	0
31	MILITARY ENGINEER SERVICES	4	0
32	MINISTRY OF CORPORATE AFFAIRS	1	0
33	MINISTRY OF DEFENCE	1	0
34	MINISTRY OF HEAVY INDUSTRIES	1	0
35	MINISTRY OF HOME AFFAIRS	0	4
36	MINISTRY OF HOUSING AND URBAN AFFAIRS	1	0
37	MINISTRY OF INFORMATION AND BROADCASTING	1	0
38	MINISTRY OF POWER	0	2
39	MINISTRY OF ROAD TRANSPORT AND HIGHWAYS	0	1
40	MINISTRY OF STATISTICS AND PROGRAMME IMPLEMENTATION	6	0
41	MODERN COACH FACTORY	1	0

S. No.	Name of Department	No. of cases pending implementation of CVC's advice for more than 6 months	
		First Stage Advice	Second Stage Advice
42	NATIONAL COUNCIL FOR TEACHERS EDUCATION	7	0
43	NATIONAL HIGHWAY AND INFRASTRUCTURE DEVELOPMENT CORPORATION LIMITED	1	0
44	NEW INDIA ASSURANCE COMPANY LIMITED	1	0
45	NORTH WESTERN RAILWAY	1	0
46	OFFICE OF THE CONTROLLER GENERAL OF ACCOUNTS	1	0
47	OFFICE OF THE DEVELOPMENT COMMISSIONER, MSME	1	0
48	PETROLEUM AND EXPLOSIVES SAFETY ORGANIZATION, NAGPUR	3	0
49	PRASAR BHARATI	5	0
50	PUNJAB AND SIND BANK	1	0
51	PUNJAB NATIONAL BANK	1	0
52	RAILWAY BOARD	1	4
53	REGISTRAR GENERAL OF INDIA	1	0
54	SECURITY PRINTING AND MINTING CORP OF INDIA LIMITED	6	0
55	SOUTH CENTRAL RAILWAY	1	0
56	SOUTH WESTERN RAILWAY	1	0
57	STATE BANK OF INDIA	2	0
58	TELECOMMUNICATION CONSULTANTS INDIA LIMITED	3	0
59	UCO BANK	1	0
60	UNITED INDIA INSURANCE COMPANY LIMITED	3	0
61	UNIVERSITY OF KERALA	1	0
62	WEST CENTRAL RAILWAY	2	0
	TOTAL	**214**	**28**

Appendix - III E

(Para 3.13 and 3.23)

DETAILS OF PUNISHMENT AWARDED (ALL CATEGORIES) IN MAJOR PENALTY PROCEEDINGS IN 2025

S. No.	Ministry/ Department/ Sector	Cut in Pension	Removal/ Dis-missal/ Compulsory Retirement	Reduction to Lower Time Scale	Other Major Penalties	Minor Penalty/ other Than Censure	Censure/ Warning	No Action
1	AGRICULTURE	1	0	0	0	0	0	2
2	BANKS	21	409	2153	482	28	100	56
3	CBDT	52	3	9	3	0	6	27
4	CBIC	41	25	108	3	3	8	17
5	CHEMICALS & FERTILIZERS	0	2	2	0	1	0	1
6	CIVIL AVIATION	0	1	7	0	1	2	1
7	COAL	0	8	44	46	0	2	30
8	COMMERCE & INDUSTRY	0	2	3	0	0	0	5
9	CONSUMER AFFAIRS, FOOD & PUB. DSTBN.	0	7	86	0	4	7	17
10	DEFENCE	5	6	2	7	5	6	1
11	DEPARTMENT OF ATOMIC ENERGY	1	0	0	0	0	5	0
12	EARTH SCIENCES	0	0	0	0	0	0	0
13	ENVIRONMENT, FOREST & CLIMATE CHANGE	0	0	0	0	0	0	0
14	FINANCE	2	1	9	0	4	0	6
15	GOVT. OF NCT DELHI	0	2	3	0	0	0	2
16	HEALTH & FAMILY WELFARE	0	3	0	0	2	0	0
17	HEAVY INDUSTRIES AND PUBLIC ENTERPRISES	0	6	9	4	0	0	1
18	HOUSING AND URBAN AFFAIRS	9	1	13	0	1	1	1
19	HUMAN RESOURCE DEVELOPMENT	0	5	3	0	1	0	1
20	INFORMATION & BROADCASTING	12	0	0	0	0	0	2

S. No.	Ministry/ Department/ Sector	Cut in Pension	Removal/ Dis-missal/ Compulsory Retirement	Reduction to Lower Time Scale	Other Major Penalties	Minor Penalty/ other Than Censure	Censure/ Warning	No Action
21	INSURANCE	31	6	48	1	1	2	1
22	JAL SHAKTI	0	0	0	0	0	0	0
23	LABOUR	14	11	11	11	0	4	11
24	LOCAL BODIES EXCEPT G.N.C.T.D.*	35	115	14	50	26	14	44
25	HOME AFFAIRS	4	19	22	158	24	80	127
26	MINES	0	0	0	0	0	4	1
27	MINISTRY OF AYUSH	0	0	0	0	0	0	0
28	MINISTRY OF COOPERATION	0	0	0	0	0	0	0
29	MINISTRY OF CORPORATE AFFAIRS	0	0	0	0	0	0	0
30	MINISTRY OF CULTURE	0	0	0	0	0	0	0
31	MINISTRY OF ELECTRONICS & INFORMATION TECHNOLOGY	0	0	0	0	0	0	0
32	MINISTRY OF EXTERNAL AFFAIRS	2	3	5	2	0	0	2
33	MINISTRY OF FISHERIES, ANIMAL HUSBANDRY & DAIRYING	0	0	0	0	0	0	0
34	MINISTRY OF FOOD PROCESSING INDUSTRIES	0	0	0	0	0	0	0
35	MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES	0	0	1	1	0	2	1
36	MINISTRY OF MINORITY AFFAIRS	0	0	0	0	0	0	0
37	MINISTRY OF TEXTILES	0	0	2	0	3	0	0
38	MINISTRY OF TRIBAL AFFAIRS	0	0	0	0	0	0	0
39	MISCELLANEOUS	0	1	0	0	0	0	1
40	NEW AND RENEWABLE ENERGY	0	0	0	0	0	0	0
41	PERSONNEL, P.G. & PENSIONS	8	6	4	0	2	1	4
42	PETROLEUM	0	8	19	19	2	27	0

S. No.	Ministry/ Department/ Sector	Cut in Pension	Removal/ Dis-missal/ Compulsory Retirement	Reduction to Lower Time Scale	Other Major Penalties	Minor Penalty/ other Than Censure	Censure/ Warning	No Action
43	POSTS	17	243	369	128	52	36	130
44	POWER	0	2	13	0	0	4	6
45	RAILWAYS	0	44	978	5	40	20	82
46	ROAD TRANSPORT & HIGHWAYS	1	1	3	1	0	0	0
47	RURAL DEVELOPMENT	0	0	0	0	0	0	0
48	SCIENCE & TECHNOLOGY	1	1	0	0	0	1	1
49	SHIPPING	4	3	8	2	1	2	2
50	SOCIAL JUSTICE & EMPOWERMENT	0	0	0	0	0	0	0
51	STEEL	0	3	77	9	1	0	2
52	TELECOMMUNICATION	12	2	18	4	2	0	3
53	TOURISM	0	0	0	0	0	2	3
54	UNION TERRITORIES OTHER THAN DELHI	0	0	1	0	1	0	7
	Total	**273**	**949**	**4044**	**936**	**205**	**336**	**598**

The data for each Ministry/Department/Sector includes the data of its allied organisations also.
The data is based on Annual Reports submitted by CVO.
*Local bodies (except GNCTD) include DJB, DSIIDC, DTL, DTC, DUSIB, DTTDC, MCD and NDMC.

Appendix - III F

(Para 3.13 and 3.23)

DETAILS OF PUNISHMENTS AWARDED (ALL CATEGORIES) IN MINOR PENALTY PROCEEDINGS IN 2025

S.No	Ministry/ Department/ Sector	Reduction to Lower Stage	Postponement/ Withholding of Increment	Recovery from Pay	Withholding of Promotion	Censure/ Warning	No Action
1	AGRICULTURE	0	0	0	0	0	0
2	BANKS	457	41	76	0	340	30
3	CBDT	0	0	0	1	8	5
4	CBIC	8	2	0	0	10	3
5	CHEMICALS & FERTILIZERS	0	0	0	0	0	0
6	CIVIL AVIATION	0	12	0	0	50	0
7	COAL	11	2	1	1	39	14
8	COMMERCE & INDUSTRY	0	1	0	0	1	2
9	CONSUMER AFFAIRS, FOOD & PUB. DSTBN.	135	12	489	0	272	28
10	DEFENCE	11	4	1	0	27	0
11	DEPARTMENT OF ATOMIC ENERGY	3	1	0	0	7	0
12	EARTH SCIENCES	0	0	0	0	0	0
13	ENVIRONMENT, FOREST & CLIMATE CHANGE	0	0	0	0	0	0
14	FINANCE	13	1	0	0	6	5
15	GOVT. OF NCT DELHI	0	0	0	0	0	0
16	HEALTH & FAMILY WELFARE	3	0	0	0	7	1
17	HEAVY INDUSTRIES AND PUBLIC ENTERPRISES	4	2	0	0	18	2
18	HOUSING AND URBAN AFFAIRS	2	2	0	0	5	1
19	HUMAN RESOURCE DEVELOPMENT	4	4	0	1	10	3
20	INFORMATION & BROADCASTING	0	0	0	0	0	0
21	INSURANCE	28	23	8	0	269	56
22	JAL SHAKTI	0	0	0	0	5	5
23	LABOUR	2	3	1	0	30	4
24	LOCAL BODIES EXCEPT G.N.C.T.D.*	2	7	352	0	809	6

S.No	Ministry/ Department/ Sector	Reduction to Lower Stage	Postponement/ Withholding of Increment	Recovery from Pay	Withholding of Promotion	Censure/ Warning	No Action
25	HOME AFFAIRS	0	13	31	26	1468	4631
26	MINES	0	5	3	0	12	4
27	MINISTRY OF AYUSH	0	0	0	0	0	0
28	MINISTRY OF COOPERATION	0	0	0	0	0	0
29	MINISTRY OF CORPORATE AFFAIRS	0	0	0	0	0	0
30	MINISTRY OF CULTURE	0	0	0	0	0	0
31	MINISTRY OF ELECTRONICS & INFORMATION TECHNOLOGY	0	0	0	0	0	0
32	MINISTRY OF EXTERNAL AFFAIRS	2	2	0	0	1	0
33	MINISTRY OF FISHERIES, ANIMAL HUSBANDRY & DAIRYING	0	0	0	0	0	0
34	MINISTRY OF FOOD PROCESSING INDUSTRIES	0	0	0	0	0	0
35	MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES	0	2	0	0	0	0
36	MINISTRY OF MINORITY AFFAIRS	0	0	0	0	0	0
37	MINISTRY OF TEXTILES	1	4	0	0	2	0
38	MINISTRY OF TRIBAL AFFAIRS	0	0	0	0	0	0
39	MISCELLANEOUS	0	0	0	0	0	0
40	NEW AND RENEWABLE ENERGY	0	0	0	0	2	0
41	PERSONNEL, P.G. & PENSIONS	2	7	0	0	4	1
42	PETROLEUM	10	28	14	21	92	13
43	POSTS	885	1600	494	36	1402	64
44	POWER	6	7	0	1	10	6
45	RAILWAYS	3	953	0	2	254	215
46	ROAD TRANSPORT & HIGHWAYS	0	2	0	0	4	1
47	RURAL DEVELOPMENT	0	0	0	0	0	0
48	SCIENCE & TECHNOLOGY	0	1	0	0	0	0
49	SHIPPING	1	0	0	0	11	2

S.No	Ministry/ Department/ Sector	Reduction to Lower Stage	Postponement/ Withholding of Increment	Recovery from Pay	Withholding of Promotion	Censure/ Warning	No Action
50	SOCIAL JUSTICE & EMPOWERMENT	0	0	0	0	0	0
51	STEEL	8	3	1	0	34	0
52	TELECOMMUNICATION	5	10	0	0	17	4
53	TOURISM	0	0	0	0	0	0
54	UNION TERRITORIES OTHER THAN DELHI	0	0	0	0	0	0
	Total	**1606**	**2754**	**1471**	**89**	**5226**	**5106**

The data for each Ministry/Department/Sector includes the data of its allied organisations also.

