

Honesty is the Worst Policy

23/6/2008

To

The Prime Minister of India,
PMO Office,
New Delhi

Dear Sir,

Honesty, they say, is the best policy. Honesty used to be, and is still my way of life, but how much have I suffered for following this policy needs to be highlighted, not for any compensation, but for acquitting myself creditably of the confidence the nation reposes in every citizen by expecting highlighting of the corruption in public offices. It is a pity that such acts of high ups cannot be highlighted by the subordinates under various conduct rules. Now I have left my job for the sake of relinquishing my more pious duty and to avoid confrontation and disciplinary action for this complaint, which would have been seen as trespassing or overstepping. I worked in **Central Tool Room (CTR)**, a Govt. of India Society under ministry of Micro, Small and Medium Enterprises, A-5, Focal Point, Ludhiana from 2.11.1985 to 31.05.2008. I worked with exemplary efficiency and honesty during this tenure, but got back ill will and humiliation from the high ups, because my honesty and working as per rules did not suit them in their vested interests. Previous GM, though not happy with my working in the rules, yet had regard for my honesty and sincerity for my job and for the organization. But on his retirement and subsequent appointment of the new GM, Sh. Amit Prakash Sharma (the appointment in itself was not free from some murkiness) the regard for honesty changed to rebuke, taunting and arrogant refusal to listen to any reason. I was pressurized to do the things as ordered by him, but only on verbal orders and no written orders were given despite asking for it. I had to seek voluntary retirement for keeping my soul clean, but that too did not suffice to satisfy his ego, and my dues were not paid in time, rather have not been paid till date. I am giving the detailed description of various aspects of the happenings separately, viz. for pressures applied on me, how did I withstand that pressure and refused to bend, and other wrong doings done by him which were not related to me but came to my knowledge and need investigation in broader national interest. The following annexures may kindly be referred to:

- Annex. I : Brief instances of my sufferings for following honesty.
- Annex . II : Detailed description of the high-handedness meted out to me.
- Annex. III : Other Murky affairs needing investigation.
- Annex. IV : Copy of Representation dated 9.08.07 given by me and further correspondence.

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I beseech your kind attention to these annexures and it is my earnest request, sir, that I shall forget all the sufferings and highhandedness meted out to me during my service if the selfish and dishonest persons are taught an exemplary lesson.

Thanking you,

Yours faithfully,

(Satwant Singh Kalkat)
597-Urban Estate, Sector 39,
Chandigarh Road, Ludhiana-141010.
Ph: 0161-2603188

Copy: 1. The Minister of MSME, Delhi
2. The Chairman, CTR, Ludhiana, Delhi with aneex. II,III & IV only.
3. Central Vigilance Commission, Delhi for n.a. pl. with annex.III only.

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Annex. I

Brief instances of my sufferings for following honesty.

I believe in clean and principled life and am tough opponent of immorality.

I joined CTR as Accountant for Costing job, which was not carried out possibly due to the fears of detection of irregularities and I was asked to work in Financial Accounts.

My reconciliation exercise in 1985 detected unaccounted tools worth 2.52 lac and recovery of Rs.2.12 lac, but I got fury of high ups for it instead of appreciation.

I worked so hard and efficiently that I developed severe backache, hypertension and heart problems. But that was not enough, as I continued working as per procedure and did not oblige the high ups with undue favors. I had to face the ire due to my working as per laid procedure when my applications for outside employment were blocked without reason.

I was transferred to Purchase deptt. in 1998 only to get rid of my observations.

I worked in Purchase Department with exemplary efficiency and honesty effecting purchases at 75-80% costs than earlier. I was not transferred back to Accounts despite my written requests with the plea that my post had fallen surplus.

With joining of the new GM, Sh. AP Sharma, I was pressurized for undue favors to some favorite parties, for which I did not agree to. I was subjected to malicious treatment.

I was transferred back to Accounts in 2006, on the same 'surplus' post and a new person was engaged for the post of Asstt. Purchase Officer I was holding.

In Accounts deptt. I was again pressurized to work as per wishes of the GM (Sh. AP Sharma), not as per rules, and issuing of orders for deviating from procedure were also refused.

I was shouted at in full public view for asking for written orders for deviating and no consideration was given to my age, prestige and my heart problem.

My representation for discrimination meted out due to my honest working was taken in negative sense and the report of corrupt practices of some officials infuriated the GM (Sh. Sharma).

I was transferred to Jammu illegally, un-necessarily and unethically, as he knew about my inability to join at a distant place due to my heart problem and spinal cord problem. And, instead of taking frustrating legal route and deteriorating my health further, I preferred to retire voluntarily.

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This also was not sufficient for the GM (Sh.Sharma), as he felt that I would highlight his misdeeds after my retirement. To pressurize me, he did not allow me to join my duties during notice period and forced me to apply for leave, which I had to and sit idle for about four months.

When I informed that it is my duty to highlight the noticed corrupt practices he threatened that he would not pay my dues and would use his contacts in the corridors of power to frame me in some other case.

I am making this complaint in broader national interests, without any fright of the consequences. I would certainly expect respect for my effort and suitable action to save me from the expected retaliating action.

The list is not exhaustive pl.

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Annex. II

Detailed description of the high-handedness meted out to me.

