ECL

5 DECADES OF UNEARTHING ENERGY

सचेतना সচেতনা

Sachetana

No. 17 ♦ October, 2026













VIGILANCE AWARENESS WEEK-2026

"सत्यनिष्ठा थेकে সমৃদ্ধি"

"सत्यनिष्ठा से समृद्धि"

"PROBITY FOR PROSPERITY"



डॉ. सतीश झा
Dr. Satish Jha
अध्यक्ष-सह-प्रबंध निदेशक
Chairman-cum-Managing Director

ECL

ईस्टर्न कोलफील्ड्स लिमिटेड
Eastern Coalfields Limited
(भारत सरकार का एक उपक्रम)
(A Govt. of India Undertaking)
(कोल इंडिया लि. की एक अनुषंगी)
(A Subsidiary of Coal India Limited)



संदेश

यह जानकर मुझे अत्यंत प्रसन्नता हो रही है कि **"सचेतना"** पत्रिका का प्रकाशन किया जा रहा है, जिसमें पूर्वी कोलफील्ड्स लिमिटेड में सतर्कता जागरूकता, सत्यनिष्ठा, पारदर्शिता एवं जवाबदेही को सुदृढ़ करने की दिशा में किए जा रहे प्रयासों और पहलों को रेखांकित किया गया है।

इस वर्ष के सतर्कता जागरूकता अभियान की विषय-वस्तु **"सत्यनिष्ठा से समृद्धि – Probity for Prosperity"** अत्यंत सार्थक एवं प्रासंगिक है। सत्यनिष्ठा, पारदर्शिता और जवाबदेही किसी भी सुदृढ़ एवं उत्कृष्ट संगठन की आधारशिला हैं। **17 अगस्त 2026 से 16 नवंबर 2026** तक आयोजित तीन माह के निवारक सतर्कता अभियान तथा **सतर्कता जागरूकता सप्ताह 2026** के माध्यम से संगठन में सतर्कता के प्रति जागरूकता एवं प्रतिबद्धता को और अधिक सुदृढ़ करने का अवसर प्राप्त हो रहा है।

निवारक सतर्कता को केवल अनुपालन की प्रक्रिया के रूप में नहीं, बल्कि **सुशासन, कार्यकुशलता और उत्तरदायित्वपूर्ण कार्य-संस्कृति का अभिन्न अंग** बनाया जाना आवश्यक है। आईटी एवं साइबर सुरक्षा तथा साइबर हाइजीन, सार्वजनिक खरीद, GeM की नई सुविधाओं एवं कार्यप्रणालियों, आचरण नियमों तथा हितों के टकराव जैसे विषयों पर क्षमता-वर्धन कार्यक्रम कर्मचारियों को अधिक जागरूक एवं सक्षम बनाने की दिशा में महत्वपूर्ण कदम हैं।

डिजिटल माध्यमों का अधिकतम उपयोग, अभिलेखों एवं परिसंपत्तियों का डिजिटलीकरण तथा प्रक्रियाओं में पारदर्शिता का विस्तार निवारक सतर्कता को प्रभावी बनाने में महत्वपूर्ण भूमिका निभा सकता है। इसी प्रकार, अनुबंधों का समयबद्ध एवं उचित समापन, सामग्री एवं भुगतान का समुचित मिलान तथा संबंधित विभागों के साथ आवश्यक सामंजस्य सुनिश्चित करना भी पारदर्शी एवं जवाबदेह कार्यप्रणाली के लिए आवश्यक है।

मैं **सतर्कता विभाग एवं ECL के समस्त अधिकारियों एवं कर्मचारियों** द्वारा संगठन में सत्यनिष्ठा एवं पारदर्शिता की संस्कृति को सुदृढ़ करने के लिए किए जा रहे प्रयासों की सराहना करता हूँ। सतर्कता

केवल किसी एक विभाग की जिम्मेदारी नहीं है, बल्कि यह **संगठन के प्रत्येक सदस्य की सामूहिक जिम्मेदारी** है। प्रत्येक कर्मचारी की सजगता, ईमानदारी और जिम्मेदार कार्यप्रणाली संगठन की प्रतिष्ठा एवं विश्वसनीयता को मजबूत करती है।

आइए, हम सभी **ईमानदारी, पारदर्शिता, जवाबदेही और सतर्कता** के मूल्यों के प्रति अपनी प्रतिबद्धता को और मजबूत करें तथा पूर्वी कोलफील्ड्स लिमिटेड को और अधिक पारदर्शी, उत्तरदायी, कुशल एवं नैतिक संगठन बनाने की दिशा में मिलकर कार्य करें।

मुझे विश्वास है कि **"सचेतना"** पत्रिका सतर्कता संबंधी जागरूकता, ज्ञान एवं सकारात्मक कार्य-संस्कृति के प्रसार में प्रभावी माध्यम सिद्ध होगी तथा ECL परिवार के प्रत्येक सदस्य को सत्यनिष्ठा के साथ अपने दायित्वों का निर्वहन करने के लिए प्रेरित करेगी।

"सत्यनिष्ठा से समृद्धि।"

डॉ. सतीश झा
अध्यक्ष-सह-प्रबंध निदेशक
ईस्टर्न कोलफील्ड्स लिमिटेड



ECL
Md. Anzar Alam, Director (Finance).
मो. अंजार आलम,निदेशक (वित्त).

ईस्टर्न कोलफील्ड्स लिमिटेड
Eastern Coalfields Limited
(कोल इंडिया की एक अनुषंगी)
(A Subsidiary of Coal India Limited)
(भारत सरकार का एक उपक्रम)
(A Govt. of India Undertaking)



Message

I am pleased to note that the Vigilance Department of Eastern Coalfields Limited is observing **"Vigilance Awareness Week, 2026" from 26.10.2026 to 01.11.2026** with the theme:

"सत्यनिष्ठा से समृद्धि"

"Probity for Prosperity"

The theme emphasises the importance of **integrity, transparency and ethical conduct** in building a corruption-free and prosperous organisation and society. The three-month preventive vigilance campaign from **17.08.2026 to 16.11.2026** further reinforces the need for collective efforts towards promoting accountability and strengthening systems.

Vigilance Awareness Week provides an opportunity for all of us to reaffirm our commitment to **honesty, transparency, accountability and zero tolerance towards corruption**. Every employee has an important role in upholding these values and ensuring that our actions contribute towards a culture of integrity and probity.

I am confident that the souvenir **"SACHETANA"** will prove effective in spreading awareness among the employees about the ill-effects of corruption and malpractices and encourage responsible and ethical conduct.

I appreciate the **Vigilance Department of ECL** for its dedicated efforts in organising the awareness programme and commend all employees for their wholehearted participation. Let us collectively uphold the highest standards of integrity and work towards a **transparent, accountable and prosperous ECL**.

With best wishes,

(Md. Anzar Alam)
Director (Finance)
Eastern Coalfields Limited

पंजीकृत कार्यालय Regd. Office
साकतोड़िया, पो.- डिसेरगढ़, जिला: पश्चिम बर्द्धमान (प.ब.) पिन-713333 Sanctoria, P.O. Dishergarh, Dist. Paschim Burdwan (W.B.) PIN 713333
दूरभाष/Phone – 0341-2523581, फैक्स /ई-मेल/ E-mail: df.ecl.cil@coalindia.in
सीआईएन/CIN: U10101WB1975GO1030295 वेबसाइट/ website: www.easterncoal.nic.in

ECL



ईस्टर्न कोलफील्ड्स लिमिटेड
Eastern Coalfields Limited
(कोल इंडिया की एक अनुषंगी)
(A Subsidiary of Coal India Limited)
(भारत सरकार का एक उपक्रम)
(A Govt. of India Undertaking)

संदेश

It gives me immense pleasure to know that the Vigilance Department of Eastern Coalfields Limited is observing the Vigilance Awareness Campaign 2026 and bringing out its annual vigilance magazine, "SACHETANA". The theme of this year's Vigilance Awareness Campaign, "Probity for Prosperity – सतर्कता से समृद्धि", carries a profound message that integrity, transparency and ethical conduct are not merely values of good governance, but essential foundations for sustainable growth and prosperity.

Probity in public life means conducting ourselves with honesty, fairness, impartiality and a deep sense of responsibility. It is the commitment to do what is right, even when no one is watching. In an organisation as vital as Eastern Coalfields Limited, where our collective efforts contribute to the nation's energy security and economic development, every decision taken with integrity strengthens the organisation, while every compromise with ethical values weakens its foundation.

Prosperity is not measured only by production, financial growth or material achievements. True prosperity is built when growth is accompanied by trust, transparency, accountability and fairness. When public resources are utilised judiciously, when processes are followed transparently, and when decisions are taken without fear or favour, the entire organisation becomes stronger and more resilient.

Vigilance, therefore, is not merely about detecting wrongdoing after it has occurred. It is equally about prevention, awareness, transparency and creating an environment where ethical conduct becomes a natural part of organisational culture. Every employee has a role to play in this endeavour. Vigilance is not the responsibility of the Vigilance Department alone; it is a shared responsibility of every individual associated with the organisation.

The principle of "सतर्कता से समृद्धि" reminds us that alertness and integrity pave the way for prosperity. A vigilant employee protects not only the organisation's resources but also its reputation and credibility. A transparent system promotes confidence among employees, stakeholders and citizens. Ethical decisions taken today create a stronger and more prosperous organisation for tomorrow.

ECL has a rich legacy of contributing to the nation's growth. As we move forward towards greater efficiency, technological advancement and sustainable development, it is essential that our progress remains firmly anchored in the values of integrity, probity and accountability. Let us embrace technology and innovation not only for improving productivity but also for strengthening transparency, monitoring and good governance.

The Vigilance Department of ECL continues to play an important role in guiding the organisation towards greater transparency, preventive vigilance and ethical governance. However, the success of vigilance ultimately depends upon the collective commitment of every employee to uphold the highest standards of integrity in the discharge of his or her duties.

On this occasion, I extend my best wishes to all members of the Vigilance Department for their sincere efforts in organising the Vigilance Awareness Campaign 2026 and bringing out "SACHETANA 2026". I am confident that this publication will contribute meaningfully towards spreading awareness, encouraging ethical practices and strengthening the culture of integrity across ECL.

Let us collectively reaffirm our commitment to probity, transparency and accountability, and strive to build an ECL that is not only more productive and efficient, but also more ethical, transparent and trustworthy.

"सतर्कता से समृद्धि – Probity for Prosperity."

सत्यमेव जयते – जय हिन्द।।

07/10/26

(गिरीश गोपीनाथन नायर)
निदेशक तकनीकी (योजना तथा परियोजना)
इ.सी.एल



ईस्टर्न कोलफील्ड्स लिमिटेड
Eastern Coalfields Limited
(कोल इंडिया की एक अनुषंगी)
(A Subsidiary of Coal India Limited)
(भारत सरकार का एक उपक्रम)
(A Govt. of India Undertaking)

MESSAGE

It gives me immense pleasure to convey my best wishes on the occasion of **Vigilance Awareness Week (VAW), 2026**, being observed across Eastern Coalfields Limited.

Vigilance is fundamentally a way of conducting ourselves with integrity, transparency, fairness and accountability. In an organisation as vast and socially significant as Eastern Coalfields Limited, these values are essential for building trust among our employees, stakeholders and the communities we serve.

Celebration of Vigilance Awareness Week prompts that the fight against corruption begins with each one of us. Integrity must become a conscious choice. Every decision taken objectively, every procedure followed diligently, every resource utilised responsibly and every transaction carried out transparently contributes towards strengthening the organisation.

An organisation's greatest strength lies in the character and ethical commitment of its people. We must nurture a work culture where honesty is valued, transparency is encouraged, deviations are addressed promptly, and accountability is upheld at every level.

I call upon every member of ECL family to reaffirm our collective commitment to discharge our responsibilities with honesty, impartiality and a strong sense of duty.

(Gunjan Kumar Sinha)
Director (Human Resource)
Eastern Coalfields Limited

ECL
CHITRANJAN KUMAR
Director (Technical) Operations

ईस्टर्न कोलफील्ड्स लिमिटेड
Eastern Coalfields Limited
(कोल इंडिया की एक अनुषंगी)
(A Subsidiary of Coal India Limited)
(भारत सरकार का एक उपक्रम)
(A Govt.of India Undertaking)



MESSAGE

It gives me immense professional satisfaction to see the release of this Souvenir Book chronicling the Mine Rescue Operations of Eastern Coalfields Limited, tracing our journey from 1941 to the present.