The data is based on Annual Reports submitted by CVO.

*Local bodies (except GNCTD) include DJB, DSIIDC, DTL, DTC, DUSIB, DTTDC, MCD and NDMC.

Appendix - III G

(Para 3.13 and 3.24)

DETAILS OF REQUESTS FOR PROSECUTION SANCTION RECEIVED AND DISPOSED BY ORGANISATIONS IN 2025

S No	Ministry/ Department/Sector	Total Case for sanction	Sanctioned	Refused	Pending	Pending for more than 6 months
1	AGRICULTURE	2	2	0	0	0
2	BANKS	221	116	66	39	22
3	CBDT	45	22	9	14	7
4	CBIC	68	45	3	20	4
5	CHEMICALS & FERTILIZERS	0	0	0	0	0
6	CIVIL AVIATION	6	4	1	1	0
7	COAL	57	51	0	6	1
8	COMMERCE & INDUSTRY	9	1	0	8	0
9	CONSUMER AFFAIRS, FOOD & PUB. DSTBN.	12	11	0	1	1
10	DEFENCE	22	16	0	6	1
11	DEPARTMENT OF ATOMIC ENERGY	0	0	0	0	0
12	EARTH SCIENCES	0	0	0	0	0
13	ENVIRONMENT, FOREST & CLIMATE CHANGE	5	1	1	3	0
14	FINANCE	18	5	0	13	2
15	GOVT. OF NCT DELHI	37	14	0	23	16
16	HEALTH & FAMILY WELFARE	4	3	0	1	0
17	HEAVY INDUSTRIES AND PUBLIC ENTERPRISES	4	3	0	1	1
18	HOUSING AND URBAN AFFAIRS	37	24	0	13	3
19	HUMAN RESOURCE DEVELOPMENT	7	1	0	6	6
20	INFORMATION & BROADCASTING	2	2	0	0	0
21	INSURANCE	10	8	1	1	1
22	JAL SHAKTI	0	0	0	0	0
23	LABOUR	48	47	0	1	0
24	LOCAL BODIES EXCEPT G.N.C.T.D.*	70	32	10	28	7
25	HOME AFFAIRS	3	3	0	0	0
26	MINES	3	3	0	0	0
27	MINISTRY OF AYUSH	0	0	0	0	0
28	MINISTRY OF COOPERATION	0	0	0	0	0
29	MINISTRY OF CORPORATE AFFAIRS	0	0	0	0	0

S No	Ministry/ Department/Sector	Total Case for sanction	Sanctioned	Refused	Pending	Pending for more than 6 months
30	MINISTRY OF CULTURE	0	0	0	0	0
31	MINISTRY OF ELECTRONICS & INFORMATION TECHNOLOGY	0	0	0	0	0
32	MINISTRY OF EXTERNAL AFFAIRS	37	15	19	3	0
33	MINISTRY OF FISHERIES, ANIMAL HUSBANDRY & DAIRYING	0	0	0	0	0
34	MINISTRY OF FOOD PROCESSING INDUSTRIES	0	0	0	0	0
35	MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES	5	5	0	0	0
36	MINISTRY OF MINORITY AFFAIRS	0	0	0	0	0
37	MINISTRY OF TEXTILES	2	2	0	0	0
38	MINISTRY OF TRIBAL AFFAIRS	0	0	0	0	0
39	MISCELLANEOUS	2	1	0	1	0
40	NEW AND RENEWABLE ENERGY	0	0	0	0	0
41	PERSONNEL, P.G. & PENSIONS	4	2	1	1	0
42	PETROLEUM	9	3	0	6	0
43	POSTS	52	49	0	3	0
44	POWER	8	7	1	0	0
45	RAILWAYS	83	70	3	10	10
46	ROAD TRANSPORT & HIGHWAYS	8	7	0	1	1
47	RURAL DEVELOPMENT	0	0	0	0	0
48	SCIENCE & TECHNOLOGY	5	5	0	0	0
49	SHIPPING	3	1	0	2	0
50	SOCIAL JUSTICE & EMPOWERMENT	0	0	0	0	0
51	STEEL	3	2	0	1	1
52	TELECOMMUNICATION	3	2	0	1	1
53	TOURISM	2	2	0	0	0
54	UNION TERRITORIES OTHER THAN DELHI	18	15	1	2	0
55	YOUTH AFFAIRS & SPORTS	0	0	0	0	0
	Total	**934**	**602**	**116**	**216**	**85**

The data for each Ministry/Department/Sector includes the data of its allied organisations also.
The data is based on Annual Reports submitted by CVO.
*Local bodies (except GNCTD) include DJB, DSIIDC, DTL, DTC, DUSIB, DTTDC, MCD and NDMC.

Appendix-IV

(Para 5.9)

SOME IRREGULARITIES OBSERVED, PRIMA FACIE, IN COURSE OF INTENSIVE EXAMINATIONS AND SCRUTINY OF VARIOUS PROCUREMENT CASES DURING THE YEAR

1. In a Terminal building work costing around Rs. 74 Crore, following major irregularities were observed :-

a) The consultant engaged by the organisation was to work out detailed Bill of Quantities (BOQ) of various components and prepare detailed cost estimate. It has been observed that the consultant has prepared the detailed estimate without evaluating structural response/ collapse behaviour of the existing structures and without having complete and necessary data. Preparation of detailed estimate without full supporting information led to inaccuracies in cost assessment, potential variations in scope of work, time overrun and cost overrun during execution.

b) As per Memorandum of Understanding (MoU), the organisation was to formulate EPC tender to attract global players for which they were to follow standards/ norms. However, the organisation has invited domestic tenders in place of global tenders. Thus, Terms of Reference of MoU were not fulfilled by the organisation.

c) The work was awarded to a Joint Venture wherein lead partner with financial contribution of 51% and other partner with financial contribution of 49%. As per bid documents, performance guarantee was to be furnished by both partners, out of their accounts, in proportion to their participation in Joint Venture. It is observed that the Fixed Deposit Receipts (FDRs) submitted are from two accounts of husband and wife and it may be possible that both pertain to other partner of the Joint Venture only. Thus, contract condition for furnishing Performance Security from both partners of Joint Venture was not adhered to.

d) The contract provides the use of ordinary structural steel for the Pre-Engineered Building works located on the seashore, where the structure

is likely to be exposed to a highly corrosive marine environment. Most of the structural members at the site are showing signs of rusting. The use of ordinary structural steel in such conditions may not be suitable, as it could lead to premature deterioration, increased maintenance costs, and reduced service life of the structure.

e) The bolt joints have not been provided properly. Several nuts are not tightened adequately, and some undersize bolts are provided in the joints. Some nut and bolt assemblies are missing altogether. At some places, holes for bolts have been made in a non-engineered manner, lacking precision and alignment. Also, there are noticeable gaps between connecting plates, indicating that the fabrication work has not been carried out properly. These deficiencies in joint assembly and fabrication constitute a serious risk to the structural integrity and safety of the building.

f) The work was awarded to Joint Venture (JV) having lead partner with financial contribution of 51% and other partner with financial contribution of 49%. As per JV agreement, both partners shall jointly carry out the work. Joint Venture was qualified based on the experience in similar works of other partner whose presence was not found in execution of work. During intensive examination, it was found that the entire work was being executed by lead partner of Joint Venture only. It appears that Joint Venture was formed to bag the contract only.

2. In a Residential Project costing around Rs. 98 Crore, following major irregularities were observed :-

a) The project comprises multiple buildings, including single-storey, G+3-storey, and G+8-storey structures. In 1st call, the qualifying criteria for experience of similar work was defined as construction of an integrated township consisting of residential and non-residential buildings in a residential complex/ township project, including water supply, sanitation, electrification, firefighting, etc. The qualification criteria did not specify any minimum requirement regarding the number of storeys in the experience of similar work. Accordingly, the lowest bidder having experience in construction of G+2-storey buildings, was declared qualified which failed

to execute the work, and the contract was terminated. The definition of similar work was kept same in 2nd call of tender also. As the project having various buildings up to nine storey, minimum number of storey should be specified in the definition of similar work required for eligibility criteria.

b) As per Manual for Procurement of Works, 2019, the bidder should possess the bidding capacity. However, this provision was not included in the pre-qualification criteria of the bid documents. As a result, the bidding capacity of participating bidders could not be properly examined. Consequently, the contractor failed to perform satisfactorily, and the contract for the first call had to be terminated at the outset. This omission of bidding capacity may be one of the reasons contributing to the contractor's failure.

c) Milestones in construction are essential tools for planning, monitoring, controlling, and successfully delivering a project. These milestones should be clearly provided in the contract, as they serve as checkpoints to indicate whether the project is on track in terms of time, cost, quality, and scope. Milestones act as program markers on the construction timeline, highlighting whether the project is ahead of, on, or behind schedule. They help in early detection of delays and allow timely corrective actions to keep the project on track. However, in the present case, no milestones were provided in the contract, which resulted in inordinate delays, and the completion of the project remains far from achievement.

3. In an Infrastructure work costing around Rs. 105 Crore, following major irregularities were observed :-

a) Technical and Financial bid as well as Earnest Money Deposit (EMD) were submitted by a bidder as an individual firm and work was awarded to this firm. Letter of Intent was issued in the name of this individual firm and accordingly the agreement was signed between organisation and this firm. On perusal of bid documents, it was observed that this firm had submitted a Joint Venture agreement led by the firm with 90% share of work and another firm with 10% share of work. The Integrity Pact was also signed by both the partner firms of Joint Venture. The bid was evaluated as if it had been submitted by a joint venture, which was thus not in order.

b) As per contract, the contractor was required to submit additional Performance Security of Rs. 6.60 Crore. However, no additional Performance Security was mentioned in the Letter of Acceptance issued to the contractor. Thus, contractor was financially benefitted by not submitting additional Performance Security of Rs. 6.60 Crore.

