



JAGRITI

VIGILANCE NEWSLETTER

Volume 4

JULY 2015

CMD'S MESSAGE

I am extremely happy to note that our Vigilance Department is coming out with the another edition of In House Vigilance Magazine "JAGRITI" This magazine is planned to be published monthly and Vigilance is planned to bring in articles carrying Preventive Vigilance Strategies, news articles from field executives, current awareness about Vigilance Department activities, an update of various guidelines and instructions issued by CVC, DoPT, MoD, DPE and other Government entities.



BEL, over the years, have been taking various steps towards good Corporate Governance and one of them is systemic reforms like simplification of rules and regulations, reduction of discretion, etc., BEL also leverages IT & Technology to bring transparency, fairness and accountability in the organizational functioning.

Vigilance is a Management function and always plays a key role in our efforts towards meeting BEL's organizational goals and inculcates the transparency, equity and fairness in all our processes. These are the values nurtured in our Organization over the years and we shall continue up hold these values and adopt our working to meet the challenges ahead in the rapidly changing global business environment. The efforts in this direction are relevant and timely in view of the initiatives taken by the present Government under the banner "Make in India" as it gives BEL an ample opportunity for further indigenization of all our Projects.

Over the years BEL's Vigilance Department has taken a lead and is looked upon by its peers in other DPSUs as a benchmark because of certain proactive and preventive initiatives taken.

I wish all the best to CVO and his Team and appreciate their sincere efforts in continuing the publication of the Vigilance News letter "JAGRITI" which will encourage and motivate us to pursue righteousness in all our actions.

S.K.Sharma,
Chairman & Managing Director

CVO'S MESSAGE

It gives me great pleasure in bringing out the new issue of "JAGRITI", the Vigilance News letter of Bharat Electronics. It is my earnest desire to revive the issue of this Vigilance News letter. I wish to appreciate the spirit of my entire Vigilance fraternity in joining me in bringing out this Monthly in House magazine.

Use of Technology enabled systems and procedures and up dating of Procurement manuals are pre requisite for a fair, transparent and procurement practices and prevent corrupt action. BEL has taken many initiatives in this regard and implementation of File Life Cycle Management across the BEL Unit is one of such major initiatives in this direction. Other initiatives like deployment of CCTV cameras in vulnerable and sensitive areas, Online Property returns system, Online Vigilance status, which are all in the various stages of implementation, will not only increase the transparency, but will also increase the efficiency and effectiveness of Vigilance administration in the Company.



The Jagriti Vigilance news magazine is another initiative from Corporate Vigilance in bringing out the awareness through contribution from knowledgeable sources and by sharing the experience. I seek the active involvement of readers in sharing their wisdom and experience to bring out this awareness. There is a need for continuous effort at educating and create an awareness among the people for taking the decision, which has the right values, and this is a prerequisite for healthy Corporate Governance.

I would like to commend the members of the Editorial Board for the efforts in bringing out the new version of the "JAGRITI" News Magazine.

I would like to thank the CMD for the encouragement and support for all the Vigilance initiatives taken by Corporate Vigilance and this has been the source of inspiration for reviving the "JAGRITI" magazine. The support of all of you is solicited to make our endeavour and effort more successful.

JAI HIND

S. Shivakumar, IAS
Chief Vigilance Officer

VIGILANCE FUNCTIONS

Vigilance functions can broadly be listed as:-

- Detective
- Punitive
- Corrective
- Predictive
- Preventive

When we go back to an old saying 'Prevention is better than cure' preventive Vigilance can be classified as most important function among all other functions of Vigilance. Somebody rightly said:

सब कुछ लुटा के होश में आए तो क्या किया,

दिन में अगर चिराग जलाए तो क्या किया।

In other words we should be conscious enough right now, else, what is the use, if everything is lost & we become vigilant afterwards.

To inculcate the concept of preventive Vigilance in our day to day working, we shall have to introduce strict control measures to plug all vulnerable points which are corruption prone. These vulnerable points mainly consist of areas of Procurement, Cybercrime and places of Public dealings.