As someone directly responsible for the operational backbone of this organization, I recognize that safety and rescue preparedness are not peripheral functions—they are woven into the very fabric of every mining decision we make. From the founding of the Sitarampur Rescue Station in 1941 to the daring 1989 Mahabir Colliery capsule rescue, and our present-day cross-border rescue deployments, our teams have shown that operational excellence and human courage go hand in hand.

This publication stands as a fitting tribute to the frontline operational workmen often working in challenging conditions that few can truly comprehend. I extend my sincere appreciation to the Safety & Rescue Department for this valuable initiative and hope that this book will further strengthen ECL's culture of being vigilant, prioritizing safe practices and inspiring generations of ECL professionals to uphold these values in the years to come.

Chitranjan Kumar
Director (Technical) Operations



संदेश

सतर्कता जागरूकता सप्ताह 2026 के अवसर पर मैं सभी अधिकारियों, कर्मचारियों एवं हितधारकों से आह्वान करती हूँ कि वे अपने कार्यों एवं व्यवहार में सत्यनिष्ठा, पारदर्शिता, निष्पक्षता और जवाबदेही के मूल्यों को आत्मसात करें।

इस वर्ष की थीम **"सत्यनिष्ठा से समृद्धि"** हमें यह संदेश देती है कि वास्तविक समृद्धि केवल आर्थिक विकास तक सीमित नहीं है, बल्कि इसका आधार नैतिक आचरण, ईमानदार कार्यप्रणाली, पारदर्शी निर्णय और जनविश्वास भी है। जब प्रत्येक व्यक्ति अपने कर्तव्यों का निर्वहन ईमानदारी एवं निष्ठा के साथ करता है, तभी एक सशक्त, समावेशी और भ्रष्टाचार-मुक्त राष्ट्र का निर्माण संभव होता है।

भ्रष्टाचार- सुशासन, विकास और सामाजिक विश्वास के लिए एक गंभीर चुनौती है। इसके उन्मूलन के लिए आवश्यक है कि हम केवल अनियमितताओं पर कार्रवाई तक सीमित न रहें, बल्कि निवारक सतर्कता को प्राथमिकता दें। प्रक्रियाओं को सरल एवं पारदर्शी बनाना, प्रौद्योगिकी का प्रभावी उपयोग करना, समयबद्ध निर्णय सुनिश्चित करना तथा नियमों का निष्पक्ष पालन करना इस दिशा में महत्वपूर्ण कदम हैं।

एक मुख्य सतर्कता अधिकारी के रूप में मेरा मानना है कि सतर्कता किसी एक विभाग या व्यक्ति की जिम्मेदारी नहीं, बल्कि हम सभी का साझा दायित्व है। प्रत्येक अधिकारी और कर्मचारी को अपने आचरण से ईमानदारी का उदाहरण प्रस्तुत करना चाहिए तथा किसी भी प्रकार की अनियमितता के प्रति सजग और संवेदनशील रहना चाहिए।

आइए, सतर्कता जागरूकता सप्ताह 2026 के अवसर पर हम सभी यह संकल्प लें कि हम अपने प्रत्येक निर्णय और कार्य में सत्यनिष्ठा को सर्वोपरि रखेंगे, भ्रष्टाचार के प्रति शून्य सहिष्णुता अपनाएँगे तथा पारदर्शी, जवाबदेह और नैतिक कार्यसंस्कृति को बढ़ावा देंगे।

आइए, सत्यनिष्ठा को अपनी कार्यसंस्कृति और ईमानदारी को अपनी पहचान बनाकर "सत्यनिष्ठा से समृद्धि" के लक्ष्य को साकार करें।

दीप्ति

(दीप्ति पटेल)
(मुख्य सतर्कता अधिकारी, ई.सी.एल)

REPORT ON VAW-2025

SATISH SHARMA
General Manager (Vigilance)

Key Details

The Central Vigilance Commission (CVC), through its circulars dated 01.08.2025 and 06.08.2025, announced that Vigilance Awareness Week 2025 will be observed from 27 October to 2 November 2025 with the theme–

"सतर्कता : हमारी साझा जिम्मेदारी",

"Vigilance : Our Shared Responsibility."

Eastern Coalfields Limited (ECL) commenced this three month campaign on 18 August 2025 with a lamp-lighting ceremony at its Headquarters, led by the CMD, Director (Technical-Operations) and the Chief Vigilance Officer (CVO).

On 27 October 2025, the inauguration of Vigilance Awareness Week took place. At the outset, on 27.10.2025, at 11:00 am, Sri Satish Jha, CMD, ECL administered the Integrity Pledge to bring about integrity and transparency in all spheres of activities of ECL and to strive for eradication of corruption in all spheres of life.

Simultaneously, pledge was administered by the respective GMs/HODs in the Area establishments / Project and Unit levels at 11am on 28.10.2024.

Messages from Hon'ble President of India, Vice President, Coal Minister and CVC were readout.

It was followed by lamp lighting and floral tribute to Sardar Vallabhbhai Patel, digital inauguration of VAW 2025 by the CMD, ECL, release of the Vigilance Newsletter "Sachetana – 2025" and the Compendium 2025 were released and etc..

On 31.10.2025, a ceremony to reverently remember Sardar Vallabbhai Patel on the occasion of his 150th birth anniversary was organized at Vigilance Department, Barachak House, Asansol offering floral tribute and paid homage to Sardar Patel.

During the campaign, subject experts from ECL HQ, along with appointed Nodal Officers, conducted awareness sessions across Areas to explain key provisions, Standard Operating Procedures (SOPs) and manuals relevant to vigilance and organizational processes.

The Human Resource Development (HRD) Department of ECL conducted three online training sessions on each of the themes recommended by the Central Vigilance Commission (CVC)—namely Ethics, Conduct Rules, Integrity, Attitudinal Change, Cyber Hygiene, and Public Procurement—through the iGOT platform during Vigilance Awareness Week (VAW) 2025.

Rath Yatra was taken out for spreading awareness about the Vigilance Awareness Week.

Gram sabha, essay competitions, drawing competitions were also held at different areas.

Banners and posters with anti-corruption slogans were displayed at strategic points in ECL HQ and all the areas / units / establishments.

Besides these, to ensure larger participation in VAW 2025, the following actions were taken.

a) The photographs were uploaded in Social media through Facebook page under Eastern Coalfields Limited on daily basis tagging social media handle of CVC (Twitter: @CVCIndia, Facebook: @CVCofIndia).

b) Wide publicity to take e-pledge by all the employees of ECL and their families made by e-mail to all GMs/HODs of all Area / Department / Unit / Establishment of ECL.

Different activities during the VAW 2025 were covered by the media and local newspapers

PAINTING AND DRAWING COMPETITION











INTEGRITY PLEDGE AT ECL HQ AND AREA
















EASTERN COALFIELDS LIMITED
VIGILANCE AWARENESS CAMPAIGN


एस.पी. माईन्स क्षेत्र

GRAM SABHA


EASTERN COALFIELDS LIMITED


EASTERN COALFIELDS LIMITED

ESSAY AND SLOGAN WRITING COMPETITION











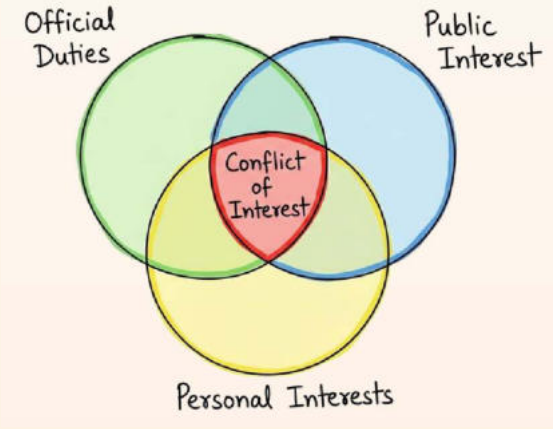


- Anurag Ranjan
Manager (HR), Vigilance Deptt.

The name of this magazine, "Sachetana," carries a profound meaning—not only from the perspective of Vigilance, but also in the context of our inner conscience as human beings. It reminds us of the importance of being conscious, alert and aware in our actions, decisions and responsibilities.

This year, the Central Vigilance Commission (CVC) has identified "Conflict of Interest" as an important subject for training and discussion, along with other areas of vigilance awareness. In line with these directions, the Vigilance Department of ECL is conducting training programmes to create greater awareness and understanding of Conflict of Interest among employees.

The true spirit of Sachetana therefore lies in developing an inner sense of responsibility— where an employee does not merely ask, "Is this permitted under the rules?", but also reflects, "Is this fair, transparent and in the best interest of the organization?"



A Conflict of Interest may arise when an individual's personal interests, relationships or considerations have the potential to influence, or appear to influence, the impartial discharge of official responsibilities. Recognizing and appropriately managing such situations is essential for maintaining **objectivity, transparency and public confidence** in organizational decision-making.

Relevant Provision in CIL, CDA Rule.



Ways to resolve Conflict of Interest :



समृद्धि के तीन 'पी' : व्यक्ति, प्रक्रिया और विवेक

(The Three 'P's of Prosperity : People, Process and Prudence)

– धीरज कुमार रजक
वरिष्ठ प्रबंधक (खनन), सतर्कता विभाग

समृद्धि को अक्सर उत्पादन, उत्पादकता, लाभ, विकास और बचत जैसे आँकड़ों से मापा जाता है। लेकिन इन आँकड़ों के पीछे कुछ और भी महत्वपूर्ण बातें होती हैं - लोगों का व्यवहार कैसा है, काम करने की प्रक्रिया कैसी है और निर्णय किस प्रकार लिए जाते हैं।

कोई भी संगठन केवल अधिक उत्पादन करके समृद्ध नहीं बन सकता। वास्तविक और स्थायी समृद्धि तब आती है, जब संसाधनों का सही उपयोग हो, कामकाज में पारदर्शिता हो और प्रत्येक निर्णय ईमानदारी के साथ लिया जाए।

इस लक्ष्य को प्राप्त करने में तीन बातें महत्वपूर्ण भूमिका निभाती हैं - व्यक्ति (People), प्रक्रिया (Process) और विवेक (Prudence)। इन्हें ही समृद्धि के तीन 'पी' कहा जा सकता है।

1. व्यक्ति (People) – पहला 'पी'

किसी भी संगठन की सबसे बड़ी ताकत उसके लोग होते हैं। खदान में काम करने वाले श्रमिक से लेकर फील्ड में कार्यरत पर्यवेक्षक और महत्वपूर्ण निर्णय लेने वाले अधिकारियों तक, हर व्यक्ति संगठन के संसाधनों की रक्षा और उनके सही उपयोग के लिए जिम्मेदार है।

ईमानदारी का अर्थ केवल भ्रष्टाचार या गलत काम से दूर रहना नहीं है। इसका अर्थ है सही जानकारी देना, अपनी जिम्मेदारियों को ईमानदारी से निभाना, निर्धारित नियमों का पालन करना और किसी गलत काम को देखकर उसके बारे में आवाज उठाने का साहस रखना।

किसी एक व्यक्ति द्वारा की गई छोटी-सी अनियमितता भले ही मामूली लगे, लेकिन ऐसी अनियमितताएँ बार-बार होने पर पूरे संगठन की कार्यसंस्कृति को नुकसान पहुँचा सकती हैं। इसके विपरीत, एक व्यक्ति का ईमानदार व्यवहार दूसरों को भी सही रास्ते पर चलने के लिए प्रेरित कर सकता है।

इसलिए, एक मजबूत और समृद्ध संगठन की शुरुआत जिम्मेदार और ईमानदार लोगों से होती है।

2. प्रक्रिया (Process) – दूसरा 'पी'

केवल अच्छी नीयत होने से हर काम सही तरीके से पूरा हो जाए, यह जरूरी नहीं है। यदि काम करने की प्रक्रिया कमजोर, अस्पष्ट या गलत तरीके से इस्तेमाल किए जाने योग्य हो, तो ईमानदार और योग्य व्यक्ति से भी गलती हो सकती है।