4. In a work related to Construction of residential towers in a metropolitan city, costing around Rs. 860 Crore, the following major irregularities were observed:

a. With regard to the Preliminary Estimate (PE) of the work, it was observed that provision of dumb waiter had been included in the PE of various buildings which were purely residential in nature. The dumb waiter had not been installed at site in the given towers. Also, as per Plinth Area Rates (PAR) 2019 used for preparing the PE, Aluminium Composite Panel (ACP) cladding in combination with structural glazing was already included in 'Specifications for Residential Buildings' as per PAR. However, an extra cost had been taken in the PE under 'Cost of façade special elements. Further, 12% GST on Project Management Consultancy (PMC) charge had been included in the PE. The PMC charge of 6% had been calculated on the estimated value of work which in turn had been calculated using the PAR of CPWD. The rates given in the PAR were inclusive of GST. Thus, doubling of GST had been done during the estimate preparation. These irregularities contributed towards an escalation in the cost estimate which was ultimately used as the Estimated Cost put to tender for the given work.

b. As per the MoU signed between the executing Public Sector Undertaking (PSU) and the client, for the given work, the work had been awarded to the executing PSU @ 6% charges on nomination basis. However, as per Rule 133(3) of GFR, 2017, works can only be awarded to PSUs after holding a competition based on the lump sum service charges. As per the documents furnished during the intensive examination, no such competition was held between PSUs while awarding the given work, which is a violation of provision of GFR 2017. No clear methodology for arriving at the PMC figure of 6% could be furnished.

c. An 'Additional Eligibility Criteria' was added in the Notice Inviting Tender (NIT) for the given work, specifying that the prospective bidders should have

"Successfully completed at least one work of residential / non-residential building with minimum 24 storeys with minimum one basement". Upon perusal of the NIT approval documents, it was observed that for the scope of work under the given NIT, the number of storeys specified in the above criteria should have been 15 storeys, as per the executing PSU's Manual. The two successful bidders had barely fulfilled the above additional eligibility criteria. No satisfactory reasoning could be offered to explain the criteria of 24 storeys when the executing PSU's Manual specified 15 storeys. Thus, the given criteria appeared to be restrictive and intended to subvert healthy competition.

d. As per one of the corrigendums published for the given NIT, the earlier allowed variation of 10% in built up area, for which no extra payment was to be made to the contractor, was reduced to 1%. It was informed during the intensive examination that more than 1% variation in built up area had occurred during work execution. Thus, the above corrigendum provision had led to undue loss for the executing PSU, which could have been avoided if the original deviation condition had not been changed.

e. The work of consultancy services for the given project had been awarded to a JV comprising of an Indian firm and a foreign firm. However, no JV agreement between the above two parties, clearly delineating the responsibilities of the two partners, could be furnished. Further, no document establishing the contributions of the foreign JV partner towards the project, could be furnished.

f. As per the furnished payment details, the 1st secured advance was approved for payment in a Running Account (RA) bill. However, as per the contract agreement, secured advance was to be paid after the completion of milestone-2, which had not been achieved as per record. Hence, the payment of 1st secured advance was done before completion of milestone-2, against the mandate of the contract agreement.

g. Upon perusal of one of the RA bills for the work, it was observed that extra payment of around Rs. 21 Crores had been made to the contractor for increase in constructed area over BOQ area. No satisfactory explanation

could be furnished during the intensive examination for the reasoning behind the area deviation but it was verbally informed that variations were due to changes in staircase locations & sizes/locations of some shafts. However, as per the area statement of given contract agreement, the reasons furnished for the area variation did not justify any extra payment. Further, the above extra payment was being made as per the original payment schedule for the contract agreement, but no contract clause appeared to support the adoption of this payment schedule for this extra payment.

h. As per the Environmental Clearance (EC) received for the given project, the given EC had been granted for a built-up area of 1,93,712 sqm. only. However, the built-up area mentioned in the NIT was 2,20,814 sqm. which had further increased to 2,32,316 sqm. during execution, as per the area sheet for the project. Thus, an excess area of around 20% had been constructed without obtaining any revised EC. This action may lead to huge infructuous expenditure if the excess area is not accepted later by the EC issuing authority.

i. The escalation for material & manpower in the given project was being paid under relevant clauses of the contract agreement. These clauses specified that for any work done during the justified extended period beyond the original date of completion, the escalation indices used for escalation calculation shall be limited to the indices prevailing at the time of updated stipulated date of completion considering the effect of extra work (extra work to be calculated on pro-rata basis only as cost of extra work x stipulated period/tendered cost). The updated stipulated date of completion was same as the original date of completion as the executed contract value was yet to exceed the original tendered cost. However, it was observed that escalation indices had not been limited to the 'updated stipulated date of completion' as above but were being considered in accordance with the escalation month only, even after the original date of completion had passed. Further, incorporation of secured advance had also not been done in the escalation calculation, as provided in the relevant clauses. The above discrepancies had led to overpayment of escalation to the contractor.

5. In a work related to Construction of Elevated Viaducts & Train stations, costing around Rs. 412 Crore, the following major irregularities were observed:

a. Some parts of the given project were descoped from the original project. The reason cited for descoping was prolonged non-availability of required permissions from Forest Department to take up the given descoped works. However, some permissions were received for the affected site right around the time when the descoping was done. Extra costs of around Rs. 42 Crore appeared to have been incurred when comparing the costs associated with descoping and the costs of the new tender. The contract clause cited for descoping also did not mandate the owning department to acquiesce to the contractor's demands for descoping. Hence, the act of descoping & subsequent re-tendering did not yield any discernible advantages.

b. As per the technical bid eligibility criteria mentioned in the tender documents, successfully completed works of prospective bidders were to be considered for technical qualification. However, ongoing/incomplete works of two bidders had been accepted for technical qualification of these agencies.

c. Provision of interest free mobilization advance had been included in the given contract and the recovery of the interest free mobilization advance had been linked to the project progress. The same was against the provisions of Department of Expenditure's Manual for Procurement of Works, 2022 and led to undue advantages for the contractor.

6. In a work related to Construction of Hostel building & Sports Complex costing around Rs. 68 Crore, the following major irregularities were observed:

a. The first MoU for the given work had been signed between the executing PSU and the client in 2020, which outlined the construction of a hostel building and a sports centre. Accordingly, Letter of Intent (LoI) was issued to the successful bidder in October 2021 for construction of a hostel building and a sports centre. However, the client later requested the executing PSU in August 2022 to construct a medical research centre instead of a sports centre and that too through the existing contractor only. The reasons for entrusting this new work to the existing contractor only were not recorded

in the furnished documents. The given change midway through the project had led to major deviations & extra items causing the project cost to escalate from the initially tendered amount of Rs. 53.77 Crore to around Rs. 69 Crore till the last paid bill. Thus, a cost/benefit analysis was not done before granting the newly planned work to the existing contractor. Undue benefit had been given to the contractor by granting new work without any competition.

b. The first MoU for the given work signed between the executing PSU and the client in March 2020 stipulated a professional fee payment of 2.90% plus GST on the actual value of work done. However, the MoU signed later on in July 2022 stipulated a professional fee payment of 1% plus GST on the actual value of work done. The details of buildings covered under the MoU differed from those covered under the earlier MoU in two aspects namely- 1) the construction of sports center was replaced by the construction of a Medical Research Centre & 2) an extra laboratory building was added. The client had requested the executing PSU to provide its best rate for award of Phase-III work on nomination basis. The executing PSU's offered rate of 1% was accepted by the client. Thus, competitive bidding was not done by the client organization for award of new work, in contravention of Rule 133(3) of GFR, 2017.

c. As per the Letter of Intent (LoI) issued to the contractor, the Performance Bank Guarantee (PBG) for the work was to be submitted within 10 days of the LoI date. However, the PBG submitted by the contractor has been issued after a delay of more than 2 months from the stipulated timeline. The contract agreement for the work has also been signed after an unreasonable delay of more than 3 months from the date of issue of LoI. As per the General Conditions of Contract (GCC) of the contract agreement, non-compliance with the specified timelines for submission of PBG & signing of contract would result in forfeiture of Earnest Money Deposit (EMD) & withdrawal of LoI. However, no action had been taken against the contractor as per the given clause for late submission of PBG & late signing of the contract agreement.

d. As mentioned in the MoU between the client and the executing PSU in 2020, an architect was engaged to provide Architectural & Engineering

Consultancy Services for the scope of work covered under the given MoU. However, as per the Minutes of Meeting (MoM) of the client's Governing Body, the decision to terminate the aforementioned consultancy contract of the architect was taken in a meeting in 2022. Subsequently, tender for consultancy was floated by the executing PSU and LoI for providing Engineering, Design & Consultancy Services was issued to a new consultant. The earlier consultant had been working with the client since 2018 and had already completed various works as part of its contract till its contract termination in 2022. However, the scope of work of the newly appointed consultant was almost same as that of previous Architects. Thus, it appeared that double payment was made for the same activities done by both of the above architects for the same project.

e. The trial mix for M-30 grade of concrete was conducted in 2023 using a particular brand. However, as per entries in the cement register, another brand of cement was used for concreting at different locations. As per the Additional Conditions of Contract, revised trial mix was to be conducted for each change of source or quality/characteristic properties of the ingredients used in the concrete mix. However, no such revised trial mix was conducted using changed brand of cement before concreting at site.

f. The design mix report submitted by the contractor suffered from various deficiencies. It did not provide any test data for the ingredients used in the design mix and also did not contain most of the details prescribed by Clause-5.8.1 of IS 10262 : 2019. Further, the strength achieved in the design mix report using a particular brand B1 of Cement for M-25 & M-30 grades of concrete was far below the target mean strength prescribed by IS 10262 : 2019. Still, the given recipes had been recommended by a premier academic institution. Also, the same quantities of ingredients had been copied across the design mixes done using another brand B2 of cement and those using brand B1 of Cement. Finally, the given design mix report prescribed abnormally high quantities of cement for M-25 & M-30 grades of concrete. Thus, the acceptance of these abnormally high quantities of cement had led to extra cement payment of Rs. 2.56 Crore, which could have been avoided. The design mix report submitted by the contractor had been accepted by the executing PSU, without any scrutiny.

g. A substitute item had been sanctioned by the executing PSU at a rate of Rs. 1398.50 per sqm. for providing integral cement based waterproofing using brick bats over terrace. However, a Bill of Quantities (BOQ) item for laying of membrane based waterproofing over roof already existed with a rate of Rs. 1300 per sqm. Thus, an item already available in the BOQ had been replaced with a higher rate item without recording any justification for the same.

h. As per the Environmental Clearance (EC) received for the given project, the maximum height of one of the buildings was 24.70 metres. However, as observed during the intensive examination site visit, the height of the actually constructed building was 27.60 metres. Further, it was observed that most of the conditions & compliances mentioned in the given EC were not actually being followed at site.

i. As per the consultancy contract agreement, consultancy fees was to be paid as 0.85% of the completion cost of project works or final estimated cost of the project works, whichever was lower. The preparation of estimate was the responsibility of the given consultant only and the payment to the said consultant was based on the estimate prepared by itself. Thus, the consultant had no incentive to economize the estimated cost as over estimation would have led to escalation in its fees. Therefore, the payment/ tendering terms of the given consultancy engagement had not been framed properly.

