

दीपक कश्यप, आई.आर.टी.एस.  
मुख्य सतर्कता अधिकारी  
**Deepak Kashyap**, IRTS  
Chief Vigilance Officer



भारत संचार निगम लिमिटेड  
(भारत सरकार का उद्यम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Government of India Enterprise)

D.O. No. 29-3/2010-VA

Dated 05<sup>th</sup> Aug., 2016

Dear Shri

**Subject: Inordinate Delay in Initiation/Finalization of Disciplinary Proceedings.**

As you are aware, CVC and this office have in the past raised concern over undue delay in initiation and finalization of disciplinary proceedings stemming from Vigilance Cases. This has the twin damaging effect of benefiting the guilty and victimizing the innocent.

2. Of late, CVC has started fixing of responsibility for undue delay in completion of disciplinary proceedings at the highest levels. Likewise, CVC is now focusing on delays in complaint disposal. In fact, today's newspaper (TOI), carries a news quoting CVC thus:

*"However, it is observed that in a majority of cases there is considerable delay in finalizing and submission of reports to the Commission. In such situation, the Commission may call Chief Vigilance Officers (CVOs) concerned personally with records and documents."*

While complaint-handling is essentially the look-out of this office and Circle Vigilance, it is apparent that CVC's concern and scrutiny apply equally to disciplinary cases.

3. There are existing guidelines to the effect that wilful delay in initiation and finalisation of disciplinary proceedings of Vigilance origin shall attract vigilance angle against the DA concerned.

4. Delay in completion of disciplinary proceedings at Circle level is taking place at following stages:

- Issue of Charge sheet after receipt of CVC/CVO advice.
- Appointment of IO
- Delay in Inquiry Proceedings
- Action on Inquiry Report