Though, Values/ Morals/ Integrity / Ethics are internal controls of a human being, but their absence/ deficiency, needs external controls/ preventive mechanisms that contribute significantly towards preventive vigilance. The possible controls for above vulnerable points are:

Procurement Area

The use of Technology is one of the biggest enabler towards preventive vigilance, e-procurement, e-Payment and e- Governance are the best examples of modern times for preventive vigilance. These steps lead to greater transparency / fair competition and minimal delays.

Cyber Crime

Survey of leading global leaders places the likelihood of cyber – attacks ahead of terrorism and rates the impact of such attacks just behind antibiotic resistant bacteria. The threat from cyber criminals is 'one of the great challenges of our time'

Cyber-crime knows no boundaries & no organization is immune to this. So, focus should be on how such risks can be tackled more effectively as the impact of a data breach can be significant. Addressing these concerns, require equal measures of prevention & preparation for a response

- To use a real world analogy, organizations need to take steps to prevent a fire, as well as prepare to deal with a conflagration (i.e. a very intense & uncontrolled fire).
- Segmenting data is a key part of good data security. It helps ensure that a breach of one layer of security does not grant access to everything, and can make it extremely difficult for a successful hacker to reassemble the stolen data into a usable form.

Place of Public Dealings

It is very true that 'You can't be everywhere at once, but your Closed Circuit Televisions can !' Hence, bringing places of public dealing under the coverage of CCTV cameras is a biggest deterrent for the corrupt. Lot more investment in such infra-structure shall give fruits of transparency and minimal delays.

With best compliments from Shri Yashpal Seth, SR.DGM & VO-Panchkula Unit

“Prevention is Better than Cure”

Vigilance is defined as watchfulness, alertness, and caution. The word vigilance tells managers to be on vigil, to be vigilant, to be alert, and to have vigilance of organization's image and reputation as well as to have vigilance of the organization's assets. Vigilance is an essentially a management function aimed at ensuring above board and orderly conduct of affairs by the employees of the organization. Vigilance is a tool of management. It is primarily a responsibility of the management. An organization has both external threats and internal dangers. The organization protects from external threats through creating security and posting manpower to guard against such threats. The role of vigilance is to protect the organization from internal dangers which are more serious than external threats.

Principles of vigilance

Vigilance is an integral part of the management. It provides important instruments for improving performance of an organization. This includes promoting clean business transactions, professionalism, productivity, promptness and ethical practices. It also assists in systemic improvements in curbing opportunities for corruption. Therefore, vigilance helps in improving efficiency and effectiveness of the personnel as well as the organization. There are four cardinal principles of vigilance which are given below.

- **Transparency** – Disclosing all the facts or matter from all those who are stakeholders and who take the decisions
- **Fairness** – Application of same principles to all concerned under similar conditions
- **Competitiveness** – Encouraging competition within the organization in the interest of the organization
- **Accountability** – This means that if there is any deviation from the laid down rules/procedures in the business interest of the organization that should be clearly recorded upfront rather be used later as justification.

The main objective of vigilance function in any organization is to assist the management to achieve its goal by ensuring that all transactions are carried out as per systems and procedures while minimizing the scope of malpractices/misconduct and misuse of funds. Whereas the objective of any commercial/industrial establishment is to achieve the planned production target with optimum utilization of resources to ensure profitability, productivity and quality within laid down time and cost, being aware of its responsibility and accountability. Thus the role of vigilance department is complimentary and not contradictory to the organizational objectives as often made out.

Types of vigilance

In an organization vigilance is normally of three following types.

- **Preventing vigilance** – It is done by ensuring a sound work system which minimizes the scope for irregularities/malpractices. Preventing vigilance is carried out for reducing corruption in an effective manner through the following.