7. In a work related to construction of campus buildings for a major academic institution costing around Rs. 70 Crore, the following major irregularities were observed:

a) As per the MoU between the client and the executing PSU for the given project, the executing PSU had to award the work through competitive bidding process on Engineering, Procurement and Construction (EPC) basis. However, the PSU did not invite bids for the given work on EPC basis as mandated by the MoU.

b) Seven technical bids were received in the tender process for this work. The technical evaluation committee found only three bids to be technically

qualified and recommended the same to the competent authority for opening of financial bid. The competent authority recommended to put up the same after approval from the client. Subsequently, a joint committee of the client and the executing PSU inspected the works of the three proposed technically qualified bidders and the joint committee recommended to disqualify one bidder as there was contradiction between the completion certificate and actual status of the project submitted by the bidder. However, the competent authority of the executing PSU, subsequently recorded that the competent authority for issuing completion certificate to the given bidder had already confirmed that the contractor's performance was good and that the contractor had completed all works in its scope. Accordingly, the price bids of three technically qualified bidders including that of the aforementioned bidder were opened in which the said bidder came out to be the L1 bidder. The above exercise reflects a lack of understanding of extant guidelines and the activities outlined above appear to be devoid of any logic. The recommendations of the joint committee formed for accepting the technical bid proposals were not accepted in the end, putting a question mark over its utility. It is also not clear as to under which rule the joint committee was constituted in the first place. The above events highlight a violation of established procedures and a deliberate attempt to disqualify a bidder on unreasonable grounds.

c) As per the contract, the contractor had to sign the contract agreement with the executing PSU within 30 days from the date of letter of award. Further, as per the stated clause, *"In case, the contractor does not sign the agreement as above or start the work within 10 (Ten) days of the issue of Letter of Award, his earnest money is liable to be forfeited and Letter of Award consequently will stand withdrawn"*. However, the agreement was signed after around eight months from the date of issue of Letter of Award. Also, the work was not started within 10 days of the issue of Letter of Award. Still, no penal action has been initiated against the contractor as per the above provisions.

d) It was observed that the sampling & testing of concrete cubes was less than the prescribed sampling & testing frequencies as per IS code/CPWD Specifications, which were to be followed as per the contract. Thus, the specified testing protocols were not followed.

e) The executing PSU accepted the concrete design mix reports submitted by the contractor which prescribed abnormally high quantities of cement for M-25 & M-30 grades of concrete. Further, an extra item amounting to Rs. 1.20 crores had been sanctioned for payment of extra cement quantities prescribed by the design mix report over & above the quantities given in the aforementioned BOQ items for M-25 & M-30 grades of concrete. Thus, undue advantage had been passed on to the contractor by first accepting the contractor's concrete design mix reports which prescribed abnormally high quantities of cement usage and then sanctioning an extra item for making payments to the contractor for the extra cement.

f) The award letter for the given work was issued to the contractor in 2019. However, it was observed that various major changes had since been made to the original drawings, layout & location of buildings at the insistence of the client. Also, huge deviations in various BOQ items had been noticed upon perusal of the RA bills. The acceptance of these large-scale changes after award of work and huge deviations in quantities of BOQ items indicates poor project planning & improper estimate preparation before tendering of the project. The same had also contributed to the escalation of the project cost by around 30% till the last RA bill, with more bills to come.

g) It was observed that various show cause notices had been issued to the consultant by the executing PSU on account of delays in furnishing of required drawings. Further, as per the Extension of Contract proposal, several hindrances had been attributed to the consultant. The given documents indicated poor contractual performance on part of the consultant.

h) It was observed that as per the Extension of Contract, a net extension of 512 days had been recommended for acceptance which was attributable to Non-receipt of statutory approval from the local Municipal Corporation during the relevant period. However, no hindrance with the given description had been entered in the hindrance register during the given period. Further, as per various letters & notices issued by the executing PSU, it was evident that delays in completion of the project were attributable to the contractor also but no penalty had been levied against the contractor. It appears that

Extension of Time (EOTs) granted to the contractor were justified on flimsy grounds and the same were used for non-levying of contractual penalties on the contractor for delays.

i) It was observed that the Administrative Approval & Expenditure Sanction for undertaking the furniture works associated with the given project had not been received from the client before floating & awarding the tenders for furniture consultancy works & for execution of furniture works. The same was in violation of Rules 136(1)(i) & (ii) of GFR 2017.

j) The contract for furniture works was awarded by the executing PSU to a firm and the contractor had to submit Performance Guarantee (PG) and sign the contract agreement as per applicable deadlines. However, the given contract was foreclosed as the contractor had neither submitted the PG nor signed the agreement till the time when contract period was about to lapse. It is evident from the correspondence documents between the executing PSU and the contractor that regular instructions were being issued to the contractor during this period for performing contractual obligations associated with execution of the work. It was not clear as to why the contract was not foreclosed earlier when the original deadlines for submission of PG & signing of contract agreement had lapsed. It was also not clear as to how instructions were being issued to the given contractor for performance of contractual duties when the contract had not even been signed.

k) As per the Geotechnical Investigation Report, *"Location of building is near a river, heavy and deep rain cuts are there. There is possibility of continuous erosion of soil due to rain. So, take preventive action against erosion of soil."* and as per the same report, *"Soil at site is good for back filling but it is very poor against stability. It is recommended, building sides shall be filled up with good earth with bonding properties, for preventing future erosion"*. However, it was observed that back filling was being carried out using the soil available at site only, which got eroded every year and is again refilled & levelled. This regular exercise of cutting, carriage & back filling of earth every year had led to infructuous expenditure and was not an engineering solution to the problem of erosion. Also, no preventive action had been taken against erosion of soil, as prescribed by the report.

l) It was observed that the client had occupied various buildings in the project and was using the given buildings for their intended purposes. However, the client had not formally taken handover of the given buildings from the executing PSU despite repeated requests. Occupation of these buildings before recording of formal completion certificates may lead to a situation where the defect liability periods/warranties, which are of fixed specified periods, may lapse before formal recording of completion certificates as the actual completion date has already passed. Such a situation may force the contractor to obtain extended warranties, which in turn may lead to financial claims & disputes in the contract. Thus, rationale behind the client's decision to occupy the buildings before taking formal handover of the same is unclear.

8. In a work related to Light House Project for Major Upgradation of a Railway Station on modular concept on Engineering, Procurement & Construction (EPC) mode costing around Rs. 462 Crore, the following major irregularities were observed:

a) The rent for the occupied land by the contractor for use as a casting yard/ works area was calculated as per agreement condition by the Authority Engineer at Rs. 4,87,74,244/- upto 31.10.2024, and this calculation was also vetted by organisation's Finance & Accounts wing. However, only Rs. 25,43,820/- has been recovered from the contractor's bills. This short recovery resulted in undue financial benefit to the contractor.

b) The Authority Engineer created a new activity called 'Mockup for Finishing' and its weightage in percentage under Prototype Testing of Modular Structural for making the payment to the contractor. Payment of Rs. 2,31,00,000/- has been made to the contractor for 'Mockup for Finishing'. There is no such provision in the contract agreement for making the payment for 'Mockup for Finishing' under Prototype Testing of Modular Structural elements. Thus, undue payment of Rs. 2,31,00,000/- has been made to the contractor.

c) During the casting of the deck slab, the cantilever connection of the concourse portion linked to the shear wall of Platform No. 6 failed, with all six bolts failing in shear. This incident highlights the critical necessity for

a comprehensive review of both the structural design and the execution processes.

9. In a work related to construction of building costing around Rs. 152.20 Crore, the following major irregularities were observed:

a) Two firms participated as a Joint Venture (JV) in the tender for the subject work. The JV emerged as the lowest bidder and, after negotiations, agreed to match the estimated cost. Subsequently, one partner of JV firm submitted an affidavit, voluntarily and unconditionally exiting the JV. The Tender Committee recommended acceptance of this exit and proposed awarding the work to the remaining partner firm at the negotiated amount. However, records revealed that the Tender Committee, while making its recommendation, overlooked tender condition, which clearly stipulates that once a tender is submitted, the MoU shall not be modified, altered, or terminated during validity of tender, failing which the full Earnest Money Deposit (EMD) is to be forfeited. Despite this clear provision, the MoU was modified post-submission, and instead of rejecting the tender of JV and forfeiting the EMD, the work was awarded to individual firm violating the tender conditions.

b) A payment of Rs. 2,92,41,201/- (including GST) was made to the contractor towards price escalation. On perusal of the escalation statement, it is observed that there were calculation errors in the cost components for which price adjustment was applicable. Due to these erroneous computations, an excess payment of approximately Rs. 34,52,581/- has been made to the contractor.

10. In a work related to cconstruction of two Residential Towers (consisting of 2 Basement Floors + Ground Floor + 15 storey each), Club House and allied works costing around Rs. 181.36 Crore, the following major irregularities were observed:

a) On perusal of the records of concrete cube test maintained at site, it was observed that some of the cube test results of various grades of concrete were not meeting the compressive strength requirement as mentioned

in Table-11 of IS:456 (Plain and Reinforced Concrete Code of Practice). As such, the durability and quality of concrete were compromised.

b) Payment for 74,654 kg of structural steel for waler beam and assembly was made. It was observed that these waler beams and assemblies were subsequently dismantled, yet no credit for the recovered scrap steel was accounted to the organisation.

11. In a work related to construction of 50 Bedded Hospital Building, Staff Quarters & Other Works costing around Rs. 51.96 Crore (Excluding GST), the following major irregularities were observed:

a) As per contract, *the contractor shall not offload the contract or any part thereof to any sub-contractor without written permission of the client consultant*. Upon review of the records, it was observed that purchase invoices for almost all materials were in the name of other contractors. This indicates that the contractor may have sublet the work to these firms, potentially in violation of contract terms.

b) The GST applicable on works contract was 12%. The Government of India, Ministry of Finance (Department of Revenue) vide notification No. 03/2022-Central Tax (rate) dated 13 July, 2022 has made amendment to notification No. 11/2017-Central Tax (Rate) dated 28.06.2017 and revised the rate of GST @ 18% w.e.f. 18.07.2022. It was observed that increased rate of GST has been paid to the contractor w.e.f. 01.01.2022. Thus, undue benefit was extended to the contractor.