इसलिए, किसी भी संगठन में खरीद प्रक्रिया में पारदर्शिता, उचित दस्तावेजीकरण, जिम्मेदारियों का स्पष्ट बँटवारा, निष्पक्ष मूल्यांकन, समय पर अनुमोदन, प्रभावी निगरानी और उचित जाँच-व्यवस्था का होना आवश्यक है।

यहीं पर निवारक सतर्कता (Preventive Vigilance) की महत्वपूर्ण भूमिका सामने आती है।

सतर्कता का उद्देश्य केवल यह पता लगाना नहीं होना चाहिए कि गलती होने पर जिम्मेदार कौन था। यह भी देखना जरूरी है कि व्यवस्था में ऐसी कौन-सी कमी थी, जिसके कारण गलती या अनियमितता होने का अवसर मिला।

यदि किसी गलती या अनियमितता को होने से पहले ही रोक दिया जाए, तो यह उसके होने के बाद कार्रवाई करने से अधिक लाभदायक होता है।

इस प्रकार, मजबूत और पारदर्शी प्रक्रियाएँ व्यक्ति की ईमानदारी को पूरे संगठन की ईमानदारी में बदल देती हैं।

3. विवेक (Prudence) : तीसरा 'पी'

हर परिस्थिति का समाधान केवल नियमों और प्रक्रियाओं से नहीं मिल सकता। अधिकारियों और कर्मचारियों को अक्सर लागत, समय, उत्पादन, गुणवत्ता, सुरक्षा, संसाधनों और विभिन्न प्राथमिकताओं के बीच संतुलन बनाकर निर्णय लेने पड़ते हैं।

ऐसी परिस्थितियों में विवेक की आवश्यकता होती है।

विवेक का अर्थ है उपलब्ध तथ्यों और प्रमाणों के आधार पर ऐसा उचित, पारदर्शी और जिम्मेदार निर्णय लेना, जो संगठन के व्यापक हित में हो। इसका अर्थ केवल वर्तमान सुविधा को देखना नहीं, बल्कि यह समझना भी है कि किसी निर्णय का भविष्य में क्या प्रभाव पड़ेगा।

किसी भी निर्णय को लेते समय केवल यह नहीं सोचना चाहिए कि "क्या यह काम किया जा सकता है?" बल्कि यह भी विचार करना चाहिए कि "क्या यह काम करना उचित है? इसे करने का कारण क्या है? और क्या इस निर्णय को उचित तर्कों के साथ समझाया जा सकता है?"

विवेकपूर्ण निर्णय लेने का अर्थ यह नहीं है कि जाँच या कार्रवाई के डर से निर्णय लेने से बचा जाए। इसका अर्थ है कि आवश्यकता पड़ने पर समय पर निर्णय लिया जाए और यह सुनिश्चित किया जाए कि निर्णय उचित तथ्यों, स्पष्ट कारणों और आवश्यक दस्तावेजों पर आधारित हो।

इसलिए, विवेकपूर्ण निर्णय संगठन के हितों की रक्षा करते हैं और उसके विकास को सही दिशा देते हैं।

सतर्कता से समृद्धि की ओर

ये तीनों 'पी' एक-दूसरे से जुड़े हुए हैं।

- ईमानदार व्यक्ति को सही और मजबूत प्रक्रियाओं की आवश्यकता होती है।
- मजबूत प्रक्रियाओं के लिए विवेकपूर्ण निर्णय जरूरी हैं।
- विवेकपूर्ण निर्णय संगठन में लोगों का विश्वास बढ़ाते हैं।

इस प्रकार एक सकारात्मक चक्र बनता है :

ईमानदारी → पारदर्शिता → कार्यकुशलता → विश्वास → स्थायी समृद्धि

इस पूरी प्रक्रिया में सतर्कता की भूमिका केवल गलतियों या भ्रष्टाचार का पता लगाने तक सीमित नहीं है। सतर्कता का बड़ा योगदान लोगों में जागरूकता बढ़ाना, व्यवस्था की कमजोरियों को पहचानना, पारदर्शिता को प्रोत्साहित करना और अनियमितताओं को रोकने के लिए प्रभावी व्यवस्था विकसित करना है।

सतर्कता का उद्देश्य कर्मचारियों के मन में डर पैदा करना नहीं, बल्कि ऐसा वातावरण बनाना है, जहाँ सही काम करना सबसे स्वाभाविक और आसान विकल्प हो।

अंततः, किसी संगठन की समृद्धि केवल बोर्डरूम में बैठकर बनाई गई योजनाओं से नहीं आती और न ही केवल खदान में अधिक उत्पादन करने से आती है। समृद्धि प्रतिदिन लिए जाने वाले हजारों छोटे-छोटे निर्णयों और किए जाने वाले कार्यों से बनती है।

जब संगठन का प्रत्येक व्यक्ति ईमानदारी से काम करता है, प्रक्रियाएँ पारदर्शी होती हैं और निर्णय विवेकपूर्ण तरीके से लिए जाते हैं, तब सतर्कता केवल नियंत्रण का साधन नहीं रह जाती, बल्कि संगठन की उत्कृष्टता और स्थायी समृद्धि की प्रेरक शक्ति बन जाती है।

यही सतर्कता से समृद्धि तक की वास्तविक यात्रा है -

सतर्कता से ईमानदारी की ओर, ईमानदारी से विश्वास की ओर और विश्वास से समृद्धि की ओर।

FESTIVAL IN THE DIGITAL AGE

- DOLAN BANERJEE
Survey Department, ECL HQ

Festivals have always been an important part of Indian life. They bring people together, strengthen relationships, and remind us of our shared culture and values. However, in the digital age, the way we celebrate festivals is gradually changing. Technology has made it possible for us to remain connected with family and friends even when distance keeps us apart. Video calls, digital greetings, online shopping, digital payments, and social media have become a natural part of modern celebrations.

The digital transformation has also made festivals more convenient and inclusive. People can send greetings instantly, purchase traditional items from local sellers online, make cashless payments, and participate in celebrations virtually. Government initiatives promoting digital services and payments have further encouraged people to adopt technology in their daily lives. In this sense, technology has not replaced our traditions; rather, it has created new ways to preserve and share them.

At the same time, we should remember that the true spirit of a festival cannot be measured by the number of messages, photographs, or online posts we share. A festival becomes meaningful when we make time for our families, help those in need, respect our cultural diversity, and spread kindness.

The digital age should therefore be seen not as a threat to our festivals, but as an opportunity to celebrate them more responsibly and inclusively. Technology can connect us across distances, but it is humanity, compassion, and togetherness that truly make a festival worth celebrating.



নীরব ছিলাম

শিপ্রা দাসগুপ্ত
কোয়ালিটি কন্ট্রোল বিভাগ
ইসিএল মুখ্যালয়

সেই দিন ও নীরব ছিলাম
আজ ও নীরব আছি
আপন মনে আওড়াই ...
না পাওয়ার বেদনা ...
সময় চক্র , ঘিরে আসে
রবির অস্তে নিশাচর আগমন
শশীর অস্তে , জীবন যুদ্ধ ...
নিজের সাথে আমির খেলা
বয়েসের গন্ডি , পেরিয়ে আসা দিনের মুহূর্ত...
এখন মনে হয় , গন্ডি লঙ্ঘন করতেই পারতাম
পারিনি একদম পারিনি স্বার্থপর হতে
বিবেকের চক্রে ঘিরে পড়লাম...
জানি, ছেড়ে যাওয়া হাত গুলো
কখনো ধরবে না
নিশি রাতে নিশাচর হয়ে , তাঁদের
হাতড়ায়...
আবার নীরব হয়ে যায়
মুহূর্তে।।

পথ ও প্রান্তর

কুন্তল দাস
তরুণ কুমার দাস
বাংকোলা এরিয়া

আজ বুঝেছি নিভছে আগুন
কাল ছিল গনগনে
একটি ছিল কালের নিয়ম
অন্যটি আনমনে।

ছিলাম আমি সবার আগে
তুমি একটু দূরে
একটি নিমেষ মিলিয়ে দিল
হঠাৎই ফুৎকারে।

ভীষণ তখন ভীষণ আগুন
ভাষার আগুন কই?
একটি সময় তোমার সাথে
পাতিয়ে ছিলাম সই।

দেখছি সময় পথের পাশে
ঝুলিয়ে ক্যালেন্ডার
তোমার পথটি অন্য হলেও
এই পথটিই আমার।

सतर्कता विभाग करता है
काम की जांच और निगरानी
भ्रष्टाचारी कदाचारी को सुधारा
अनोखी है एक-एक कहानी

MMDR 2026 Explained : What changes for mineral taxes and mining payments?

SANTOSH DUTTA
Deputy Manager (Finance),
Satgram-Sripur Area

A mining company may make several payments in connection with the same mine.

It may pay royalty on the mineral extracted. It may also pay dead rent, contribute to the District Mineral Foundation (DMF) and the National Mineral Exploration Trust (NMET), and make payments arising from an auction or mineral concession.

A State may separately impose a tax, cess or other levy under the applicable legal framework.

This raises an important question :

Are all these payments the same?

They are not.

And this distinction is the key to understanding the Mines and Minerals (Development and Regulation) Amendment Act, 2026.

The 2026 amendment does not remove royalty, dead rent, DMF or NMET. Its important tax-related change is different. It inserts section 9D, which deals with State taxes, cesses and other levies on mineral rights and mineral-bearing land.

In simple words, MMDR 2026 requires us to separate two broad categories :

Existing Mining Payments	Existing Mining Payments
Royalty	State tax
Dead rent	State cess
DMF contribution	Levy on mineral rights
NMET contribution	Levy on mineral-bearing land
Auction or concession payments	Other covered State levy

The first group continues under its existing legal framework. The second group is where section 9D becomes important.

MMDR 2026 in one minute

If a reader remembers only four things from this article, they should be these.

1. Royalty and the normal MMDR payments continue
MMDR 2026 has not abolished royalty, dead rent, DMF or NMET.

2. Section 9D deals with additional State levies

A State tax, cess or other covered levy on mineral rights or mineral-bearing land must operate within the conditions or restrictions prescribed under the amended MMDR framework.

3. Old levies need to be separated into recovered and unrecovered amounts

An amount already deposited with or recovered by the State before commencement is treated differently from a covered amount that remained unpaid or unrecovered.

4. Classification is important

The nature of the payment, the mineral involved, its payment status and the applicable legal framework all need to be examined before reaching a conclusion.

What exactly did MMDR 2026 change?

Mineral-bearing land is expressly brought into the framework

The statutory framework now expressly refers not only to mines and mineral development, but also to mineral-bearing land.

The Act also introduces a definition of mineral-bearing land by reference to prescribed mineral-content parameters.

This is important because section 9D applies not only to taxes or levies on mineral rights but also to certain levies on mineral-bearing land.

Section 9D is inserted

Section 9D is the central feature of the amendment from the point of view of mineral taxation.

In broad terms, it provides that a State tax, cess or other levy, by whatever name called, on mineral rights or mineral-bearing land must operate within the conditions or restrictions prescribed by the Central Government.

The provision covers levies calculated with reference to :

- mineral quantity;
- mineral value;
- royalty; or
- another relevant basis.

The important point is that section 9D does not create a new mining payment.

Rather, it provides a statutory framework within which additional State-level mineral levies may operate.

Central rule-making power is expanded

The amendment also enables the Central Government to prescribe the conditions or restrictions contemplated by section 9D.

This means that section 9D provides the main statutory framework, while its practical operation will also depend on the detailed rules, notifications and conditions prescribed under the amended Act.

What has not changed?

A common misunderstanding should be avoided.

MMDR 2026 does not mean that the ordinary payments associated with mining have disappeared.

The existing framework continues to include :

Payment	Broad legal basis	Position after MMDR 2026
Royalty	Section 9	Continues
Dead rent	Section 9A	Continues
District Mineral Foundation contribution	Section 9B framework	Continues
National Mineral Exploration Trust contribution	Section 9C framework	Continues
Auction premium and concession-related payments	Relevant auction or concession terms	Continue according to their own basis
State tax or cess on mineral rights or mineral-bearing land	Relevant State law	To be examined under section 9D

This distinction is essential.