- **Detailed examination of the existing procedure and simplifying rules and procedures**
- **Locating sensitive spots and have focused attention**
- **Posting of the employees with clean image at sensitive spots and further to have a periodical rotation policy for the employees in these areas**
- **Focused attention is to be done on the officers of doubtful integrity (ODI) and undesirable contact man (UCM)**
- **Curtailing or restricting discretions of the employees**
- **Improving transparency in the organization**
- **Enhancing fairness, competitiveness and accountability amongst the employees through awareness, education, and training.**
- **Ensuring that there is strict observance of the conduct rules in the organization**
- **Restricting the administrative delays and ensuring quick decision making.**
- **Surveillance and detective vigilance – It is done to find out irregularities / malpractices through inspections / checks / reviews etc. It is carried out by the following.**
 - **Conducting surprise checks/inspections**
 - **Introducing elaborate check and control system**
 - **Taking prompt actions on the complaints and feedbacks**
 - **Scrutinizing sensitive documents such as annual property returns, and audit reports etc.**
 - **Cultivating the system of informers or other sources for the detection of irregularities in the organization.**
- **Reactive or punitive vigilance – It consists of carrying out the investigations and assisting disciplinary authority in taking punitive action by initiating and following up disciplinary/prosecution proceedings against the employee having lack of integrity. For reactive vigilance the following are important issues.**
 - **The principles of natural justice are to be followed**
 - **It is dealing with the actual lapses only**

- **Taking of disciplinary actions against the employee only after the charges are proved without any doubt**

There are broadly two types namely Preventive Vigilance and Punitive Vigilance in the organization. Preventive Vigilance mainly deals with imparting proper education, training, bringing about improvement in the systems and procedures and imparting guidance to the employees while Punitive Vigilance encompasses taking disciplinary action against the erring employee.

Despite many steps by the government, corruption persists and thrives in India. Embezzlement of public funds, fraudulent public procurement, corruption in enforcement and regulatory institutions, all plague our public life. Several studies have shown that corruption not only stifles growth, but also perpetuates inequality, deepens poverty, causes human suffering, dilutes efforts to fight against terrorism and organized crime, and tarnishes image of the country.

Today fight against corruption is seen as the job of a few anticorruption agencies, whereas in reality, it is the responsibility of every citizen and organization. Given the entrenchment of corruption in our society, for any strategy against corruption to be successful, sustained commitment will be imperative from all factors of society, including political leaders, government agencies, civil society, media, the private sector and the common man. Collaboration amongst all stakeholders may be enhanced to ensure that corruption cases are detected, reported, and prosecuted properly.

The Right to Information Act, 2005 (RTI Act) has been one of the key initiatives for preventing and curbing corruption. In order for the RTI Act to become even more effective a tool against corruption, the scope of exemptions from disclosure of information should be reduced under RTI. From an anticorruption perspective the following should be undertaken:

- **Proactive disclosures should be more;**
- **Public education and awareness raising programmes to be conducted;**
- **Chapter on RTI should be incorporated in school and college curricula.**

Citizens' Charter is one such tool to improve access to information and empower citizens, provided the charters are based on extensive public and internal consultation, lay down minimum service standards and grievance redressal procedures clearly, and are widely disseminated. It should be made available online too.

Social audit should be made mandatory for all public utilities as in education or health sector as a tool to ensure transparency and accountability. Civil society organizations and NGOs may be strengthened & empowered so that they are able to carry out the social audit effectively & efficiently. This can be done by training them through state level institutions on anti-corruption issues, modes and best practices in conducting social audit and their expected role in the conduct of social audit.

There is also a need for collaborative work between the government which has expertise and resources, and civil society organizations that have greater reach among people. Civil society organizations working on governance and corruption related issues should work closely with CVC, ACB, CBI etc. in raising awareness among people about governance and anticorruption, and the remedies available against

corrupt officials. A community relations wing has relevance within CVC for raising public awareness against corruption, educating public about their right to access anti corruption institutions, and providing information regarding procedures for the same.

Industry associations, chambers, bodies like CII, FICCI, ASSOCHAM etc. should work on specific time bound initiatives to enhance the standards of corporate governance and level of trust among various stakeholders. The anti-corruption agenda with regard to private sector should address the following:

- Private sector in the ambit of anti-corruption legislations;
- Challenges faced by small and medium sized enterprises (MSMEs);
- Treatment of commercial bribery v/s small illegal payments.

The legal structure of society forms an important pillar in the fight against corruption. In India, the legal framework for curbing and controlling corruption is primarily based on statutory and common law. The lack of a legislation and adequate mechanism for protection of whistle blowers and witnesses has often resulted in complaints not being made out of fear of reprisals or in anonymous or pseudonymous complaints, which are then either ignored or not investigated. There is no direct provision in the PC Act to prohibit a private person from offering a bribe or engaging in corrupt practices.