12. In a work related to Scanning & Digitization of Cadastral Maps of some districts of a state, costing around Rs. 47 Crore, the following major irregularities were observed:

a) As per the tender's pre-bid qualification requirements, the bidder was required to be a company registered in India under the Companies Act, 1956/2013 and to have been operating in India for at least the last five years. However, it was observed that the bidder was incorporated in February 2022, i.e., almost six months before the tender was floated. Moreover, the solvency certificate was issued based on the holding company, which did

not possess the required net worth as per the eligibility criteria, and the solvency certificate submitted was older than six months contrary to the tender requirement. This indicates that the evaluation process was not carried out properly.

b) The RFP prohibits subcontracting, stating any violation may lead to supply order cancellation. However, the contractor has subcontracted the work, breaching the RFP terms. This indicates irregularities in execution of works by the concerned field officials.

13. In a work related to installation, testing and commissioning & handing over of Heating, Ventilation and Air Conditioning (HVAC) system including Operation & Maintenance (O&M), costing around Rs. 8 Crore, the following major irregularities were observed:

a) Administrative approval was initially granted for Rs. 9.68 Crore for the HVAC system, including ventilation and smoke extraction. In the final administrative approval and NIT, these components were excluded but later executed as extra items, indicating anomaly. The cost estimate was also not revised on exclusions of these items, suggesting the original estimate may have been inflated.

b) The contractor engaged for the providing, installation, testing, and commissioning of the HVAC system does not possess a valid electrical contractor's license, as required under applicable statute. Given that the scope of work involves significant electrical components—such as wiring, power connections, and installation of control panels, the absence of a licensed electrical contractor constitutes a violation of standard regulatory requirements and poses potential safety and compliance risks.

c) Upon examination of the bill for payment, it was observed that a total of 27 extra items were executed. According to the available file records, only 12 of these items were approved by the competent authority. Of the 12 approved items, only 9 were actually executed, while 18 executed items lack any corresponding approval on record. Additionally, the basis for the rates applied to the extra items was not available in the file.

14. In a work related to Supply, Installation, Testing and Commissioning (SITC) of E&M, Fire Detection, Fire suppression, EOT crane, compressor and VAC system for augmentation of depots costing around Rs. 12 Crore, the following major irregularities were observed:

a) The consultant was appointed after seeking quotations from four consultant firms, some of whom were primarily civil consultants, with no justification for their selection for E&M services. The completion period was revised from 12 to 15 months without recorded reasoning. The letter of acceptance also lacked provisions for performance bank guarantee, penalties, liquidated damages, or professional liability insurance. This absence of safeguards undermines accountability and is not in the organizational interest.

b) Technical evaluation shows one bidder was disqualified for lacking experience with fire detection systems, and others also lacked such experience. Since the system was neither required nor executed, the eligibility criteria appear potentially biased toward certain bidders. The L1 bidder quoted 13.95% above the estimate and offered a 1% discount after negotiation, bringing it to 12.95% above. The committee justified this using a 5% annual escalation on 2018 last accepted rate, but it is unclear why negotiation was needed as the escalated estimate already exceeded the L1 quote. As per SOP, 5% escalation is meant only for pre-tender estimate updates, not post-tender rate justification.

c) The officials submitted the electrical license of the contractor; however, it was obtained approximately 1.5 years after the signing of the contract agreement. This indicates that the contractor did not possess a valid electrical license at the time of commencement of work.

d) Examination of the Single Line Diagram submitted by the contractor and approved by organisation indicates that the Miniature Circuit Breaker (MCB) ratings and cable sizes provided are higher than required. For instance, for a load of 4.46 kW, a 40A MCB was specified against a calculated requirement of about 7A.

e) The E&M work was awarded earlier, while the civil work was awarded nearly one year later. Since execution of E&M work typically requires

substantial completion of civil works, this sequence reflects inadequate planning. Consequently, time extensions were granted on three occasions, resulting in additional payments of approximately ₹48.2 lakh towards price variation, which could have been avoided with better planning, leading to a potential loss to the organisation.

15. In a work related to providing Tugboats Services for 10 years, the following major irregularities were observed:

a) The organization asked the bidders to submit their technical and price bids via email, bypassing government guidelines. Additionally, the organization's own procurement manual for hiring services have not been followed.

b) Initially, the penalty for delay in commencement was defined in tender document. However, this clause was deleted through a corrigendum. Justification for deleting the penalty clause from the tender document through a corrigendum for the delayed deployment of the tug services/ personnel was not available in the file.

c) The Bollard Pull test certificate for the tugboats indicates that the Indian Register of Shipping conducted 10 trial runs for each of the two tugboats, recording maximum bollard pulls of 64T and 62T. This demonstrates that the firm did not deploy tugboats meeting the minimum required capacity of 65T as specified in the tender.

16. In a work related to Laying, Testing & Commissioning of underground steel pipeline along with associated works, the following major irregularities were observed:

a) As per organisation's Procurement Manual, an addendum is not to be issued when less than three working days remain to the tender closing date. The last corrigendum was issued for the authentication of Bid Evaluation Criteria documents and submission of Power of Attorney (POA) in physical form and technical bids were opened just one day after the last corrigendum, which was not as per the organization's manual.

b) As per tender document, the successful bidder shall furnish the Contract Performance Bank Guarantee (PBG)/Security Deposit (SD) within 30 days of

the receipt of the notification of award. The contractor submitted PBG after more than 5 months of issuance of Letter of Award (LOA) and confirmation mail was sent by the organization to the bank after more than 07 months of receiving of PBG. Moreover, the agreement was signed without receipt of PBG/SD.

17. In a work related to supply of service equipment required at mines, the following major irregularities were observed:

a) As per the Memorandum of Agreement (MoA) executed between the organization and the consultancy firm, the consultant was to be paid @1.25% of the contract value as consultancy charges. However, it was observed that the consultancy firm had informed the organization that it did not possess prior experience in procurement of the specified equipment. Moreover, the organization itself has a dedicated procurement department with experience in undertaking such procurements. In this context, no justification was found on record for engaging the consultant and incurring consultancy charges at the rate of @1.25% of the contract value for the procurement.

b) In the present case, only a single bid was received. However, the Tender Evaluation Committee (TEC) did not appear to have examined the matter in accordance with the prescribed procedure for single tender situations. Instead, it was recommended for acceptance of the single offer without following the prescribed single-tender procedure.

c) It was observed that the firm initially quoted a price of Rs. 45.87 Crore, which was approximately 73.77% higher than the estimated cost. After three rounds of negotiations, the quoted price was reduced to Rs. 31.64 Crore. However, the significant reduction in price during negotiations was not examined or deliberated upon by the evaluation committee, which raises questions regarding the assessment of price reasonableness. Subsequently, the Tender Committee considered the final price, which was 19.86% above the estimated cost, as reasonable without examining relevant factors such as previous purchase rates, price breakup, price index escalation, market survey, or rates prevailing in other mines.

18. In a work related to Advanced Cooling Water Treatment of cooling towers of Refinery, the following major irregularities were observed:

a) As per the contract agreement, the contractor was required to establish a laboratory in refinery premises for conducting the required tests. Establishment of such a laboratory requires completion of various formalities, including obtaining necessary licenses, statutory registrations, infrastructure, equipment, and qualified personnel. However, documents relating to authentication and statutory compliance of the contractor's laboratory—such as registration under the Shops and Establishments Act, compliance under the Clinical Establishments Act, authorization for biomedical waste disposal, approvals from the State Pollution Control Board, Fire Department, and accreditation from National Accreditation Board for Testing and Calibration Laboratories (NABL)—were not found available on record. Conducting tests using instruments in an unrecognized or unauthenticated laboratory raises concerns regarding the authenticity and accuracy of the test results.

b) It was observed that the contractor deployed the required equipment and analysers only after 4–5 months from the commencement of the work, instead of deploying them prior to the start of the contract as expected. Despite this delay, the organization paid hiring charges for certain analysers/ equipment during the initial months when they were not in use, reportedly to ensure water quality. This resulted in payment for equipment that had not yet been deployed or utilized.

c) As per the tender conditions, 54 personnel were required to be deployed for execution of the contract (excluding 9 personnel designated for Cooling Tower 1 & 2). However, it was observed that the contractor deployed only 44 personnel in a particular month, resulting in a shortfall of manpower against the contractual requirement. Despite this shortfall, no penalty was imposed by the organization, which appears to be contrary to the provisions of the contract.

19. In a work related to establishment of automated weighbridge management system in mining circles, the following major irregularities were observed:

a) As per eligibility condition, 5 marks were allotted for more than 500 employees on payroll, however, as per project requirement hardly 20-25 staff are required for implementation purpose. The basis of taking such restrictive condition has not been available in the department files.

b) The Pre-Qualification Criteria required an average annual turnover of Rs. 80 Crore against an estimated project cost of Rs. 22 Crore, which appears overly restrictive. No justification for setting this turnover requirement was available on record.

c) Although the contractor had completed the construction work, installed the weighbridge, and supplied all hardware/equipment with payments released, the weighbridge remained non-operational due to the lack of an approach road for trucks. This indicates poor planning and blocking of capital.

d) Certain items were delivered after the scheduled date, yet no liquidated damages were imposed on the firm for the delayed delivery of hardware and software.

20. In a work related to Supply, Installation, Testing & Commissioning of Nuclear Magnetic Resonance (NMR) Spectrometer costing around Rs. 5 Crore, the following major irregularities were observed:

a) As per the tender documents, the Indian agents of foreign suppliers were to receive their agency commission in Indian currency. The tender documents did not clearly specify the applicable exchange rate i.e. selling or buying exchange rate for such conversion. The absence of this information may lead to ambiguity in payment calculations.

b) As per Rule 169 of the General Financial Rules (GFR), 2017, depending on the cost and nature of the goods to be procured, it may be necessary to enter into maintenance contract(s) for a suitable period, either with the supplier of the goods or with any other competent firm. However, it was observed that despite the procurement of costly and sophisticated

equipment, the maintenance contract for the period beyond the warranty was not finalized with the supplier or any other competent agency.

21. In a work related to providing manpower services costing around Rs. 9 Crore, the following major irregularities were observed:

a) It was observed that shortfall documents were sought from the bidder without obtaining the approval of the competent authority. Further, price negotiations were also conducted without the approval of the competent authority, which is not in conformity with established procurement procedures and indicates deviation from the prescribed approval process.

b) As per O.M. No. F.6/1/2023-PPD dated 06.01.2023 issued by the Department of Expenditure, Ministry of Finance, the minimum service charges for procurement of Manpower Outsourcing Services are required to be fixed at 3.85%. However, the organization decided to float an open tender enquiry on the Central Public Procurement Portal (CPPP) after obtaining approval from the MD. The tender was eventually finalized with service charges of 2.45%, which is below the minimum prescribed rate of 3.85%. This indicates that the applicable Government guidelines were not adhered to while finalizing the tender.