A mining company may incur several payments because it is engaged in mining, but those payments do not all have the same legal character.

Royalty is one type of payment. Dead rent is another. DMF and NMET contributions have their own statutory basis. Auction-related payments may arise from the mineral concession or bidding arrangement. A State tax or cess may arise under a separate State law.

Section 9D is principally concerned with this last category.

Therefore, MMDR 2026 should not be understood as saying that every payment connected with mining is affected in the same manner.

The correct approach is to first identify the nature of the payment and then examine the relevant provision.

A simple example: why classification matters

Suppose a mining company has the following four payments:

- royalty on coal produced;
- DMF contribution;
- auction premium; and
- a State cess calculated with reference to the value of mineral produced.

Can the company simply say that MMDR 2026 has affected all four in the same way?

No.

The payments have to be examined separately.

Royalty continues under section 9.

DMF continues under the section 9B framework.

The auction premium continues according to the applicable auction or concession terms.

The State cess, however, requires examination under section 9D if it falls within the category of a levy on mineral rights or mineral-bearing land.

This is the practical importance of classification.

What is the background to section 9D?

Some background is necessary to understand why section 9D became important.

In 2024, the Supreme Court decided the Mineral Area Development Authority v. Steel Authority of India Ltd. case, commonly referred to as MADA.

For the purpose of understanding MMDR 2026, three points are particularly relevant.

First, the Court held that royalty is not a tax.

Second, the Court recognised the constitutional taxing powers available to States in the relevant fields.

Third, in relation to taxes on mineral rights under Entry 50 of the State List, the Constitution permits Parliament to impose limitations through a law relating to mineral development.

The 2026 amendment subsequently introduced section 9D into the MMDR Act.

The sequence can therefore be understood simply as:

MADA 2024 - Clarified the constitutional position
MMDR 2026 - Introduced the new statutory framework

For a mining-sector reader, this is the essential connection between the two developments.

What happens to old State levies?

The treatment of past levies is one of the most practical aspects of section 9D.

The amendment does not deal only with future taxes.

It also addresses certain taxes, cesses or other levies imposed before commencement of the amendment.

Broadly, where a covered levy had not been deposited with or recovered by the State Government before commencement, the amended law gives that unpaid or unrecovered amount a specific treatment.

By contrast, where an amount had already been deposited with or recovered by the State before commencement, the amendment does not make that amount refundable merely because section 9D has been introduced.

This creates an important distinction.

Position before commencement	Broad treatment
Amount already deposited or recovered	No refund merely because section 9D was introduced
Covered amount not deposited or recovered	To be examined under the special rule contained in section 9D

A simple illustration

Assume that two mining companies were subject to the same State cess.

Company A had already paid ₹ 10 crore before the amendment came into force.

Company B was disputing an identical ₹ 10 crore demand and had not paid it.

Should both companies automatically receive the same treatment under section 9D?

No.

Their payment status is different.

That is why an old mineral levy cannot be reviewed merely by looking at the amount demanded.

The mining company also needs to ask:

Was the amount already deposited or recovered before the amendment came into force?

This question can be important for pending demands, disputes, provisions and contingent liabilities.

How does this relate to the Supreme Court's 2024 order?

After the MADA judgment, the Supreme Court separately considered the treatment and recovery of

certain historical State tax demands.

The August 2024 order laid down safeguards relating to the recovery of such demands.

MMDR 2026 has subsequently introduced a separate statutory rule dealing with certain levies that remained unpaid or unrecovered at commencement.

Accordingly, an outstanding mineral-related demand should now be examined by considering both the relevant judicial directions and the later statutory amendment.

For mining companies, the practical message is simple:

Older demands may need to be reviewed again in the light of the amended law.

What does MMDR 2026 mean for State levies?

The amendment provides a statutory framework for State taxes, cesses and other covered levies on mineral rights and mineral-bearing land.

Such levies are required to operate in accordance with the conditions or restrictions prescribed under the amended MMDR Act.

For mining companies, the practical requirement is to examine each levy with reference to:

- its legal basis;
- the mineral concerned;
- whether it relates to mineral rights or mineral-bearing land;
- whether it had already been deposited or recovered; and
- the conditions or restrictions applicable under the amended framework.

The focus, therefore, should be on identifying the exact nature of the levy rather than drawing a common conclusion for all State-level payments.

What about minor minerals?

The amendment also needs to be read carefully in relation to the distinction between major and minor minerals.

The Government has clarified that the existing position of States regarding minor minerals is not affected in the same manner and has presented the amendment primarily in the context of providing greater stability to the fiscal regime for major minerals.

This distinction matters.

A conclusion reached for a levy relating to coal, iron ore or another major mineral should not automatically be extended to sand, stone, clay or another minor mineral.

The nature of the mineral and the applicable legal framework must therefore be identified before

reaching a conclusion.

Why does this matter to a mining company?

MMDR 2026 may appear at first to be a tax-law amendment.

In practice, its effect can extend across different functions within a mining organisation.

A mineral levy may affect:

Cost of mining → cash flow → project economics → litigation → Accounting → contractual recovery → investment decisions

Consider a disputed State cess.
The legal department may view it as litigation.
The finance department may need to decide whether a provision or contingent liability is required.
The project team may need to consider its effect on cost assumptions.
The commercial team may examine whether the amount is recoverable under a contract.
Management may need to consider its impact on project economics or future investment.
Thus, the legal treatment of mineral levies can ultimately affect much more than tax compliance.

A practical four-question test

1. What exactly is the payment?

- royalty;
- dead rent;
- DMF contribution;
- NMET contribution;
- auction premium;
- State tax;
- cess; or
- another statutory or contractual payment?

The first step is classification.

2. What does the payment relate to?

- a mineral right;
- mineral-bearing land;
- mineral extraction;
- an auction obligation;
- a concession arrangement; or
- another taxable event?

The legal basis of the payment is important.

3. What was its status when the amendment commenced?

• already paid;
• deposited;
• recovered;
• demanded but unpaid;
• under dispute; or
• not yet assessed?

This question is particularly important in relation to old levies.

4. What does the amended framework require?

• whether section 9D applies;
• whether the mineral is a major or minor mineral;
• what conditions or restrictions have been prescribed; and
• whether any other applicable legal or judicial requirement needs to be considered.

This approach is more useful than assuming that every mining-related payment belongs to one common category.

What does the amendment seek to achieve?

The Union Government has presented the amendment as an effort to provide greater certainty, stability and predictability in the fiscal regime applicable to major minerals.

Mining projects are typically capital-intensive and long-term.

A mine may operate for many years, require substantial investment and support downstream sectors such as power, steel, cement, infrastructure and manufacturing.

A stable fiscal framework therefore becomes important for project planning and long-term investment decisions.

At the same time, mineral-producing States continue to have an important role within the mining and mineral-revenue framework.

MMDR 2026 seeks to provide a clearer statutory structure within which the different components of mineral-related payments and State levies can operate.

What should mining companies review now?

The amendment makes it useful for mining companies to revisit their mineral-related tax and levy positions.

A practical review may include:

• identifying all State taxes, cesses and similar levies linked to mineral rights or mineral-bearing land;

- identifying the statutory basis of each levy;
- separating royalty, dead rent, DMF, NMET and auction-related payments from State taxes and cesses;
- determining whether each amount had already been paid or recovered when the amendment commenced;
- identifying demands that remained unpaid or under dispute;
- reviewing provisions and contingent liabilities;
- examining contractual clauses relating to taxes and changes in law; and
- monitoring the rules, notifications and conditions issued under section 9D.

The review should not be mechanical.

An outstanding liability should not automatically be reversed merely because section 9D has been enacted.

Similarly, an amount already paid should not automatically be treated as recoverable.

Each levy needs to be examined according to its legal character, payment status and the applicable statutory framework.

What comes next?

Section 9D provides the statutory framework, but its practical operation will depend significantly on the conditions or restrictions prescribed under the amended Act.

Mining companies and State authorities will therefore need to follow the relevant rules, notifications and implementation guidance as the framework develops.

For professionals working in the mining sector, continued monitoring of the regulatory framework will be important.

Conclusion

The significance of MMDR 2026 lies in the way it provides a clearer framework for mineral-related levies.

It does not abolish royalty.

It does not remove dead rent, DMF or NMET.

It does not treat every mining payment alike.

Instead, it introduces a specific statutory framework for State taxes, cesses and similar levies on mineral rights and mineral-bearing land, while also providing separate treatment for certain pre-commencement levies that remained unpaid or unrecovered.

The amendment therefore makes classification more important than ever.

For every mineral-related payment, four questions become central:

What is the payment?
What does it relate to?
Was it already paid or recovered?
What does the amended framework now require?

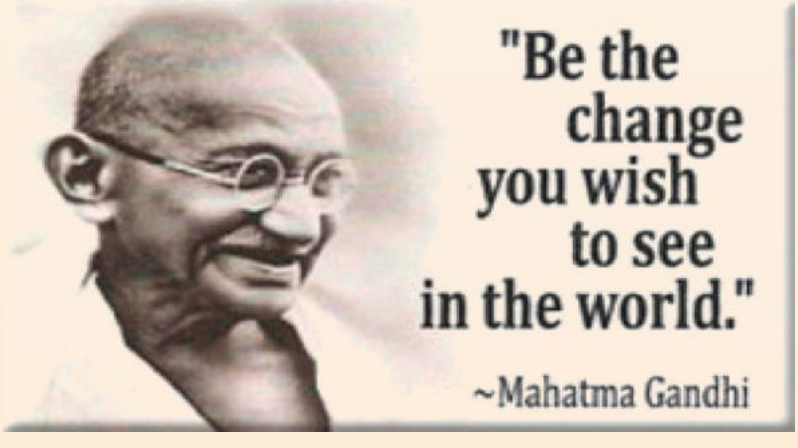
For the mining industry, these are not merely legal questions.

They can affect cost, cash flow, accounting, litigation, contracts and long-term project planning.

Understanding MMDR 2026 is therefore important not only for legal or finance professionals, but for the wider mining community as well.

References

1. Mines and Minerals (Development and Regulation) Act, 1957, as amended by the Mines and Minerals (Development and Regulation) Amendment Act, 2026.
2. Mines and Minerals (Development and Regulation) Amendment Act, 2026, Act No. 20 of 2026.
3. Mineral Area Development Authority & Anr. v. Steel Authority of India Ltd. & Anr., 2024 INSC 554, Supreme Court of India, judgment dated 25 July 2024.
4. Supreme Court of India, subsequent order in the Mineral Area Development Authority proceedings concerning temporal operation and recovery of past tax demands, August 2024.
5. Ministry of Mines, Government of India, material relating to the MMDR Amendment Act, 2026 and section 9D.
6. Press Information Bureau, Ministry of Mines, “MMDR Amendment to bring long term Stability in Major Minerals Sector”, 14 August 2026.
7. Press Information Bureau, “Mines and Minerals (Development and Regulation) Amendment Act, 2026: Frequently Asked Questions”, 19 August 2026.



Case Study-1

Manipulation of Bill, Forgery of Documents and Failure of Internal Controls

1. Background

A complaint was received regarding irregularities in the processing and payment of a Running Account (RA) Bill submitted by a contractor engaged for a long-term work relating to the supply of processed overburden as stowing material in Underground Mines. During verification, substantial discrepancies were noticed between the quantities claimed in the RA Bill and those supported by the original records. The investigation revealed an excess payment of approximately ₹ 3.328 crore against an excess quantity of approximately 1,30,000 cubic metres.

2. Modus Operandi

The verification revealed that quantities shown in the RA Bill were substantially higher than those recorded in the original Measurement Books, challans issued, Quantity certificates.

Forensic examination established that certain signatures represented as those of officials were colour photostate copies rather than original signatures, while certain writings and signatures appearing on the bill were not made by the concerned officials. The quantity certificate submitted with the bill was also found to be a coloured photocopy rather than an original document.

Thus, manipulated documents and forged signatures were used to support inflated quantities and facilitate payment.

3. Failure of Verification and Internal Controls

The RA Bill was not adequately reconciled with the primary Measurement Book before payment. Significant differences were also found between the billed quantities and independent records such as challans and SR-6 returns.