In India, Public Procurement is guided through General Financial Rules. There is a strong case for legislation in this area by incorporating globally recognized practices such as debarment, appeal and review, award of compensation etc. Integrity Pact (IP) in procurement is an innovative mechanism to help governments, businesses and civil society to fight corruption in the field of public contracting. Involving the private sector on good corporate governance measures and committing them to a holistic IP that they will not use unfair means in their dealings especially with Government is a necessity. It includes an agreement on no corruption between the procurement agency and all bidders for a public sector contract. IP for our country has additional relevance for the following reasons:

- Low rating in the Corruption Perception Index;
- History of scandals and delays in Public Procurements;
- Limited success of existing anti-corruption regulations in fighting corruption.

Anti-corruption education should be integrated in school subjects such as civics. The syllabi must implicitly link to cover moral issues and provide concepts such as public good and social justice that are key to understand the need for fighting corruption. From public administration, business, law and economics schools to technical and engineering professions, anti-corruption must be a part of the curriculum. It is essential that anticorruption education continue to be imbibed through a variety of means. There is no substitute for individual integrity in the fight against corruption and this sense of integrity needs to be inculcated amongst the citizens through various stages of their life.

An anti-corruption strategy can be successful only if it is made an obligation for any member of society who sees corrupt practice being perpetrated, to immediately report such practices. Citizen's voice and responsiveness initiatives could position citizens as independent watchdogs.

Contributions from Shri S.D.Dalal, Manager & VO/Pune & BELOP



Demand 30 crores when the current rate is 25 crores?
I will never do that, especially during this Vigilance Week!



Total Preventive Vigilance

Prize Winning Slogans for the year 2014-15

Hindi:

“भ्रष्टाचार के प्रतिरोध में हैं बहुत बाधाएँ
प्रौद्योगिकी ने दिखाई इससे लड़ने की नई दिशाएँ”

- रविरंजन, 214231, टीएसए एमएमएफा ईएमए बें.का.

English:

“Doing Production is Top line
Making Profit is Bottom line
But Vigilance is life line”

By Smt A.K.Sucharitha, Staff No.213814 -QM/ICI/Hyderabad Unit

Good Quotes:

1. BE VIGILANT AND AWARE, CORRUPTION WILL BE RARE.
2. HONEST WILL BE WANTED, CORRUPT WILL BE HAUNTED.
3. जीवन में आते हैं प्रलोभन अक्सर, सफल हैं वो जो निकलें बच कर ।

NEWS & EVENTS:

The Overall Prize winner - Vigilance awareness week competition – Nov 2014

Hindi Essay Writing	Shri Dhananjay Kumar, St No.212769 – D&S/NS-2, BG Cx
English Essay Writing	Shri Ankit Gupta, St No.214118, D&E, MS SBU, BG Cx
Hindi Slogan Writing	Shri Ravi Ranjan, Staff No.214231, Testing, MMF/BG Cx
English Slogan writing	Smt Sucharita, Staff No.213814, QM/IGI, Hyderabad Unit
Poster Competition	Smt Sweety Kapur, Staff No.207878, Mfg/IS, Panch kula Unit

1. CVO is holding the additional charge as CVO of Mazgon Dock Limited. Mumbai with effect from 28th May 2015.
2. CVO had a review meeting with Unit Heads of GAD, Panchkula , Kotdwara, Pune and Kotdwara Units on 18th and 19th May 2015 at GAD Unit.
3. Online Complaint registration was inaugurated by Shri Sridara Mugeraya, AGM(Vigilance)/CO on 5th June 2015
4. Shri M.D Paliath, IDAS (Retd) and Shri Shankar Narayan. IA & AS (Retd) is appointed as Independent External Monitor of BEL for a period of Three years.
5. CVC held a Annual Sectoral review meeting with CVOs of DPSUs, Defence departments and DDP (MoD) on 09th April 2015.
6. Bharat Electronics Limited, Bengaluru in association with MSME Development Institute, Bengaluru organized National Vendor Development Programme – 2014 (MSME Sector) and Industrial Exhibition on 27 - 28, December 2014 at BEL Kalakshetra, Bengaluru. Shri B. H. Anil Kumar, IAS, Joint Secretary, Ministry of MSME, New Delhi was the Chief Guest for Inauguration Function

Important CVC Circulars:

No. 12-02-1-CTE-6
Government of India
Central Vigilance Commission
(CTE's Organisation)

Satarkata Bhavan,
Block A, GPO Complex,
INA, New Delhi – 110 023.
Dated the 17th December 2002.