22. In a contract related to Procurement of Dual Head Gama Camera costing around Rs. 9.25 Crores, the following major irregularities were observed:

a) It was observed that the estimated cost of Rs. 5 Crore was prepared without any supporting documents, such as budgetary quotations, market survey or reference to previous purchase orders. The estimate appears to have been based largely on assumptions. However, the order was ultimately placed with the L-1 bidder at Rs. 9.93 Crore, which was approximately 50.35% higher than the estimated cost. The significant variation between the estimated cost and the final contract value indicates that the estimate lacked a credible basis and raises concerns regarding the reliability of the cost estimation process.

b) As per the contract agreement, the vendor is required to provide Comprehensive Maintenance Contract (CMC) services for a period of five

years after expiry of the warranty for components such as the crystal, CT tube, UPS batteries, AC units, and all accessories supplied with the main equipment, including electronic/electrical consumables, cables, leads, etc. However, the detailed scope of the CMC, including the maintenance schedule, service response timelines, deployment of facilities, manpower requirements, and other operational details, does not appear to have been clearly defined in the contract. The absence of such details may lead to ambiguity and potential disputes during the execution of the CMC period.

23. In a contract related to hiring of manpower services on minimum wages costing around Rs. 51.11 Crore, the following major irregularities were observed:

a) The technical evaluation of bids was conducted on multiple dates. However, it was observed that the composition of the Technical Evaluation Committee (TEC) during these meetings did not remain consistent with the members approved by the Competent Authority. Further, some of the approved members were not present during certain evaluation meetings. This indicates a deviation from the approved composition of the TEC, which may affect the transparency and procedural propriety of the technical evaluation process.

b) The bid document uploaded on the Government e-Marketplace (GeM) portal prescribed a minimum average annual turnover of Rs. 50 Crore, whereas the estimated cost of the tender was Rs. 49.79 Crore. The requirement of turnover exceeding 100% of the estimated cost appears to be restrictive in nature and may limit competition.

24. In a work related to Design, Engineering, Manufacturing, Supply, Erection, Testing, Pre-Commissioning, Commissioning, Performance Guarantee Test Run, Operation & Maintenance and Comprehensive Annual Maintenance Contract of Multi Effect Evaporator Plant costing around Rs. 343.37 Crore, the following major irregularities were observed:

a) It was observed that in an earlier domestic tender for the work, the organization had finalized the lowest bidder at Rs. 247.12 Crore, which was 3.89% above the estimated cost of Rs. 237.85 Crore. However, before

acceptance of the recommendation, the bid validity expired and the bidder declined to extend the bid validity, resulting in cancellation of the tender. Subsequently, in the re-tendering process, three bidders participated and the post-negotiation lowest price was finalized at Rs. 343.37 Crore, which was 36.86% above the revised estimated cost of Rs. 250.89 Crore, although the divisional office justified the rate. As a result, cancellation of the earlier tender led to an additional financial implication of approximately Rs. 105.51 Crore, besides causing a delay of about 17 months in finalizing the agency, thereby escalating the project cost and delaying completion of the work.

b) The significant difference between the estimated cost and the awarded contract value indicates that the cost estimate may not have been prepared on a realistic basis. Also, there was no appropriate penal clause mentioned in PMC contracts to deal with such situation of substantial variation between the estimated cost prepared by consultant and the awarded cost.

25. In a work related to Request for Proposal (RFP) for Revamping of Digital Architecture & Application Modernization, costing around Rs. 468.94 Crore, the following major irregularities were observed:

a) The initial estimate of Rs. 150 Crore was prepared without supporting documents such as purchase rates, market survey reports, or any defined basis for costing, indicating preparation of an ad-hoc estimate. The RFP was subsequently floated after obtaining Administrative Approval and Expenditure Sanction, but without technical sanction or justification for adopting the QCBS i.e. Quality and Cost Based Selection method. Further, the finalised rate was about 312% higher than the estimated cost; however, no rate analysis or justification for accepting the quoted rates was found on record.

b) The agreement was executed more than one year after the issuance of the Letter of Award, while the first bill was processed even before the agreement was signed. Additionally, the required Performance Bank Guarantee was not submitted prior to the commencement of work, as stipulated in the contract conditions.

26. In a work related to Designing, Construction, Testing & Commissioning of 60 MLD Capacity Sewage Treatment Plant, costing around Rs. 28.11 Crore, the following major irregularities were observed:

a) At the time of tendering, the approved project estimate of Rs. 26.16 Crore was reduced to Rs. 24.00 Crore without any detailed analysis or recorded justification. However, the lowest bid received was Rs. 28.11 Crore (about 17% above the tender estimate and beyond the bidder's eligibility range). Despite this, the bid was accepted without proper rate justification.

b) During Intensive Examination, multiple components executed on-site were found to be non-compliant with the specifications and inventory listed in the NIT. These included undersized substation and administrative buildings, incomplete installation of screens in the screen chamber, absence of the air blower system in the sludge collection chamber, and non-installation of the SCADA system. Despite these deficiencies and clear deviations from the contractual provisions, no action against the contractor for non-compliance was proposed, highlighting a lapse in contract enforcement and monitoring.

27. In a work related to Construction of Advance Mother & Child center (Griha-5 Star) costing around Rs. 162.17 Crore, the following major irregularities were observed:

a) The project DPR amounting to Rs. 229 Crore was approved with the condition that execution would follow the CPWD Works Manual. However, the work was splitted into multiple tenders without recorded justification or approval from the competent authority as required under the CPWD Manual. The tenders were accepted at a lower level than the authority competent to approve the main sanction.

b) During technical bid evaluation, clarifications were sought from bidders without approval of the competent authority, and evaluation/site inspections were reportedly carried out by contractual personnel instead of authorized officials. Certain information relating to basement conditions and seepage were omitted or altered in the evaluation records. These discrepancies raise concerns regarding the transparency and reliability of the evaluation process.

c) A Third-Party Quality Assurance (TPQA) agency had been appointed by the client for independent quality monitoring of the project; however, no TPQA report was found available on record with the executing agency. The agreement for TPQA appears to have been maintained separately by the client, resulting in lack of documentation in project files. It was also observed that the client has initiated a tender for consultancy services at an advance stage of the project, raising concerns regarding the effectiveness of monitoring and possible delays in project completion and takeover.

d) In the organisation, the medical equipment valued at approximately Rs. 150 Crore received under a CSR initiative was found without proper documentation, inventory records, or asset management details. The equipment has reportedly remained unused for a prolonged period, leading to deterioration and depreciation of valuable assets.

28. In a contract related to outright purchase of ready-built premises for the office costing around Rs. 414 Crore, the following major irregularities were observed:

a) Approval was accorded for shifting the office from Mumbai to Pune; however, the estimate was prepared considering only three locations of Pune without any record of examination of other potential areas of the city. The selection appears to have been based solely on inputs from private valuers without comparative market analysis or justification as required under the applicable department's Manual of Instruction on Premises Matters. The identified rate of Rs. 16,200 per sq. ft. appears high, particularly when office spaces in other localities of Pune, including those financed by the bank, are reportedly available at lower rates.

b) The estimated project cost ranging from Rs. 162 Crore to Rs. 324 Crore was prepared without supporting documents such as market surveys, purchase rates, or rate analysis, indicating that the estimate was prepared on an ad-hoc basis. The RFP was issued with administrative approval despite absence of technical sanction or engineering validation of the estimate. Subsequently, the lowest bid received was Rs. 414 Crore (about 28% above the estimated cost), and a fresh valuation was done only after opening of price bids to justify the quoted amount, undermining transparency and objective price benchmarking.

c) The offer of one bidder was rejected on the ground that the building was under construction; however, another bidder whose building was also under construction was allowed to continue in the evaluation process. Further, the committee's recommendation for verification of precise carpet area measurements and search reports prior to site visits were not found complied with. This inconsistent treatment of bidders raises concerns regarding fairness and uniform application of evaluation criteria

29. Intensive Examination Reports in respect of above cases have been forwarded to CEOs and CVOs of the organizations for furnishing action taken report / comments from the Management(s) / official(s) concerned.

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Appendix-V

(Para 5.10)

CASES ARISING OUT OF INTENSIVE EXAMINATIONS AND TAKEN UP FOR DETAILED VIGILANCE INVESTIGATIONS BY THE RESPECTIVE CVO

1. In a Power plant construction work of costing around Rs. 1475 Crore, following major irregularities were observed: -

a. As per contract, 7000 MT reinforcement was to be issued to the contractor by organisation. Apart from this, the contractor was facilitated by issuing additional 7101 MT reinforcement and also 4118 MT structural steel on returnable basis. In addition to this, epoxy coating on reinforcement was also got done by the department which was otherwise required to be done by the contractor. The Recovery of the material issued to the contractor was not done properly. Initially some amount was withheld but it was also released. The entire prevailing cost of procurement of steel along with 10% overhead was to be recovered from the contractor's bills which was not done and in turn resulted in undue benefit to the contractor.

b. The quoted rates of the contractor were inclusive of all taxes except Service Tax. After implementation of GST w.e.f. 01.07.2017, additional payment was being made to the contractor for the applicable GST rate after deducting the rebate offered by the contractor under anti profiteering provision for his earlier tax liability. Around 61 Crore (4.27% of contract amount) has been paid to the contractor on account of additional impact of GST. The contractor has reported lesser tax liability prior to implementing GST while calculating rebate in tax liability after implementing GST. It resulted in undue benefit to the contractor.

2. In a Hospital building work costing around Rs. 185 Crore, following major irregularities were observed :-

a. In the 1st call of tender, the contractor quoted their rates as Rs. 184.96 Crore whereas they quoted Rs 194.81 Crore for the same scope of work in 2nd call of tender. The work was awarded to them on 31.08.2018 and agreement was signed on 26.09.2018 subsequently. After objection raised

by the owner of the project, the contract amount was modified to Rs. 184.96 Crore (reduced by Rs.9.83 Crore) to match the earlier quoted price by this firm in 1st call of tenders. The modified agreement was signed on 07.08.2019 i.e. after more than 10 months from the original agreement dated 26.09.2018. Such post award modification in the contract price shows that due diligence was not exercised by the organisation while awarding the contract and attempt was made to award the contract at a higher rate.

b. A quantity of 21000 cum of earth work was considered in the contract which was drastically increased to 154331 cum i.e. 733% of BOQ quantity. It appears that the estimate was not prepared with due diligence. As per contract, surplus and non-useful earth was to be removed by the contractor at his own cost, but Rs.3.64 Crore has been paid for disposal of complete excavated earth under extra item which is not admissible.

c. The Payment for sand filling was made at an abnormally higher rate. In place of sand, malba was filled at most of the locations, except for some locations, where sand layer of 200 mm was laid. The measurements for sand layer have been manipulated to the extent that thickness of sand layer has been measured 630 mm against 200 mm provided. Total 10750 cum sand filling has been paid, whereas less than 2000 cum sand has only been received at site.

d. The Payment of Rs. 2.80 Crore was made to the contractor for mechanical car parking system without any material received at site. Similarly, payment of STP, cooling tower and looking mirrors has been made stating against supply without receipt of material at site. It was a major lapse in making payments against supply without receipt of materials at site. Thus, undue benefit was extended to the contractor.