Other red flags included :

- chronological inconsistencies in certification and bill initiation;
- failure to verify original supporting documents;
- discrepancies in electricity consumption figures;
- inadequate verification of the authority of persons signing records; and
- insufficient supervisory scrutiny by officials responsible for processing and payment.

The case demonstrated how multiple control weaknesses allowed manipulated documents to pass through the payment process.

4. Financial Implication

The verification established excess payment of approximately ₹3.328 crore, relating to approximately 1,30,000 cubic metres of excess quantity.

5. Accountability and Disciplinary Outcome

Responsibility was examined at different levels, including finance, engineering and administrative functions. Deficiencies included failure to verify the bill with the Measurement Book, inadequate scrutiny of supporting documents, failure to detect discrepancies and failure to exercise appropriate supervisory control. The final outcome of the case was:

- Five Major Memoranda were issued against five executives under the applicable CDA Rules; and
- Charge-sheet was issued against one non-executive under the Certified Standing Orders of ECL.

6. Preventive Vigilance Lessons

The case highlights the following essential controls:

1. All RA Bills must move only through the official Dak/e-office system with a complete audit trail.
2. Contractors should never be permitted to physically carry official payment documents between company officials.
3. Every RA Bill must be reconciled with the Measurement Book and independent supporting records before payment.
4. Original certificates and signatures must be verified wherever required.

7. Conclusion

The case demonstrates how documentary manipulation, forged signatures, weak document custody and inadequate scrutiny can combine to cause substantial financial loss.

The most important lesson is that the integrity of the payment process begins with the integrity and custody of the document itself. Strict routing of RA Bills through the official Dak/e-office system, coupled with mandatory reconciliation with primary records, would significantly reduce the possibility of manipulation and fraud.

- **RAJESH RANJAN**, (Manager,Vig. Deptt.)

Case Study-2

A CASE STUDY

Subject : Violation of Cadre Scheme and compromising safety standards of the Company by authorising employees of X Colliery under Y Area of ECL, for operating HEMM without HMV license.

It was alleged that approx. 10 (Ten) No. of employees got authorization to operate dumper & shovel. These persons have been authorized violating Cadre Scheme of the company.

An investigation was carried out. The observation during the Vigilance Investigation are mentioned hereunder:

- 10 (Ten) no. of employees were authorised to work as Dumper Operator.
  - Violating cadre scheme by not taking Selection / Trade test & considering minimum requirement.
  - Violating Manpower Budget, whenn there were already 12 surplus manpower.
  - Out of these 10 employees, 02 no. of employees had submitted false Driving license, 01 no. of employee submitted expired Driving license, 02 no. of employees had no HMV Category, 02 no. of employees had not submitted their Driving license & remaining 03 no. of employees were having HMV Category Driving license.
- 03 (Three) no. of employees were authorised to work as Shovel Operator.
  - Violating cadre scheme by not taking Selection/Trade test
  - Violating Manpower Budget, when there is no requirement in entry level & already 09 surplus manpower available.
- 01 (One) employee was authorised to work as Motor Grader Operator (T).
  - Violating Cadre Scheme, as essential qualification will be Class VIII with HMV License and endorsement for Tractor driving. No Driving license was attached and also no selection/trade test was done as required in Cadre Scheme.
- 01 (One) employee has been authorised to work as Crane Operator (T).
  - Violating Cadre Scheme as essential qualification is Class VIII with HMV License & mode of selection is Selection/Trade test. Driving License found ok but no selection / trade test was done as required in Cadre Scheme.

From the above, it was observed that the Agent, X Colliery had blatantly misused his power and violated Cadre Scheme by authorising employees for the post of Dumper operator for operating HEMM having no HMV license, when there was surplus manpower in Dumper Operator(T). Even if there was manpower requirement for operation of Dumper, it should have been fulfilled through internal vacancy notified in Feb 2023 or it should have been reported to the committee formed by General Manager, Y Area for scrutiny. The Agent, X Colliery never sent list of employees to whom authorisation was issued before the Committee formed by General Manager, Y Area, ECL. This leads to compromise of safety standards of the Company too.

Action Taken :

- Major penalty proceedings were initiated under Rule 30 of CIL CDA Rules against the then Agent of X Colliery under Y Area of ECL and was awarded Major Penalty.
- Major penalty proceedings were initiated under Rule 28.1 of Certified Standing Orders of ECL against 02 (Two) Non-Executives X Colliery under Y Area of ECL and were awarded Major Penalty.



Case Study-3

ABNORMALLY HIGH HSD CONSUMPTION AND SHORTAGE

1. Background

During scrutiny/verification of High-Speed Diesel (HSD) consumption and related records, a shortage of approximately 43,000 litres of HSD was detected over a period of approximately 6 months, resulting in an estimated financial loss of about ₹ 40 lakh to the Company. The case highlighted deficiencies in proper monitoring and timely escalation of abnormal HSD consumption.

2. Vigilance Observations

- HSD consumption by HEMMs was required to be analyzed daily by concerned officer against norms fixed by the constituted committee and/or applicable CMPDIL norms, with due consideration of equipment working hours.
- Abnormally high/deviated consumption was not regularly recorded and reported to higher authorities, and timely enquiry/corrective action was not initiated by the concerned authority. Required action has to be taken by concerned authority as per the SOP.
- Controls relating to HSD requisition and issue by requisitioning officer, and Area level monitoring by Nodal Officer were not effectively implemented, creating scope for continued excess issue/consumption and undetected shortage.

3. Applicable SOP

The observations indicate prima facie non-compliance with various provisions of Coal India Limited's Non-TFM SOP issued vide Office Order Ref. No. CIL/C2D/HSD/SOP/202, dated 06.07.2023, including requirements relating to consumption norms, requisition quantity, daily HSD analysis, and reporting and handling of deviation/diesel-shortage incidents, and the responsibilities assigned to each unique position as per Coal India Role Profile.

4. Action Taken

Minor Memoranda were issued to the concerned executives seeking their explanations regarding the observed lapses and non-compliance with the applicable SOP and CIL role profile provisions.

5. Key Vigilance Lesson / Preventive Measures

Daily HEMM-wise analysis → record deviations → report promptly to the Project Officer → conduct enquiry and take corrective action → ensure effective supervision and periodic Area-level monitoring.

Any abnormal consumption or suspected shortage should be documented and escalated without delay.

Vigilance Department | ECL

Case Study-4

A CASE STUDY

SUBJECT : IRREGULARITIES / SHORTAGE IN COAL STOCK AT "X" COLLIERY OF "Y" AREA.

As per instruction of the Competent Authority, a surprise check of coal stock was conducted at X Colliery of Y Area by a Vigilance Team. The approved contour plan was sought from Colliery Authority to start the measurement of coal stock. The Colliery Authority assured that the certified approved contour plan will be submitted during the measurement. The measurement of verification of coal stock was conducted by Survey Team of X Colliery in presence of Vigilance Team.

The Colliery Authority failed to provide the approved Contour plan during the Verification. However, one certificate certified by the Agent, Colliery Manager & Colliery Survey Officer mentioning two no. of survey station namely SB-01 & SB-02 was submitted to continue the measurement procedure. Further, the Colliery Authority also submitted a plan. But the survey stations were not matching with the 02 Nos. of baseline survey station (SB-01 & SB-02) as mentioned in the aforesaid certificate.

The observations during verification by the Vigilance Team is mentioned hereunder:

1) From Annual Coal Stock measurement 2023-24 to surprise verification of coal stock, the coal stock measurement was done by the Colliery Authority of X Colliery without having approved contour plan of Coal Stock.

2) The Annual Coal Stock measurement 2023-24 was measured on the base line stations as shown in the table :

Station	Latitude (N)	Departure (E)	RL (Z)
OSL-1	99979.8710	155900.4670	116.0740
OSL-2	99966.0000	155935.2660	116.0270
OSL-3	99973.1500	155969.7410	117.9320

But approval of above-mentioned station was not supplied to the surprise verification team and colliery authority (Survey Officer) verbally confirmed that competent approval was not taken.

3) At the time of surprise inspection Colliery Authority supplied a certificate mentioning the base line stations as shown in the table :

Station	Latitude (N)	Departure (E)	RL (Z)
SB-1	99972.651	155969.44	117.936
SB-2	155988.380	100027.477	117.317

Measurement was made on the basis of these above-mentioned base point i.e. SB-1 and SB-2, but competent approval of these base point was not provided by the Colliery Authority.

4) However, Colliery Officials supplied approved contour plan at the time of Surprise Inspection showing the base line stations as shown in the table :

Station	Latitude (N)	Departure (E)	RL (Z)
STN-1	100111.7702	155977.2954	109.8530
STN-2	100030.0896	155986.0745	116.4649

But these base lines station did not exist at the time of surprise inspection.

CONCLUSION :

1) Annual Coal Stock Measurement 2023-24, Half Yearly Coal Stock Measurement and Quarterly Coal Stock Measurement were carried without approved contour plan at X Colliery.

2) On the day of surprise inspection Colliery authority failed to produced contour plan having base station SB-1 and SB-2 on the basis of which surprise coal stock measurement was done.

3) This is violation of Clause no. 11(b) of “Code for Uniform System of Maintenance, Control, Verification of Coal Stock and Measurement, Verification of Over Burden Removal in All Mines of Coal India Limited (Revision-2020)” i.e. Yellow Book.

ACTION TAKEN :

Disciplinary authority issued administrative warning to concerned Executives.

সততা ও স্বচ্ছতায় সমৃদ্ধি,
দুর্নীতিমুক্ত সমাজ গড়ি
Integrity and Transparency
FOR PROSPERITY

ENVIRONMENTAL VIGILANCE : WHEN THE SYSTEM MUST LEARN BEFORE IT FAILS

- Soumabha Chakraborty
Senior Manager (Environment), ECL

Those of us who work in environmental management live with the word compliance. Environmental Clearance conditions, Consent conditions, Forest Clearance stipulations, groundwater permissions, monitoring requirements and mine closure provisions are part of everyday work. Compliance is necessary, but after working with it for some time, another question becomes equally important : Why did the system allow a non-compliance to arise in the first place? That question takes us slightly beyond environmental compliance, towards what may be called Environmental Vigilance. Not vigilance in the sense of searching for wrongdoing in every deviation, but in its preventive sense: recognising weaknesses early enough that they do not grow into violations, losses, disputes or cases.

Consider a simple example. An environmental monitoring instrument becomes unavailable, the problem is identified, the instrument is restored and the matter is closed. Nothing unusual there. But suppose the same instrument fails repeatedly, or similar failures occur at several locations, or every breakdown ultimately reveals the same problem: lack of spares, delayed maintenance, dependence on one agency or unclear responsibility. Then perhaps the instrument is no longer the real problem. The pattern is. Instead of asking only, “Who was responsible this time?”, we should also ask, “Why does our system keep producing the same failure?” Sometimes we change the person while leaving the defective process untouched. Then the problem returns.

Environmental management today generates enormous amounts of information: air and water quality data, groundwater observations, continuous monitoring records, plantation figures, reclamation status, inspection observations, compliance reports, environmental expenditure and contractor performance. We have become increasingly good at generating environmental data. The next challenge is becoming equally good at learning from it. A compliance system asks whether monitoring was carried out. A vigilant environmental system asks what the monitoring is trying to tell us. One abnormal reading may be an outlier; a gradual deterioration is a trend. One equipment failure may be accidental; recurring failures deserve attention. Not every pattern indicates wrongdoing, but every recurring pattern deserves curiosity.

This is where the idea of an environmental red flag becomes useful. A red flag need not be a red card. Repeated observations in inspection reports, recurring downtime of pollution-control equipment, statutory permissions repeatedly reaching close to expiry, plantation achievement increasing while survival remains poor, or reclamation lagging behind mining progress may all deserve early attention. None of these, by itself, proves misconduct. A red flag is not an accusation. It is an invitation to examine a system before the system creates a larger problem. Understood this way, environmental vigilance need not create fear. It can create foresight.

Another important intersection lies in contracts and expenditure. Consultants prepare studies, laboratories undertake monitoring, vendors supply pollution-control equipment, contractors execute plantation and reclamation, and specialised institutions conduct technical studies. The normal question remains essential: Was the procurement carried out properly? But environmental management requires one more: Did the expenditure actually achieve the environmental purpose for which it was made? A purchase order does not suppress dust; functioning equipment does. Planting saplings and establishing a surviving plantation are not the same achievement. Installing a monitoring station and obtaining reliable continuous data are not identical. Ultimately, the question becomes simple: What changed on the ground?