OFFICE MEMORANDUM

Subject : - Prequalification criteria (PQ).

The Commission has received complaints regarding discriminatory prequalification criteria incorporated in the tender documents by various Deptts./Organisations. It has also been observed during intensive examination of various works/contracts by CTEO that the prequalification criteria is either not clearly specified or made very stringent/very lax to restrict/facilitate the entry of bidders.

2. The prequalification criteria is a yardstick to allow or disallow the firms to participate in the bids. A vaguely defined PQ criteria results in stalling the process of finalizing the contract or award of the contract in a non-transparent manner. It has been noticed that organizations, at times pick up the PQ criteria from some similar work executed in the past, without appropriately amending the different parameters according to the requirements of the present work. Very often it is seen that only contractors known to the officials of the organization and to the Architects are placed on the select list. This system gives considerable scope for malpractices, favouritism and corruption. It is, therefore, necessary to fix in advance the minimum qualification, experience and number of similar works of a minimum magnitude satisfactorily executed in terms of quality and period of execution.

3. Some of the common irregularities/lapses observed in this regard are highlighted as under: -

i) For a work with an estimated cost of Rs.15 crores to be completed in two years, the criteria for average turnover in the last 5 years was kept as Rs.15 crores although the amount of work to be executed in one year was only Rs.7.5 crores. The above resulted in prequalification of a single firm.

ii) One organization for purchase of Computer hardware kept the criteria for financial annual turnover of Rs.100 crores although the value of purchase was less than Rs.10 crores, resulting in disqualification of reputed computer firms.

iii) In one case of purchase of Computer hardware, the prequalification criteria stipulated was that the firms should have made profit in the last two years and should possess ISO Certification. It resulted in disqualification of reputed vendors including a PSU.

iv) In a work for supply and installation of A.C. Plant, retendering was resorted to with diluted prequalification criteria without adequate justification, to favour selection of a particular firm.

v) An organization invited tenders for hiring of D.G. Sets with eligibility of having 3 years experience in supplying D.G. Sets. The cut off dates regarding work experience were not clearly indicated. The above resulted in qualification of firms which had conducted such business for 3 years, some 20 years back. On account of this vague condition, some firms that were currently not even in the business were also qualified.

vi) In many cases, "Similar works" is not clearly defined in the tender documents. In one such case, the supply and installation of A.C. ducting and the work of installation of false ceiling were combined together. Such works are normally not executed together as A.C. ducting work is normally executed as a part of A.C. work while false ceiling work is a part of civil construction or interior design works.

Therefore, no firm can possibly qualify for such work with experience of similar work. The above resulted in qualification of A.C. Contractors without having any experience of false ceiling work although the major portion of the work constituted false ceiling work.

4. The above list is illustrative and not exhaustive. While framing the prequalification criteria, the end purpose of doing so should be kept in view. The purpose of any selection procedure is to attract the participation of reputed and capable firms with proper track records. The PQ conditions should be exhaustive, yet specific. The factors that may be kept in view while framing the PQ Criteria includes the scope and nature of work, experience of firms in the same field and financial soundness of firms.

5. The following points must be kept in view while fixing the eligibility criteria:-

A) For Civil/Electrical Works

i) Average Annual financial turnover during the last 3 years, ending 31st March of the previous financial year, should be at least 30% of the estimated cost.

ii) Experience of having successfully completed similar works during last 7 years ending last day of month previous to the one in which applications are invited should be either of the following: -

a. Three similar completed works costing not less than the amount equal to 40% of the estimated cost. **or**

b. Two similar completed works costing not less than the amount equal to 50% of the estimated cost. **or**

c. One similar completed work costing not less than the amount equal to 80% of the estimated cost.

iii) Definition of "similar work" should be clearly defined.