e. As per contract condition, plumbing work was inclusive of making holes through concrete /masonry but additional payment amounting to Rs.70.22 lakh was made to the contractor as an extra item for cutting cores in the RCC slab which is inadmissible.

f. Raft foundation at a depth of approximately 10 meter below the natural ground was provided in the project. Water proofing membrane below raft

to resist water head up to 40 meter was considered in the contract. During execution, this item was substituted with another water proofing material to resist water head up to 110 meter without any technical requirements.

g. Water proofing treatment with Ethylene Propylene Diene Monomer (EPDM) followed with protection layer of screed concrete in basement was provided in the contract for which contractor has quoted his rate @ Rs. 1150/- per sqm. During execution, the organisation changed this item with high performance Styrene-Butadiene-Styrene (SBS) and paid to the contractor @ Rs. 1538/- per sqm under extra item. The Client department asked the organisation to submit the reason with justification for changing EPDM with SBS water proofing. In response to this, the organisation submitted the reply to the client department along with cost comparison wherein the estimated cost of EPDM @ Rs. 1558.60 per sqm was considered in place of contractor's quoted rate @ Rs. 1150/- per sqm and a saving of Rs. 3,33,246/- was shown in water proofing done in 16177 sqm. If SBS water proofing was necessary to execute in place of EPDM, then it should be a substituted item @ Rs. 1129.40 per sqm based on contractor's quoted rates of Rs. 1150/- per sqm for EPDM. Thus, not only the contractor was financially benefitted by Rs. 66.10 Lakh through extra item in place of substituted item, but the client department was also misled by the organisation.

h. Various extra items amounting to Rs. 70.32 crore were made either by certain changes in the nomenclature of BOQ items, changing specifications of the item or substituting the item; to extend the undue benefit to the contractor.

3. In a Work of Design, Fabrication, Construction, Installation, Testing and Commissioning for Damage Control Simulator (DCS), following major irregularities were observed:

a. As per the NIT document, the incoming main electric power supply of 22 kV was to be sourced from an existing 22 kV HT line. However, the file correspondence indicates that a 33 kV supply was available instead of 22 kV. Subsequently, it was decided in a project meeting to provide two DG sets (one as standby) of adequate capacity to cater to the entire simulator load. Accordingly, the contractor provided two 500 kVA DG sets,

including one additional DG set in place of the proposed substation with 22 kV incoming supply. This shows officials did not adequately consider the availability of the existing power supply during the site inspection, as the actual supply was 33KV instead of the expected 22KV. Although the contractor accepted this deviation, no analysis was carried out regarding the financial implications.

b. Some equipment installed was found to be of models different from those approved by the competent authority. Subsequently, after the issue was pointed out, the organization approved the models as per the installed equipment. However, no documents are available on record explaining why different models were installed initially and later approved. This reflects negligence on the part of the officials, particularly as the matter involves financial implications.

4. In a work of Supply, Installation, Testing and Commissioning of Ship Lift and Transfer System, following major irregularities were observed:

a. The firm received 10% advance as the first milestone payment after signing the contract. A second milestone payment of 10% was released upon submission of the preliminary design documents, followed by a third milestone payment of 10% after submission of Lloyd's-approved drawings and documents. Subsequently, the firm went bankrupt, after which the department forfeited the Bank Guarantees amounting to 20% of the contract value towards performance and advance payment. However, the balance 10% payment still remains with the firm. In addition, the department incurred a financial loss in terms of interest, as the advance provided to the firm was interest-free.

b. Since the procurement has been significantly delayed beyond the scheduled completion and the revised completion timeline remains uncertain, there may be associated repercussions on the Project Management Consultancy (PMC) contract as well. Details of the extensions of time (EOTs) granted to the PMC, along with any contract variations or cost escalations, was not provided to enable assessment of the overall impact.

c. Initially the consortium firm received the first milestone payment of 10%

(in parts) before the submission of the Performance Bank Guarantee (PBG), which is not in order since payments should not be made without submission of the PBG. Subsequently, following a change in the consortium partner, the first payment (in parts) was also released prior to the submission of the PBG, which again deviated from the prescribed procedure. In such case, if the PBG had not been submitted subsequently, the Department could have been exposed to significantly higher financial risk and potential loss.

d. Upon declaration of bankruptcy of the lead partner, the consortium partner proposed replacing the lead partner with another firm for the shiplift portion of the contract. The proposed firm had been the L2 bidder during the tendering process, and the Department accepted this proposal. However, once the consortium had failed, the contract should have been terminated in accordance with the applicable provisions governing consortium arrangements. Instead, the Department agreed to accept the L2 bidder as a replacement for the initial lead partner in the consortium firm, thereby not adhering to the principles of a fair tendering process. Further, the Department's justification citing urgency is not tenable, as the project has already experienced significant delays without any evident accountability.

e. Payments for the first three milestones were made to both the lead partner and the other partner of the consortium. It is unclear whether the designs and drawings submitted by initial lead partner were utilized by the new consortium partner or whether fresh designs and drawings were prepared. As inferred during the Intensive Examination, materials based on the initial lead partner's designs and drawings had already been fabricated and were to be offered for Factory Acceptance Test and the same was being negotiated by the new consortium partner for supply to the organization. This raises concern for the risk of double payment.

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Appendix-VI

(Para 5.11)

SYSTEMIC IMPROVEMENTS UNDERTAKEN DURING THE YEAR, CONSEQUENT TO CTEO'S OBSERVATIONS MADE IN COURSE OF INTENSIVE EXAMINATION

1. In a work related to the construction of academic buildings for a major research institute, it was observed that one of the bidders had withdrawn his bid before the opening of financial bids in a two-bid system. However, the organization had not forfeited the EMD of the given bidder by contending that the bidder had withdrawn his bid before the expiry of the bid validity period. It was mentioned in the given tender that the bid for the given tender shall remain valid for a period of 150 days from the date of opening of financial bid. This erroneous understanding of bid validity was acknowledged by the organization after the CTEO's comments. Consequently, a systemic improvement was issued by the organization, clarifying the EMD forfeiture rules vis-à-vis the period of bid validity.

2. In a work related to the installation, testing, and commissioning of the Damage Control System Simulator, it was observed that the execution of the work deviated from the approved drawings. The organization stated that the changes were made based on verbal instructions from officials and that no amendments were made to the drawings. It was further stated that these changes would be reflected in the as-built drawings to be submitted by the contractor at the time of handover. This raises concerns regarding transparency in execution and record maintenance. The issue was subsequently addressed by the organization through the issuance of systemic improvement that any modifications in drawings shall be communicated in writing in future tenders.

3. In a work related to the supply, installation, testing, commissioning, and maintenance of hardware infrastructure, e-Reverse Auction was used in the tender for getting more competitive price. As per the RFP, the Start Bid Price was the upper/ceiling contract value fixed by the organisation and was visible to bidders at the start of the auction, with bids allowed only below this price. During the auction, two bidders reduced their prices by about 50% from their initial bids. This significant reduction indicates that the bidders may not have quoted their initial prices realistically and relied mainly on the Start Bid Price

condition mentioned in the RFP. The issue was subsequently addressed by the organization through the issuance of systemic improvement. In this regard, the e-Reverse Auction policy has been duly updated in line with the Department of Expenditure's guidelines and circulated for adherence.

4. In a work undertaken by a PSU, it was observed that during the Pre-Dispatch Inspection (PDI) at the firm's premises, the facsimile/stamp of the inspecting official was neither affixed on the inspection certificate nor on the inspected material. In the absence of a stamp or facsimile of the inspecting official on the pre-inspected materials, it was unclear how the organisation ensured that the vendor supplied the same items that had been inspected. Following this observation, the organisation introduced the practice of marking the inspected items during PDI through methods such as sealing, signing and stamping, engraving, or embossing. This measure facilitates clear identification of the inspected components and helps ensure that only the specifically inspected equipment is delivered.

5. In a work executed by a PSU, it was observed that the tender document did not contain a penalty clause for failure to attend to requests for repair or replacement of equipment within the specified time. This issue was subsequently addressed by the organisation through the issuance of systemic improvements, directing that a clear and well-defined penalty clause for failure to attend to repair/ replacement requests within the stipulated time be incorporated in future tender documents.

6. The enquiries, bid submissions, and related communications were being handled through a dedicated company e-mail account managed by a Bid Handling Committee, which was prone to manipulation and lacked adequate safeguards against possible collusion or unauthorized access. As a systemic improvement by the organization, it has been informed that a web portal has been developed.

7. In the procurement of security services, the declaration by Tender Committee (TC) members regarding absence of conflict of interest with any bidder was not included in the tender records. Following this observation, such a declaration has now been incorporated as a mandatory clause before the 'Recommendations' paragraph in all TC reports for all types of tenders.

8. In a work of procurement of security services, it has been observed that attendance of the security personnel was marked manually on the register and no official from department was countersigning the attendance on daily basis. The issue was subsequently addressed by the organization through the issuance of systemic improvement that the payment to manpower to be done based on verified attendance summary received from the user departments.

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ACRONYMS / ABBREVIATIONS

Acronym	Full Form
AA	Administrative Action
AAI	Airport Authority of India
ABHA	Ayushman Bharat Health Account
ABBFF	Advisory Board for Banking and Financial Frauds
ACBP	Annual Capacity Building Plan
ACWG	Anti-Corruption Working Group
ADEN	Assistant Divisional Engineer
ADEE	Assistant Divisional Electrical Engineer
AGM	Assistant General Manager
AIIMS	All India Institute of Medical Sciences
AI & ML	Artificial Intelligence and Machine Learning
AIMS	Assets Information Management System
AJNIFM	Arun Jaitley National Institute of Financial Management
AM	Assistant Manager
AMC	Annual Maintenance Contract
APAR	Annual Performance Appraisal Report
ARP	Advance Reservation Period
ASO	Assistant Section Officer
ATC	Air Traffic Control
ATD	Auto Tensioning Devices
ATE	Assistant Technical Examiner
BEL	Bharat Electronics Limited
BHS	Baggage Handling System
BoB	Bank of Baroda
BoM	Bank of Maharashtra
BPCL	Bharat Petroleum Corporation Limited
BPR	Business Process Re–engineering

Acronym	Full Form
BRO	Border Road Organization
BSP	Bokaro Steel Plant
BSNL	Bharat Sanchar Nigam Limited
CA	Contract Agreement
CAG	Comptroller and Auditor General
CBDT	Central Board of Direct Taxes
CBI	Central Bureau of Investigation
CBIC	Central Board of Indirect Taxes and Customs
CBSE	Central Board of Secondary Education
CC	Cash Credit
C-DOT	Centre for Development of Telematics
CE	Chief Engineers
CEE	Chief Electrical Engineer
CEO	Chief Executive Officer
CGM	Chief General Manager
ChPA	Chennai Port Authority
CHP	Complaint Handling Policy
CGHS	Central Government Health Scheme
CIL	Coal India Limited
CISF	Central Industrial Security Force
CIPET	Central Institute of Petrochemical Engineering & Technology
CMD	Chairman and Managing Director
CMPFO	Coal Mines Provident Fund Organisation
CMS	Complaint Management System
CO	Charged Official
CoPA	Cochin Port Authority
CPSE	Central Public Sector Enterprise
CPSU	Central Public Sector Undertaking
CPWD	Central Public Works Department