Time also matters. An environmental permission should not become important only when it is about to expire. Pollution-control equipment should not receive serious attention only after performance deteriorates. Reclamation should not become a concern only when closure approaches. In this sense, timeliness itself is an environmental control. Many environmental emergencies are not sudden events at all; they are ordinary problems that remained unattended for too long.

Technology can help. If clearance conditions, Consent requirements, monitoring data, GIS information, plantation and reclamation records, inspection observations, contractual milestones and statutory deadlines are viewed together, recurring abnormalities and approaching risks become easier to identify. Technology need not decide whether anybody has done anything wrong. Its role can be much simpler: to ensure that an important abnormality does not remain invisible merely because the relevant information lies in five different files. Machines may identify patterns; judgment must remain human.

Perhaps this leads to the most interesting paradox: the most successful vigilance case may sometimes be the case that never becomes a case. A weakness noticed in one contract is corrected in the next. A statutory deadline becomes visible months in advance. A recurring equipment problem improves the maintenance system. An observation at one mine results in preventive action elsewhere. There may be no investigation, no loss and no crisis, but the organisation has learnt. A good environmental system should make non-compliance visible early, a good control system should make deliberate concealment difficult, and a learning organisation should make the same mistake difficult to repeat.

Perhaps, therefore, the ultimate test of Environmental Vigilance is simple: when we discover a weakness once, does our system learn enough that we do not have to discover the same weakness again?

If the answer increasingly becomes yes, vigilance has gone beyond finding lapses.

It has become good governance, not by finding more mistakes, but by helping the organisation make fewer of them.

সাইবার প্রতারণা থেকে রক্ষা পাওয়ার জন্য কিছু জরুরী সতর্কতা

স্বপন কুমার দাস
টেকনিক্যাল ইন্সপেক্টর
কাজোড়া এরিয়া অফিস

মোবাইল এখন আমাদের জীবনের অপরিহার্য অঙ্গ হয়ে উঠেছে।বর্তমানে আমরা যে পরিস্থিতির মধ্য দিয়ে যাচ্ছি তাতে মোবাইল ব্যবহার না করে কোন উপায় নেই। বিশেষ করে সরকারি নির্দেশেই যখন সবকিছুর সাথেই মোবাইল নাম্বার লিঙ্ক করতে হচ্ছে। আমি মনে করি মোবাইল ব্যবহারে এখন সবচেয়ে বড় যে থ্রেট তা হচ্ছে সাইবার প্রতারণার শিকার হওয়া। বিশেষ করে আর্থিক প্রতারণা। প্রতিদিনই নানা ভাবে অসংখ্য মানুষ প্রতারিত হচ্ছেন, যার খবর আমরা সংবাদে রোজই দেখছি,পড়ছি। এই প্রতারিতদের মধ্যে সব শ্রেণীর মানুষই রয়েছেন। সাইবার অপরাধীরা প্রতিদিনই নিত্য নতুন পদ্ধতি অবলম্বন করছে; মানুষ যখন একটা ব্যাপারে সতর্ক হচ্ছে, ঠিক তখনই তারা নতুন উপায় উদ্ভাবন করছে। কয়েকটি সাধারণ অথচ জরুরী সতর্কতার কথা বলি।-

- অচেনা লিংকে ক্লিক না করা ।
- অচেনা অ্যাপ ইনস্টল না করা।
- ব্যাংকের ওটিপি পাসওয়ার্ড কারো সাথে শেয়ার না করা ।
- পাবলিক ওয়াইফাই তে ব্যাংকিং না করা।
- পাসওয়ার্ড শক্তিশালী করা।
- একই পাসওয়ার্ড সব জায়গায় ব্যবহার না করা।
- নাম, জন্ম তারিখ দিয়ে পাসওয়ার্ড না বানানো।
- পাসওয়ার্ড মাঝেমধ্যেই বদলানো ।
- ব্যাংক, পুলিশ বা কোম্পানি ফোনে ওটিপি চায় না। - ফোনে কেউ নিজেকে ব্যাংকের লোক বললে ওটিপি, সিভিভি ইউপিআই পিন না দেওয়া।
- ‘আপনি লটারি জিতেছেন’, ‘কেওয়াইসি বন্ধ হয়েছে’, ‘বিদ্যুৎ বিল বাকি’- এই ধরনের এসএমএস বা হোয়াটসঅ্যাপ লিংক বেশিরভাগ ক্ষেত্রেই জাল। এই ধরনের লিংকে ক্লিক না করে অফিসিয়াল অ্যাপ বা ওয়েবসাইটে গিয়ে চেক করা। টাকা পাওয়ার জন্য ইউপিআই পিন লাগেনা কেউ কিউআর কোড স্ক্যান করে টাকা পাঠাতে বললে বুঝতে হবে এটা প্রতারণা। টাকা পাঠানোর সাথে নাম ভেরিফাই করে নেওয়া।

- সোশ্যাল মিডিয়া লক রাখা। ফেসবুক, Instagram প্রাইভেট রাখা।

- অচেনা কেউ ফ্রেন্ড রিকুয়েস্ট করলে তা না নেওয়া।

- আরো একটি মারাত্মক প্রতারণা হচ্ছে 'সেক্সটর্সন'। বহু মানুষ এই প্রচারণার শিকার হচ্ছেন।তাই প্রতারণার ফাঁদটি সম্পর্কে জেনে রাখাটা খুব জরুরী।

- প্রথমে ফেসবুক, ইনস্টাগ্রাম ডেটিং অ্যাপ থেকে সুন্দর প্রোফাইল থেকে ফ্রেন্ড রিকোয়েস্ট আসে বা মেসেজ পাঠায়। কিছুক্ষণ চ্যাটের পরে ভিডিও কলে আসতে বলে বা আপনার ব্যক্তিগত ছবি বা ভিডিও চায়। একবার যদি আপনি ভিডিও কলে যান বা ছবি পাঠান পুরো স্ক্রিন রেকর্ড করে নেয়। তারপর ব্ল্যাকমেইল শুরু করে। টাকা না দিলে 'ভিডিওটা তোমার পরিবার, বন্ধুদের পাঠিয়ে দেবো' 'ইউটিউবে আপলোড করে দেবো, ভাইরাল করে দেবো' - এসব ভয় দেখায়। এটি একটি সংগঠিত গ্যাং করে; কোন একা ছেলে বা মেয়ে নয়।

- এই ফাঁদে না পড়ার উপায় -

- অচেনা কারো সাথে ভিডিও কলে ব্যক্তিগত না হওয়া। ব্যক্তিগত ছবি বা ভিডিও কাউকে না পাঠানো। প্রোফাইল নতুন, ফলোয়ার কম, শুধু একটি ছবি, এক্ষেত্রে ফেক হওয়ার সম্ভাবনা খুব বেশি।

- ফাঁদে পড়ে গেলে ভয় পেয়ে যাবেন না। টাকা দিলে ওরা আরো টাকা চাইবে,থামবে না। এমনকি ওরা পুলিশের লোক বলে আপনাকে অ্যারেস্ট করার হুমকিও দেবে। পুলিশের নকল পোষাক পরা ছবি পাঠিয়ে ভয় দেখাবে। কখনো আবার সাইবার ক্রাইম ডিপার্টমেন্টের অফিসার সেজে পাশে দাঁড়ানোর মিথ্যা প্রতিশ্রুতি দিয়ে আবার টাকা চেয়ে ফাঁদে ফেলবে।

- যোগাযোগ বন্ধ করুন।

- ব্লক করার আগে প্রমাণ রাখুন, চ্যাটের স্ক্রিনশট ফোন নাম্বার রাখুন। কোন অবস্থাতেই ভিডিও বা ছবি পাঠাবেন না। লজ্জা পাবেন না। পরিবারের বিশ্বস্ত মানুষ বা বন্ধুকে জানান। জানবেন আপনি অপরাধের শিকার। সাথে সাথে রিপোর্ট করুন।

- ১৯৩০-তে কল করুন। নিকটবর্তী সাইবার ক্রাইম সেল-এ গিয়ে রিপোর্ট করুন। ওখানে সবরকম সহযোগিতা পাবেন।

- এইরকম কিছু সতর্কতা সম্বন্ধে সকলেরই জেনে রাখা খুব প্রয়োজন।

सत्यनिष्ठा : एक विमर्श

जब सही होना आसान नहीं होता

राजेश कुमार मिश्रा
सहा. प्रबंधक (कर्मिक)
सोनपुर बजारी क्षेत्र

"सत्यं वद। धर्मं चर।"
– तैत्तिरीय उपनिषद

कार्यालय का एक सामान्य दिन था। एक अधिकारी की मेज पर एक महत्वपूर्ण फाइल आई। अधिकांश कागजात दुरुस्त थे, किंतु एक तथ्य ऐसा था, जिसे अनदेखा करना संस्था के हित में नहीं था।

उन्होंने फाइल को फिर से देखा।

मन में कई प्रश्न एक साथ उठने लगे।

यदि फाइल रोक दी, तो काम में देरी होगी। संबंधित लोग नाराज होंगे। शायद वरिष्ठों के सामने उन्हें असहयोगी समझा जाए। और यदि बात बढ़ी, तो इसका असर उनकी वार्षिक गोपनीय रिपोर्ट और भविष्य की जिम्मेदारियों पर भी पड़ सकता था।

उन्होंने स्वयं से कहा –
"क्या एक फाइल के लिए इतना जोखिम लेना जरूरी है?"

फिर दूसरा विचार आया –
"लेकिन अगर मैं जानता हूँ कि इसमें कुछ गलत है और फिर भी इसे आगे बढ़ा दूँ, तो क्या मैं स्वयं को सही मान पाऊँगा?"

यही वह क्षण था, जहाँ उनका वास्तविक संघर्ष शुरू हुआ।

तभी एक वरिष्ठ सहकर्मी कमरे में आए। उन्होंने अधिकारी की चुप्पी देखी और पूछा –

"क्या बात है?"

अधिकारी ने फाइल उनकी ओर बढ़ा दी।

कुछ देर देखने के बाद वरिष्ठ ने केवल इतना कहा –

"लोग कुछ समय के लिए नाराज होंगे, लेकिन यदि तुम्हारा अंतर्मन नाराज हो गया, तो उससे समझौता करना कठिन होगा।"

अधिकारी खिड़की के बाहर देखने लगे।

कुछ क्षण बाद उन्होंने फाइल उठाई, संबंधित तथ्य स्पष्ट रूप से दर्ज किया और उसे उचित प्रक्रिया के लिए वापस कर दिया।

उनके हाथ में केवल एक फाइल थी, लेकिन भीतर एक बड़ा निर्णय हो चुका था।

उन्होंने सुविधा के बजाय अपने कर्तव्य को चुना था।

सत्य की कीमत

भारतीय परंपरा में राजा हरिश्चंद्र की कथा सत्यनिष्ठा का अद्भुत उदाहरण है। परिस्थितियाँ उनके विरुद्ध होती गईं, लेकिन सत्य के प्रति उनका संकल्प नहीं बदला।

इस कथा का सार यही है कि **सत्य की वास्तविक परीक्षा तब होती है, जब उसे निभाने की कीमत चुकानी पड़े।**

महाभारत में भी कहा गया है -
"न सत्यात् परमो धर्मः।"

अर्थात - **सत्य से बढ़कर कोई धर्म नहीं।**

लेकिन जीवन हमेशा सरल विकल्प नहीं देता। सत्यनिष्ठा के साथ विवेक भी आवश्यक है। आधा सच बोलकर लाभ लेना, तथ्य छिपाना या गलत को केवल इसलिए स्वीकार कर लेना कि दूसरे भी ऐसा करते हैं - सत्यनिष्ठा नहीं है।

एक सार्वभौमिक मूल्य

सत्यनिष्ठा किसी एक देश या संस्कृति की अवधारणा नहीं है। रोमन सम्राट और दार्शनिक **Marcus Aurelius** ने लिखा -

"If it is not right, do not do it; if it is not true, do not say."