In addition to above, the criteria regarding satisfactory performance of works, personnel, establishment, plant, equipment etc. may be incorporated according to the requirement of the Project.

B) For Store/Purchase Contracts

Prequalification/Post Qualification shall be based entirely upon the capability and resources of prospective bidders to perform the particular contract satisfactorily, taking into account their (i) experience and past performance on similar contracts for last 2 years (ii) capabilities with respect to personnel, equipment and manufacturing facilities (iii) financial standing through latest I.T.C.C., Annual report (balance sheet and Profit & Loss Account) of last 3 years. The quantity, delivery and value requirement shall be kept in view, while fixing the PQ criteria. No bidder should be denied prequalification/post qualification for reasons unrelated to its capability and resources to successfully perform the contract.

6. It is suggested that these instructions may be circulated amongst the concerned officials of your organization for guidance in fixing prequalification criteria. These instructions are also available on CVC's website, <http://cvc.nic.in>.

*(M.P. Juneja)
Chief Technical Examiner*

*No. 12-02-1-CTE-6
Government of India
Central Vigilance Commission
(CTE's Organisation)*

*Satarkata Bhavan, Block A,
4th Floor, GPO Complex,
INA, New Delhi – 110 023.
Dated: 7th May, 2004*

OFFICE MEMORANDUM

Subject : - Pre-qualification Criteria (PQ).

Guidelines were prescribed in this office OM of even number dated 17/12/2002, on the above-cited subject to ensure that the pre-qualification criteria specified in the tender document should neither be made very stringent nor very lax to restrict/facilitate the entry of bidders. It is clarified that the guidelines issued are illustrative and the organizations may suitably modify these guidelines for specialized jobs/works, if considered necessary. However, it should be ensured that the PQ criteria are exhaustive, yet specific and there is fair competition. It should also be ensured that the PQ criteria is clearly stipulated in unambiguous terms in the bid documents.

*(M.P. Juneja)
Chief Technical Examiner*

*To
All CVOs of Ministries/Departments/PSUs/Banks/Insurance Companies.*

Important Circulars:

CVC Circulars:

1. *Guidelines on Intensive Examination of Procurement & other Contracts 2014.*
2. *Illustrative Check Points for various stages of Public Procurement issued by Chief Technical Examiner's Organization, CVC on 24-12-2014*
3. *Circular No.08/05/15 dated 25-05-2015 relating to guidelines to be followed by the administrative authorities competent to accord sanction for prosecution u/s 19 of PC act.*
4. *Circular No.07-04-15 dated 27-04-2015 – Consultation with CVC on First stage advice – revised procedure.*
5. *Circular No.03/03/15 dated 19-03-2015 –Referring matters and alleged commission of criminal offences and frauds etc., in CPSE to CBI*

DOPT Circulars

1. *Circular Nil Dated - 29/04/2015 - Frequently Asked Questions in respect of Lokpal and Lokayuktas Act, 2013.*
2. *Circular No.No.407/12/2014-AVD- IV(B) dated 27/04/2015 - Public Servants (Furnishing of Information and Annual Return of Assets and Liabilities and the Limits for Exemption of Assets in Filing Returns) Amendment Rules, 2015.*
3. *Circular No. 407/12/2014-AVD-IV(B) -27/04/2015 - Amendment order to the Lokpal Removal of Difficulties order, 2015.*
4. *Circular No.407/12/2014-AVD-IV(B) - 25/04/2015 - Declaration of Assests and liabilities by public servents under section 44 of lokpal & lokayuktas Act 2013-ention of last date for filing of revised returns by public servents who have filed property returns under the existing service rules-regarding.*
5. *407/12/2014-AVD-IV(B) 25/04/2015 - Declaration of assets and liabilities by Public Servants under section 44 lokpal & Lokayukta act 2013.*
6. *Circular No. 104/76/2011-AVD.I dated 31/03/2015 - Guidelines regarding handling of complaints in Ministries/Departments.*

DPE Circulars:

1. *DPE OM No.F..No.DPE/3(4)/08-Fin dated 12-09-2014 & 26-11-2014 regarding Expenditure Management – Economy measures and Rationalization of expenses.*
2. *DPE OM No.F.No.PP/9(4)/14.Fin dated 15-03-2014 – Use of DGS & D rates for procurement in PSUs*

Profiles

Shri M.V.Gowtama, General Manager & Chairman, Vigilance Committee (Mil Com)

Shri. M V Gowtama was born on June 26, 1961, in Tenali, the small yet famous town of Andhra Pradesh. He has done his B.Tech in Electronics and Communications from Sr.Venkateswara University College of Engineering, Tirupati in 1983.