Acronym	Full Form
CRIS	Centre for Railway Information Systems
CRRI	Central Road Research Institute
C&S	Carbon and Sulphur
CTE	Chief Technical Examiner
CTEO	Chief Technical Examiners' Organisation
CVC	Central Vigilance Commission
CVO	Chief Vigilance Officer
DA	Disciplinary Authority
DAE	Department of Atomic Energy
DCPO	Driver cum Pump Operator
DGM	Deputy General Manager
DFS	Department of Financial Services
DJB	Delhi Jal Board
DMRC	Delhi Metro Rail Corporation
DOPT	Department of Personnel and Training
DSC	Digital Signature Certificate
DPSL	Dispensing Pump Selling Licence
DSPE Act	Delhi Special Police Establishment Act
DSR	Delhi Schedule of Rates
DTC	Delhi Transport Corporation
DFCCIL	Dedicated Freight Corridor Corporation of India Limited
DRDO	Defence Research and Development Organisation
DTE	Detailed Technical Estimate
DU	University of Delhi
DUSIB	Delhi Urban Shelter Improvement Board
DVC	Damodar Valley Corporation
ECL	Eastern Coalfield Limited
ECIL	Electronics Corporation of India Ltd.
ED	Executive Director

Acronym	Full Form
EIL	Engineers India Limited
EMD	Earnest Money Deposit
ESIC	Employees State Insurance Corporation
FAT	Factory Acceptance Test
FCI	Food Corporation of India
FITL	Funded Interest Term Loan
FLC	Foreign Letter of Credit
FMS	Franchisee Management System
FOIS	Freight Operations Information System
FSA	First Stage Advice
GAIL	Gas Authority of India Limited
GBSSS	Govt. Boys Sr. Secondary School
GCC	General Conditions of Contract
GDCE	General Departmental Competitive Examination
GFR	General Financial Rules
GGL	Green Gas Limited
GM	General Manager
GNCTD	Government of the National Capital Territory of Delhi
GOI	Government of India
GPS	Global Positioning System
HAL	Hindustan Aeronautics Limited
HDC	Haldia Dock Complex
HoD	Head of Department
HPCL	Hindustan Petroleum Corp Limited
IAAP	International Association of Accessibility Professionals
ICC	Internal Complaint Committee
ICMR	Indian Council of Medical Research
IEM	Independent External Monitor
IFCI	Industrial Finance Corporation of India

Acronym	Full Form
iGOT-Karmayogi	Integrated Government Online Training Karmayogi
IHPL	Industrial Handling Private Limited
IIB	Information Bureau of India
IITH	Indian Institute of Technology Hyderabad
IIBM	Indian Institute of Bank Management
IIM	Indian Institute of Management
IO	Inquiry Officer
IOB	Indian Overseas Bank
IOCL	Indian Oil Corporation Limited
IPPB	India Post Payments Bank
IPAS	Integrated Payroll and Accounting System
IS/IRC	Indian Standard/Indian Roads Congress codes
IRCTC	Indian Railway Catering and Tourism Corporation
IREC	Indian Railway Establishment Code
IREPS	Indian Railways E-Procurement System
IRFC	Indian Railway Finance Corporation
IRITM	Indian Railways Institute of Transport Management
JE	Junior Engineer
JNPA	Jawaharlal Nehru Port Authority
JTE	Junior Technical Examiner
KDS	Kolkata Dock System
LC	Letter of Credit
LD	Liquidated Damages
LDCE	Limited Departmental Competitive Examination
LR	Letter Rogatory
LSR	Legal Scrutiny Report
LTA	Leave Travel Allowance
LTE	Limited Tender Enquiry
MAPS	Madras Atomic Power Station

Acronym	Full Form
MAVU	Management Audit of Vigilance Unit
MBS	Mobile Banking Services
MCD	Municipal Corporation of Delhi
MCL	Mahanadi Coalfields Limited
MCRO	Mumbai Corporate Regional Office
MEA	Ministry of External Affairs
MES	Military Engineer Services
MHA	Ministry of Home Affairs
MoHFW	Ministry of Health & Family Welfare
MoRTH	Ministry of Road Transport & Highways
MRPL	Mangalore Refinery and Petrochemicals Ltd
MSME	Micro, Small and Medium Enterprises
MT	Metric Tonne
NA	Necessary Action
NABCB	National Accreditation Board for Certification Bodies
NBCC	National Buildings Construction Corporation India Limited
NCR	North Central Railway
NDMC	New Delhi Municipal Council
NFL	National Fertilizer Limited
NFSU	National Forensic Sciences University
NHAI	National Highways Authority of India
NHCX	National Health Claims Exchange
NHPC	National Hydroelectric Power Corporation Limited
NIACL	New India Assurance Co. Ltd.
NICF	National Institute of Communication Finance
NICL	National Insurance Company Limited
NIT	Notice Inviting Tender
NMC	National Medical Commission
NPCI	National Payments Corporation of India

Acronym	Full Form
NWR	North Western Railway
NPA	Non-Performing Assets
NPCIL	Nuclear Power Corporation of India Limited
NR	Northern Railway
NTB	New Terminal Building
OEM	Original Equipment Manufacturer
OICL	The Oriental Insurance Company Limited
OIL	Oil India Ltd.
O&M	Operation & Management
ORH	Officers Rest House
PBG	Performance Bank Guarantee
PC Act	Prevention of Corruption Act
PCOM	Principal Chief Operational Manager
PE	Preliminary Enquiry
PET/PST	Physical Endurance Test/Physical Standard Test
PF	Provident Fund
PFA/Sr. DFM/WAO	Principal Financial Advisor/ Sr. Divisional Financial Manager/ Workshop Accounts Officer
PG	Performance Guarantee
PGCIL	Power Grid Corporation of India Limited
PIDPI	Public Interest Disclosure and Protection of Informers
PIU	Project Implementation Unit
PMC	Project Management Consultancy
PNB	Punjab National Bank
PO	Presenting Officer
PP	Polypropylene
PP&D	Port Planning & Development
PPE	Personal Protective Equipment
PSB	Public Sector Bank

Acronym	Full Form
P&SB	Punjab and Sind Bank
PSFI	Public Sector Financial Institution
PSIC	Public Sector Insurance Company
PCMM	Principal Chief Material Manager
PwBD	Persons with Benchmark Disabilities
QAP	Quality Assurance Plan
QPR	Quarterly Performance Report
QPRs	Quarterly Progress Reports
RAH	Retail Asset Hub
RBI	Reserve Bank of India
RC	Regular Case
RFID	Radio Frequency Identification Device
RFP	Request For Proposal
RFQ	Request For Quotation
IRITM	Indian Railways Institute of Transport Management
ISTM	Institute of Secretariat Training and Management
RMC	Ready Mix Concrete
RMS	Rake Management System
RRB	Railway Recruitment Board
RSP	Rourkela Steel Plant
RMPC	Retail and MSME Loan Processing Center
RMME	Relationship Manager Medium Enterprises
RTI Act	Right to Information Act
SAIL	Steel Authority of India Ltd
SBI	State Bank of India
SCC	Special Conditions of Contract
SCR	South Central Railway
SIDBI	Small Industries Development Bank of India
SITC	Supply, Installation, Testing, and Commissioning

Acronym	Full Form
SHA	Security Hold Area
SOP	Standard Operating Procedure
SLA	Service Level Agreement
SLM	Small Language Models
SP	Superintendent of Police
SPE	Special Police Establishment
SMPA	Syama Prasad Mookerjee Port Authority
SSA	Second Stage Advice
TAT	Turnaround Time
TE	Technical Examiner
TEC	Tender Evaluation Committee
TIP	Telecom Infra Provider
TMS	Terminal Management System
TTE	Travelling Ticket Examiner
UIICL	United India Insurance Co. Limited
UPSC	Union Public Service Commission
VAW	Vigilance Awareness Week
VCMS	Vigilance Case Management System
VIG-ORS	Vigilance online Reporting System
VIMS	Vendor Invoice Management System
WAPCOS	Water and Power Consultancy Services (India) Limited
WC	Working capital
WCTL	Working Capital Term Loans

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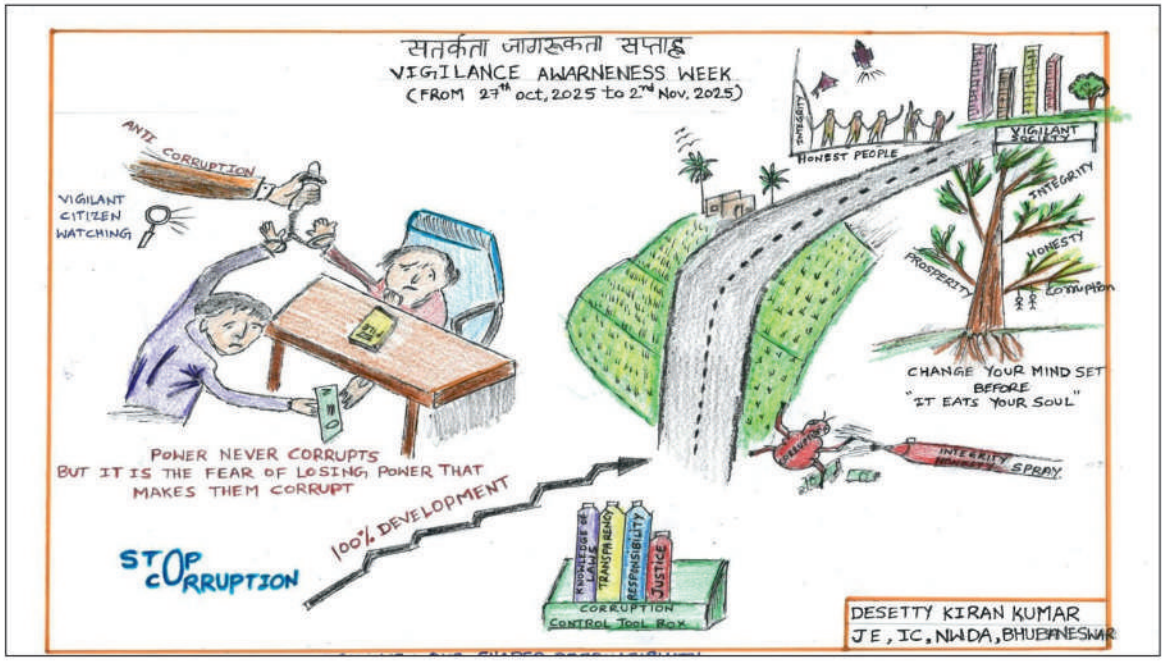

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