अलग-अलग सभ्यताओं और युगों के बावजूद यह विचार भारतीय सूत्र **"सत्यं वद। धर्मं चर।"** से एक गहरा साम्य रखता है।

सत्य बाहर नहीं, भीतर भी

कबीर ने सत्य को मनुष्य के अंतर्मन से जोड़ा -

"साँच बराबर तप नहीं, झूठ बराबर पाप।
जाके हिरदै साँच है, ताके हिरदै आप।।"

मनुष्य अपनी छवि दूसरों के सामने बना सकता है, लेकिन अपने अंतर्मन से कुछ छिपा नहीं सकता।

इसीलिए सत्यनिष्ठा का वास्तविक अर्थ केवल दूसरों का विश्वास जीतना नहीं, बल्कि अपने निर्णयों के सामने स्वयं ईमानदार रहना है।

कभी-कभी गलती स्वीकार करना, अपनी ही कमी को सामने लाना और उसके परिणामों का सामना करना कठिन होता है। फिर भी यही साहस चरित्र को मजबूत करता है।

कार्यालय में सत्यनिष्ठा

कार्यस्थल पर सत्यनिष्ठा का अर्थ केवल भ्रष्टाचार से दूर रहना नहीं है। सही तथ्य दर्ज करना, अभिलेखों में पारदर्शिता रखना, गलती को समय पर स्वीकार करना, अनुचित लाभ से दूर रहना, नियमों का निष्पक्ष पालन करना और संस्था के संसाधनों का जिम्मेदारी से उपयोग करना - ये सभी सत्यनिष्ठा के रूप हैं।

लेकिन हर कार्यालय में संघर्ष केवल नियम और व्यक्ति के बीच नहीं होता। कई बार व्यक्ति कर्तव्य और व्यक्तिगत भय के बीच भी खड़ा होता है।

यही वह जगह है जहाँ नेतृत्व और वरिष्ठों की भूमिका महत्वपूर्ण हो जाती है। यदि वरिष्ठ किसी कर्मचारी को केवल परिणाम के लिए नहीं, बल्कि सही प्रक्रिया के लिए भी प्रोत्साहित करें, तो सत्यनिष्ठा व्यक्तिगत साहस से आगे बढ़कर संस्थागत संस्कृति बन सकती है।

नियम व्यवस्था बनाते हैं, लेकिन नेतृत्व उस व्यवस्था के नैतिक स्वरूप को आकार देता है।

सुविधा और सिद्धांत के बीच

हर प्रलोभन आर्थिक नहीं होता।

कभी वह पद का दबाव होता है, कभी किसी संबंध को बचाने की इच्छा, कभी प्रशंसा की चाह और कभी केवल यह डर कि सच बोलने से अपने लिए कठिनाई खड़ी हो जाएगी।

यही वह क्षण है जब मनुष्य स्वयं से पूछता है -
“क्या मेरी सुविधा मेरे सिद्धांत से बड़ी है?”

सही रास्ता चुनने का अर्थ यह नहीं कि कठिनाई समाप्त हो जाएगी। कभी-कभी उसका उलटा होता है। लेकिन उस निर्णय के साथ मिलने वाला आत्मसम्मान लंबे समय तक साथ रहता है।

अंतर्मन के सामने सफलता

अगले दिन अधिकारी के सामने फिर फाइलों का ढेर था। काम वही था, दबाव भी वही। लेकिन उनके भीतर एक चीज बदल चुकी थी।

अब वे केवल यह नहीं सोचते थे -

“क्या इससे कोई समस्या होगी?”

वे यह भी पूछते थे -

“क्या यह सही है?”

यही प्रश्न सत्यनिष्ठा की शुरुआत है।

पद, प्रतिष्ठा और सुविधाएँ समय के साथ बदलती रहती हैं। परिस्थितियाँ भी बदलती हैं। लेकिन व्यक्ति का अपने प्रति सम्मान उसके साथ रहता है।

इसलिए सत्यनिष्ठा का सबसे गहरा प्रश्न शायद यही है –

“जब मैं अकेला रहूँगा, तब मैं अपने बारे में क्या सोचूँगा?”

जब कोई देख नहीं रहा हो, तब भी सही करनाय जब गलत रास्ता आसान हो, तब भी विवेक का साथ देनाय और जब गलती हो जाए, तो उसे स्वीकार करने का साहस रखना – यही सत्यनिष्ठा है।

उपनिषद का “सत्यं वद। धर्मं चर।”, कबीर का “साँच” और डंतबने ।नतमसपने का सत्य एवं सही आचरण पर बलकृसभी हमें एक ही मूल विचार की ओर ले जाते हैं –

सत्यनिष्ठा बाहर से थोपा गया नियम नहीं, भीतर से स्वीकार किया हुआ अनुशासन है।

अंततः जीवन की सफलता केवल इस बात से नहीं मापी जाती कि हमने कितना पाया, बल्कि इससे भी कि पाते हुए हमने अपने भीतर क्या बचाए रखा।

क्योंकि पद खो सकता है, सुविधा बदल सकती है और परिस्थितियाँ पलट सकती हैं – लेकिन यदि मनुष्य ने अपने अंतर्मन का विश्वास खो दिया, तो उसे वापस पाना सबसे कठिन होता है।

और यदि कठिन समय में भी वह अपने भीतर की आवाज सुन सका, तो शायद यही उसकी सबसे बड़ी उपलब्धि है।

क्योंकि सच्ची सत्यनिष्ठा उस समय जन्म लेती है, जब मनुष्य के पास गलत रास्ता चुनने का पूरा अवसर हो – फिर भी वह सही रास्ते पर चलने का निर्णय करे।

“जब कोई देखने वाला न हो, तब भी अपने भीतर के सत्य से आँख न चुराना – यही सत्यनिष्ठा है।”

सतर्क रहें,
भ्रष्टाचार रोकें,
समृद्धि को बढ़ाएँ।

यमद्वार भी संभव है

– बालकृष्ण
सहा. प्रबंधक (खनन)
सोनपुर बजारी क्षेत्र

आत्मविश्वास जीवन में आगे बढ़ने के लिए जरूरी है,
लेकिन, अतिविश्वास कभी-कभी विनाश का कारण हो जाता है।।१।।

जो कहते हैं मैं बिना सुरक्षा उपकरण के ऊँचाई पर काम कर सकता हूँ,
यह तो संभव है,
लेकिन ऊँचाई से गिरने से यमद्वार भी संभव है।।२।।

जो कहते हैं मैं नशे में काम कर लेता हूँ, यह तो संभव है,
लेकिन नशे में काम करते हुए यमद्वार भी संभव है।।३।।

जो कहते हैं मैं कार्य स्थल में काम करते हुए सो जाता हूँ, यह तो संभव है,
लेकिन कार्य स्थल में सो जाने से यमद्वार भी संभव है।।४।।

जो कहते हैं काम पर जरा सा चूक गया तो नियर मिस तो होते रहते हैं,
यह तो संभव है,
लेकिन जरा सी चूक अगर दुर्घटना बन गई तो यमद्वार भी संभव है।।५।।

Do the Right Thing, Even When No One is WATCHING

THE RED FILE

At a public-sector mining organisation, two colleagues, Prabhas and Bikash, worked in the same department. They had joined the organisation in the same year, shared the same department. However, their attitudes towards life were completely different from each other.

Prabhas believed that:

“Honesty may move slowly, but it never loses its way.”

On the other hand, Bikash believed that:

“Opportunities do not come often; whenever one comes, you should use it for your own benefit.”

In a casual evening, a file marked **‘Urgent & Confidential’** arrived at their office. It contained a proposal to purchase the safety equipments, ropes, helmets for mine workers. The proposal involved a high-valued contract.

After examining the documents, Prabhas noticed that the words of two quotations was exactly the same and even the spelling mistakes were identical. The supplier had also been accused of providing low quality equipments.

Suddenly, Prabhas said firmly “This tender cannot be approved at any cost.”

Bikash closed the office door & whispered, “Some questions are better left unasked.”

After completing their daily work, they returned home as usual. That night, Prabhas found an envelope beneath his front door. Inside was a message: “Sign the file tomorrow. Do not investigate the past files.”

The very next day, Prabhas and Bikash go to a quiet and aesthetic restaurant. Bikash placed Rs. 25 lakh in cash and an expensive watch in front of Prabhas. “Sign the file” Bikash said. “All your financial problems will disappear.”

Prabhas pushed the box back and said arrogantly, “No contract can be made at the cost of worker's lives.” At that moment, a message came on his phone from unknown number, “Look behind you.”

Prabhas turned back, a man wearing a black raincoat was sitting in one corner of the restaurant. In the fraction of seconds, the man disappeared.

The next morning, Prabhas's tone feels heavy, as if something is weighing in his mind. He noticed that the complaints against the supplier had disappeared from file. The reports and relevant documents related to the matter had also been deleted from his computer at exactly **2:15 am**.

CCTV footage showed someone entering in the records room with an authorised Identity card. The

person's face was blurry - but he was wearing Prabhas's Identity card. Instantly, Prabhas checked his wallet, his Identity card was missing. He immediately informed the Vigilance Department and also lodged a FIR. But before he could complete his complaint, an assistant told **"Sir, the contract has already been approved."**

Prabhas froze and grumbling "I have not signed it!" Beneath the approval note was a sign that looked exactly like his. At that moment, his phone rang. A distorted voice said, "You should have accepted the offer. Now the accident will be your responsibility."

The call ended.

The safety equipments was sent for testing. The results were shocking: The rescue ropes could snap under heavy pressure, several helmets failed the test, the protective clothing didn't meet the required safety standards. If the contract gone through, hundreds of workers could have been placed in danger.

The investigation also revealed that, Prabhas's password had been used to approve the contract. Someone had carefully created evidence against him. But who??

That night, Prabhas returned to the office with the Vigilance Team. In a locked room, they found a small black notebook containing official's names, contract dates, bank details and payment records. A photograph fell from the notebook. It showed Prabhas and Bikash at their joining ceremony. Bikash's face had been circled in red ink. Before Prabhas could speak, the lights went out.

Slow footsteps approached the door. A voice whispered "Prabhas, you have been looking in the wrong direction." The door opened. No one was there. On the floor lay Bikash's identity card. Beneath it was another message: "Ask Bikash whom he is really working for."

The next morning, Bikash disappeared. His car was found near an abandoned warehouse. Investigators discovered forged Identity card, electronic devices and files connected to several suspicious contracts.

Days later, Prabhas received a message: **"Come to the old tunnel at 2 am. Bring the red file."** He informed the Vigilance Department and went there.

Inside the dark tunnel, a man in a raincoat was waiting. It was Bikash. He admitted that "I accepted the money, but I didn't forge your sign. Someone else used my greed."

"Who??" Prabhas said.

A second figure stepped out into the light of the darkness, holding the red file. Bikash whispered: "He is the person who approved every contract." The figure stepped into the light. Prabhas recognised him immediately -- a senior official whom everyone trusted.

Suddenly, the lights went out. A loud sound echoed through the tunnel. When the lights returned, Bikash was lying unconscious on the ground. The Senior Officer had disappeared and the red file was

gone. Only one page remained: “This was only the beginning.”

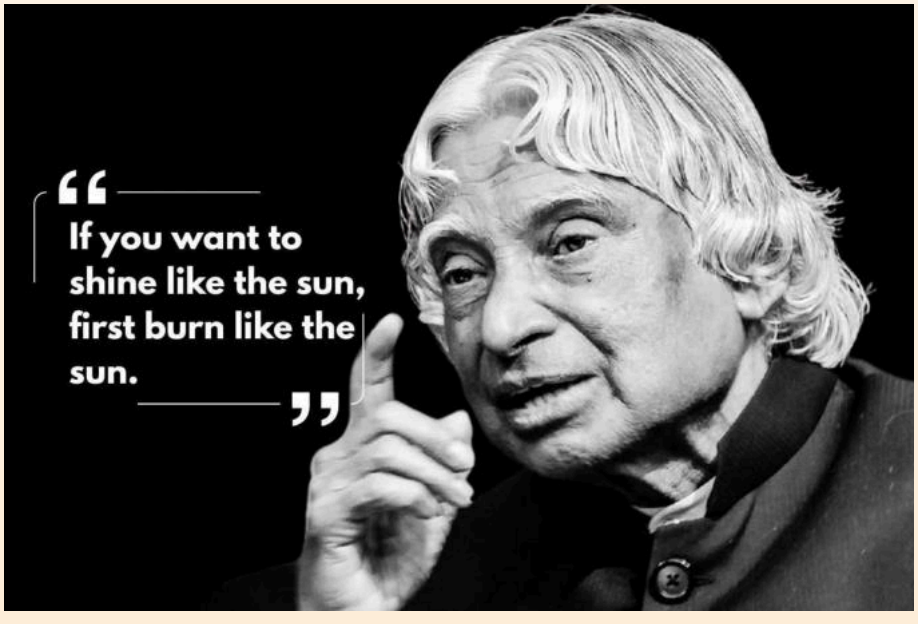
Later, Bikash confessed everything and revealed the larger corruption network. The Senior officer arrested, the corrupt supply chain was exposed, and the unsafe contract was cancelled. A transparent contract was conducted for safety equipment for mine workers. Bikash realised his mistake and felt guilty for it.