He joined BEL at Ghaziabad Unit in January 1983 as a Probationary Engineer. He was initially posted to the D&E-Radar Division where he contributed to the development of Receiver sub-system of Cyclone Warning Radar. In about three-and-half years, his team was able to design, develop, manufacture, deliver and commission the first Cyclone Warning Radar at Paradip in Orissa. The Cyclone Warning Radar development team won the R&D Award.

Mr Gowtama was transferred to Hyderabad Unit in May 1986. At Hyderabad Unit, he worked in the D&E, Testing, System Integration, Installation & Commissioning groups of Ajanta project till 1998. His team developed in-house the high voltage power supplies for Ajanta, which was commended by then CMD. He completed MTech in Advanced Electronics from Jawaharlal Nehru Technological University, Hyderabad, even while in service.

From 1998 to 2006, he worked on the Sangraha programme of Indian Navy. With ToT from DLRL, his team developed different ESM systems for submarines, helicopters, medium and long-range aircraft. They also developed in-house a light-weight ESM system for small ships called Sanket.

Traditionally, project teams at Hyderabad used to look after ToT, development, testing and installation and commissioning activities. However, a new D&E division was established in 2006 to address future businesses in line with the new defence procurement policy and Mr Gowtama had the opportunity to lead this D&E group as AGM. He was able to establish strong R&D teams at Hyderabad Unit for product/sub-system development, engineering for different platforms and development of complex software.

Mr M V Gowtama took over as GM (TP)/CO, on February 1, 2010. He is currently the General Manager (Milcom)/BG .



Shri Sridhara Mugeraya, AGM(Vigilance)/Corporate Office.

Shri Sridhara Mugeraya, AGM (Co-VIG), is retiring on 30-06-2015 on superannuation after 30 years dedicated service in BEL.

Shri Sridhara Mugeraya was born in the year 1955 in a village called Mundkur in Udupi District. He is a post graduate in Electronics from University of Mysore and also holding a Post graduate degree in High Voltage Engineering from Indian Institute of Science , Bangalore in the year 1983. He worked for two years in Tata Consultancy Engineers in the Electrical design of Thermal Power Station and as a Research Associate in CPRI Bangalore. He Joined BEL in the year 1985 and started his career as Deputy Engineer in the Components SBU in Bangalore Complex. In the Components SBU he has worked in various areas like Testing, Customer Support, D & E, Quality Management, overall in charge of Production division of PVD and Microwave Tubes before moving to Corporate Vigilance, as AGM (Vigilance).



In Corporate Vigilance, he contributed in building a good Corporate Vigilance team and promoting Preventive Vigilance initiatives. He is the recipient of R&D Award for “Compact V.T tube design and instrumental in export promotion of Compact Vacuum Interrupter tubes and qualification of BEL V.T. Tubes at CESI Labs, Italy. During his tenure, he associated himself as Management Representative of QMS/Components. He is a certified ISO Lead Auditor and CII Business excellence Assessor.

He has Two publications to his credit which was published in the Journal of Electrostatics, Netherlands and IEEE-IAS. He visited Malaysia and Italy

He is blessed with twin daughters who are Engineering Graduates from Bangalore and his wife is a teacher.

On behalf of the Editorial Board of “JAGRITI”, we wish him a very happy, healthy and peaceful retired life.

EDITORIAL BOARD

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“To take up one idea, Make that one idea your life - thing of it, dream of it, live on that idea. Let the brain, muscles, nerves, every part of your body, be full of that idea, and just leave every other idea alone. This is the way to success”

Swami Vivekananda

Reader's comments and suggestions for improvement may be sent to Editor-in Chief, Bharat Electronics Limited, Corporate Office, Outer Ring Road, Nagavara, Bangalore-560045.