



BHARAT DYNAMICS LIMITED
VIGILANCE DEPARTMENT
COPORATE OFFICE : : HYDERABAD

Ref: BDL/04/SI/2023-24

Dt: 01.08.2024

SYSTEMIC IMPROVEMENT INITIATIVES BYVIGILANCE DEPARTMENT

As a part of preventive vigilance, regular checks, surprise checks and scrutiny of procurement and civil files were undertaken. Areas requiring systemic improvements were identified and corrective measures were suggested to the management.

A total of 07 systemic improvement suggestions have been given to the management by vigilance department during **Nov-2023 to May-2024**, and many of the systemic improvements suggestions have been accepted and implemented by the management.

SL. NO.	REF. NO.	SYSTEMIC IMPROVEMENTS CARRIED OUT
1	BDL/04/VIG/107/SI-78/2023/11 dated 24.11.2023	Systemic Improvement on official foreign visits: It was suggested that while finalizing a team for foreign visits, it may be composed in such a way that there is equal representation of grades & disciplines, and repetitive nominations may be avoided. This may augur well for the organization. The suggestions were accepted by the Management and necessary instruction was issued to the concerned.
2	BDL/04/VIG/107/SI-79/2024/01 dated 17.01.2024	Improvement On Traverse Walls at Akash Explosive Buildings / Magazines at BU & KBU: A report-cum-systemic improvement was issued on Traverse Walls at Akash Explosive Buildings/Magazines at BU & KBU. Flagged the following issues which need to be addressed on priority: (i) Rebuilding of the collapsed traverse wall at BU (ii) Strengthening of the existing traverse walls at BU & KBU by adopting suitable methods / technologies so as to make it safe for bearing the loads (iii) Filling up the outside of the traverse walls with soil The suggestions are under management consideration.
3	BDL/04/VIG/107/SI-80/2024/02 dated 29.01.2024	Vigilance clearance for promotion confirmation & on restoration: It was suggested that vigilance clearance should be obtained in respect of employees before confirming them in promoted post and also in respect of executive for restoration in the promoted grade in order to ensure proper vigilance administration. The suggestions are under management consideration.
4	BDL/04/VIG/107/SI-81/2024/03 dated 01.02.2024	Absence of penalty clauses for late arrival of route vehicle at BDL,VU: A report-cum-systemic improvement was issued on absence of penalty clauses for late arrival of route vehicle at BDL, VU. It was suggested to incorporate the conditions such as deduction in the payment for late coming, Police Verification Certificate for drivers etc. in the service order for hiring of vehicles at Visakhapatnam Unit. The suggestions were considered and implemented by Management.

5	BDL/04/VIG/107/SI-82/2024/04 dated 01.02.2024	Preparation and handling of question paper by internal committee: A Systemic Improvement was issued on preparation and handling of question papers by internal committee suggesting few steps for handling of question papers. It is suggested that a final SOP may please be prepared & approval may be obtained from the competent authority for implementation. The suggestions are under management consideration.
6	BDL/04/VIG/107/SI-83/2024/05 dated 07.03.2024	Additional checks of integrity to be carried for considering promotion: A Systemic Improvement was issued on additional checks of integrity to be carried for considering the promotion. It was suggested that a kind of multi-rater feedback or multi-source assessment approach is felt necessary, where feedback from the Reporting Officers (present & past), Junior Officers and peer group Executives of the concerned employee should be obtained by the DPC members confidentially on perceived "Integrity" aspect of the Officer apart from the normal performance parameters of the employee. If any negative feedback of Executives w.r.t. "Integrity" was observed, then it shall consciously reviewed and it may be taken up by DPC before recommendation for awarding the promotion to him/her. The suggestions were considered by Management.
7	BDL/04/VIG/107/SI-84/2024/6 dated 06.05.2024	Caution to avoid Procurement of CCTVs from dubious sellers: A Systemic Improvement was issued on caution to avoid Procurement of CCTVs from dubious sellers. It was suggested that, MHA vide OM No. IV-24011/22/2020-Prov-I/270 dated 26.04.2024, has advised all Government agencies to procure CCTV and allied solutions and hardware on the basis of the Public Procurement (Preference to Make in India) Order-2017 and ensure the security of CCTV systems. BDL being a sensitive Defense installation of the Country may always possess a risk of being targeted for data security, privacy breach, hacking and cyber-attack etc. In order to avoid such risks and safeguard the overall security and integrity of CCTV cameras and LoT devices, it was suggested that the officials concerned may be advised to strictly adhere to the guidelines issued by MeITY and MHA. The suggestions are under management consideration.