After a few days, a Vigilance Awareness Programme was held at the office. Bikash was addressing to the new employees: "Greed promised money, comfort and success. Instead, it took away peace, reputation and trust of everyone."

Prabhas said that **“Corruption begins with one small compromise — a gift, a favour, a payment or silence. Rejecting that first compromise can protect an entire organisation.”**

Behind them hung the Vigilance Awareness message —

“Probity for Prosperity - Honesty leads to lasting Prosperity.
Integrity is our value.
Impartiality is our strength.
Transparency is our commitment.
Ethics are our culture.
Vigilance is our responsibility.”



PROBITY FOR PROSPERITY

- Sabyasachi Pal
Khottadih U/G Pandaveswar

We are all the sons of God. God has sent us with some quality within us. Among different qualities, probity is a special quality. “Probity means honesty.” We know a proverb, “Honesty is the best policy.” But greed and vice are a great bar to achieving honesty. We have to do many activities to be successful in our life. Sometimes we become victims of greed. Our greed increases gradually, and we move in a wrong way. As a result, we fall down and cannot prosper in life. We must remember that our prosperity depends upon our honesty.

We live in a society. We cannot live alone in life. Our first aim is to gain success. In our student life, we study very hard just to score good marks, and a hardworking student is always focused and has a mentality to achieve his/her goal in life. The student who is doing hard work never thinks about doing wrong things like cheating. But sometimes some students try to succeed in life by choosing wrong ways and forget about honesty, become dishonest, and choose to cheat during the examinations. If the hardworking child faces the competition, the child will face it and succeed in life, but the dishonest child cannot, as he cannot face the competition, which becomes an obstacle for the dishonest child. So, none can be prosperous in life with dishonesty.

Honesty is essential for prosperity. Prosperity comes from our determination and honesty. An honest person faces many difficulties and competition for achieving prosperity. Generally, we can see that a prosperous person has to do work till morning to night. He does not think about his prosperity. But the next generation of the poor person, his son/daughter, does not follow his/her father’s path but tries their level best to be prosperous in life by doing hard work and determination towards their goal. Like Vidyasagar, who was a poor son in a Brahmin family but became a scholar due to his hard work, determination, remained focused and honest.

Perhaps we forget that our good conduct and dedication are very important to become prosperous by honesty. An honest person always follows the path to peace. Only great steps bring us into the path of prosperity. Therefore, we must try to follow the right path, the good path to become prosperous—honesty.

Prosperity turns our life and becomes a turning point of our life. Our main aim in our life is to gain prosperity. But hard labour and honesty are the keys to success. We must remember that we have to become prosperous with good impression and positive attitude.

Finally, in our conclusion, we reach a solution that our improvement will come from goodwill and determination. So, we should be careful not only to follow the path of honesty but also to be hardworking. If we cannot become prosperous in life, we must be an honest person.

THE MISSING SIGNATURE

- Prasun Kumar Chakraborty
Deputy Manager (Environment)
Sonepur Bazari Area, ECL

It was almost 6:30 in the evening when Rohan picked up the last file from his desk. The office was quiet. Most of his colleagues had already left. Outside, the evening sky was turning grey, and the sound of rain could be heard against the windows.

Rohan was about to close the file when he noticed something unusual. A document was missing a signature.

It was a small matter. The file was otherwise complete, and the concerned person had already verbally confirmed the work.

His colleague, sitting nearby, looked at the file and said, “Just keep it for tomorrow. Nobody is going to notice one missing signature.”

Rohan smiled. “Maybe nobody will.” He put the file back on the table. “But we will know.”

The next morning, the signature was obtained and the record was completed properly. Nothing dramatic happened. No one was punished. No newspaper carried the story.

Yet Rohan felt satisfied. He realised that vigilance does not always arrive with a major investigation or a serious allegation. Sometimes, it appears in very ordinary moments—a missing signature, an unchecked figure, an unexplained entry, or a question that someone decides to ask instead of ignoring.

A few months later, Rohan’s junior asked him, “Sir, why do you check everything so carefully?”

Rohan thought for a moment before answering. “Because mistakes become easier to correct when they are still small.”

That sentence stayed with the young employee. Over time, he began following the same practice. He checked documents carefully. He asked questions when something seemed unclear. He refused to take shortcuts merely because they were convenient.

Slowly, something changed in the office. People started checking their own work before sending it forward. Records became more accurate. Small discrepancies were discussed instead of being ignored.

Nobody called it a revolution. It was simply a habit spreading from one person to another.

That is the quiet strength of vigilance. It is not only about finding wrongdoing after it happens. It is also

about creating an environment where wrongdoing becomes difficult to hide and integrity becomes the natural way of working.

An organisation's reputation is not built only by its major achievements. It is also built through thousands of small decisions made by its employees every day.

A person may think, “It is only a small thing.” But every major failure begins somewhere. And, equally, every strong culture of integrity begins somewhere.

Sometimes, it begins with one employee who chooses to stop, check and ask: “Is this really the right thing to do?”

That question may take only a few seconds to ask.
But sometimes, it can protect something far more valuable than money —

TRUST



सत्यनिष्ठा से समृद्धि
PROBITY FOR PROSPERITY

SHRI SATISH SHARMA
GM (Vigilance), ECL

यतो धर्मस्ततो जयः, यतो धर्मस्ततो लक्ष्मीः।
यतो धर्मस्ततो सौख्यं, तस्माद् धर्मं न संत्यजेत्।।

अर्थात - जहाँ धर्म (सत्यनिष्ठा और कर्तव्य) है, वहीं विजय है। जहाँ धर्म है, वहीं लक्ष्मी (समृद्धि) है। जहाँ धर्म है, वहीं सुख हैय इसलिए मनुष्य को कभी भी अपने धर्म का परित्याग नहीं करना चाहिए।

"**Probity for Prosperity**" केवल एक नारा नहीं, बल्कि भारतीय नैतिक परंपरा के अनेक मूल्यों से जुड़ा हुआ विचार है।

भारतीय चिंतन में समृद्धि (**Prosperity**) को केवल धन-संपत्ति की वृद्धि के रूप में नहीं देखा गया, बल्कि उसे धर्म, सत्य, न्याय, कर्तव्य और लोककल्याण से जोड़ा गया है।

और Probity का अर्थ है - ईमानदारी, सत्यनिष्ठा, निष्पक्षता, नैतिक आचरण और सार्वजनिक जीवन में पारदर्शिता।

इस दृष्टि से "**Probity for Prosperity**" का अर्थ हो सकता है - "धर्म और सत्यनिष्ठा के आधार पर ऐसी समृद्धि का निर्माण, जो व्यक्ति के साथ-साथ समाज और राष्ट्र के लिए भी कल्याणकारी हो।"

भारतीय और अन्य देशो के सन्दर्भ में (Scandavian)

CPI 2025 के अनुसार भ्रस्टाचार में भारत की स्थिति 182 देशो में 91st है और वहीं बंदकंअपंद देशो की स्थिति सबसे ऊपर की तरफ है, यानि कम भ्रस्ट, अर्थात उन देशो में भ्रस्टाचार हमसे काफी कम है.

"सत्यं वद। धर्मं चर।"

अर्थात् सत्य बोलो और धर्म का आचरण करो।

भारत में प्राचीन कल से इसी सूत्र पर जीते थे और कौटिल्य ने इस बारे में कभी विस्तार से अपनी पुस्तक अर्थशास्त्र में बिबेचना किया है :

कौटिल्य का अर्थशास्त्र : राजकोष और ईमानदार प्रशासन

सत्यनिष्ठा से समृद्धि के सन्दर्भ में कौटिल्य के अर्थशास्त्र में शासन, अर्थव्यवस्था, राजस्व और प्रशासन का व्यावहारिक विवेचन मिलता है। कौटिल्य यह समझते थे कि राज्य की आर्थिक शक्ति तभी प्रभावी होगी जब प्रशासन सक्षम और नियंत्रित हो।

इससे "**Probity for Prosperity**" का एक महत्वपूर्ण आयाम सामने आता है - नैतिकता को संस्थागत व्यवस्था का हिस्सा बनाना।

केवल यह अपेक्षा करना पर्याप्त नहीं कि हर अधिकारी/व्यक्ति व्यक्तिगत रूप से ईमानदार हो। आवश्यकता है ऐसी व्यवस्था की जिसमें पारदर्शिता, लेखा-परीक्षण, उत्तरदायित्व और दंड की निश्चितता, भ्रष्ट आचरण के अवसरों को कम करें।

कौटिल्य ने चतवइपजल के सिद्धांत और उसके लिए कई administrative safeguards को पहचानाय जबकि आधुनिक Scandinavian देशों ने ऐसे मूल्यों को लंबे समय में अधिक स्थायी, पारदर्शी और ंबबवनदजंइसम पदेजपजनजपवदे में बदल दिया।

कौटिल्य ने समस्या को पहचाना था

अर्थशास्त्र में कौटिल्य ने यह नहीं माना कि अधिकारी स्वभावतः ईमानदार होंगे। उन्होंने राजकीय धन की हेराफेरी, अधिकारियों की निगरानी, लेखा और ंनकपज जैसे विषयों पर व्यावहारिक उपाय दिए।

अर्थात् कौटिल्य का approach था :

मानव में लोभ हो सकता है >>> इसलिए निगरानी और दंड आवश्यक हैं।

लेकिन Scandinavian model ने एक कदम आगे बढ़ाया : "व्यक्ति" से "संस्था" तक

यही सबसे महत्वपूर्ण अंतर है।

भारतीय परंपरा में : अच्छा राजा >>> अच्छा शासन

पर आधुनिक constitutional state में : अच्छी संस्था >>> अच्छा शासन, भले व्यक्ति बदलते रहें।

यानी Scandinavian model की वास्तविक उपलब्धि यह नहीं है कि हर अधिकारी अधिक नैतिक है। बल्कि यह है कि व्यक्तिगत नैतिकता को institutional incentives और accountability से reinforce किया गया।

कौटिल्य का "दण्ड" बनाम आधुनिक accountability

कौटिल्य समझते थे कि केवल उपदेश पर्याप्त नहीं है।

यदि अधिकारी को पता है कि :

- उसका काम record होगा,
- उसकी जाँच हो सकती है,
- audit होगा,
- उसका superior उसे monitor कर रहा है,
- और misconduct पर दंड होगा,

तो भ्रष्टाचार का अवसर घटता है।

आधुनिक स्कैंडिनेवियन गवर्नेंस (Modern Scandinavian governance) ने नैतिक चरित्र (ethical character) और संस्थागत डिजाइन (institutional design) के इसी संतुलन को अपने सिस्टम का मुख्य आधार बनाया है।

आज समय की मांग है की कौटिल्य के अर्थशास्त्र की नीतियों के साथ scandavian मॉडल को अपना जाये जिससे PROBITY FOR PROSPERITY की अबधारणा को पूरा किया जा सके.

*Source : Different websites.

SOP TRAINING HELD DURING VIGILANCE AWARENESS WEEK 2025



















ECL
Eastern Coalfields Limited

Published by :

VIGILANCE DEPARTMENT

EASTERN COALFIELDS LIMITED

(A Subsidiary of Coal India Limited)

easterncoalfields | eastern coalfields | Easterncoal | coalfieldseastern | coalfieldseastern