It has always been a way of life for me that I have remained an ardent follower of clean and principled life and a tough opponent of corruption and immorality in society. I was not much anxious to join a Govt. job, as it generally needs some backdoor or a pusher to secure the one. But I was told that a fair selection was expected in CTR owing to presence of German experts. I applied for the post of Accountant, which was in fact for Costing exercise, and was pleased to note that the selection was in fact fair and that my information was correct, as I was selected through a fair written test and interview by a committee a member of which was an outside Costing expert. But my enthusiasm did not last long. I was appointed as Accountant and joined CTR on 2.11.85. But I realized that the post of Cost Accountant was created under some pressure, only to satisfy the Germans, because the Costing exercise was not started, possibly because it would have detected some irregularities and murky affairs in booking of the orders. I was forced to work as Accountant in financial matters, later re-designated as AAO.

1. When detecting of unaccounted for Tools fetched ire in stead of respect.

My first assignment in CTR was to reconcile production with sales, which resulted in detection of tools worth approx. Rs.2.52 lac (quite a big amount those days) unavailable in the stock. My further efforts resulted in billing of approx. Rs. 2.12 lac out of these tools and recovery of the amount from the parties for this amount. But instead of fetching appreciation for my efforts, the exercise enraged some people. The exercise continued for 2-3 more years and then abandoned for the reasons best known to the authorities.

2. When working with equal rules for all was not liked

My duties included processing/checking the payments of employees, including the high ups. But I was expected to ignore the rules in the cases of high ups and honor them with undue favors, for which I did not agree to and had to face the brunt, not openly but indirectly. My applications for outside employment in other Govt. offices were not forwarded and I was never provided any promotional avenues in the office due to my sticking to rules equally for all. I tried to neutralize this ill will with my diligent and honest work. I continued working beyond my capacity and beyond the capabilities expected from a person appointed for my post. I worked hard by sitting hours together with toughest mental exercise involving tough calculations and mental fatigue as I undertook the jobs much higher than my post, like project reports, funds flow statements and analysis, calculation of machine hour rates and many other such jobs, which were in addition to my regular jobs of Accountancy. I developed a software for salary bill by sitting late after office hours, daily for 2-3 hours, for about 2 months. The software remained in use for more than twelve months, till my retirement, and is still in use. I

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continued excessive sitting despite pain in my back, which resulted in bending of the spine and numbness in other limbs. The continuous burden on my brain resulted in hypertension and heart problems. But all this was not enough to compensate for the expected yesmanship and I was transferred to Purchase department in 1998.

3. My efforts succeeded in procurement of materials much below the rates being paid earlier.

I am still not sure whether the transfer was a ploy to remove me from Accounts department for avoiding justified but irritating observations. However, I was consented before my transfer with the persuasion that my services were needed in that department for the betterment of the organization, as the department needed someone with proven efficiency and honesty. I was promised that I would be called back in Accounts within a year or so, when the work in Purchase department was streamlined. I accepted the job in broader interests of the organization and was able to procure materials at much lesser costs than the ones previously paid. For example, copper was procured @ Rs.190/- per kg. Instead of Rs.280/- previously, Aluminium @ Rs.125/- in stead of Rs.160/-, MS @ Rs.14.50 instead of Rs.17/- earlier and HcHcr @ Rs.65/- in stead of Rs.80/-. I was instrumental in streamlining the departmental activities within an year, but was not transferred back to Accounts despite my requests, verbal as well as written, under one pretext or the other, like interests of the organization better served by me in Purchase department or non availability of post in Accounts. Although I was not transferred back to Accounts, yet I noticed that the then GM liked my working there. The reason for such thinking was that I was given enough support by the then GM to follow the prescribed procedure and other departments were asked not to pressurize me with emergent requirements except in unavoidable circumstances. The officer I was reporting to was, in fact, taking guidance from me in stead of guiding me in my job and the GM was aware of that. I was offered to take charge of the department independently, but I declined the offer, as the job was not of my line.

4. How the present GM Sh. AP Sharma treated me badly for my honest working.

With retirement of the GM, subsequent appointment of Sh. A.P.Sharma as GM and with retirement of my controlling officer in 2005 I was again asked to work as Officer in charge of Purchase deptt. (without any additional pay, however). But this time I did not refuse in order to co-operate with the new person and for the betterment of the organization. But my working as per procedure was creating hindrance in leisurely attitude of the user departments. Any delay at their part was tried to be attributed to the delay in procurement of materials. I was asked to 'manage' the things for timely procurement instead of streamlining the indenting system of these departments. I was also pressurized to 'consider' some purchases in favor of some parties. But my honest working attitude did not allow me to oblige some parties at the cost of the interests of the organization, which enraged the GM, who started nurturing a feeling of malice, which

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was evident from the ridiculous way of treating me in many a cases. For example I was asked to remove the record from the record room without telling where to keep it. It was dragged out of the room on the instructions of the GM and I was again asked to remove it from that site, again without telling where to keep. Then it was dragged to a place meant to keep inflammable lubricating oils, and again pressurizing continued on me to remove it from there. The record was dumped in a room after four five months, but I was tarnished as a person who could not handle the record. Later a person was promoted as APO, made officer in charge of Purchase and I was transferred back to Accounts department. I was yearning for this transfer for the last 6-7 years and had requested time and again, verbally as well as in writing, for transfer to my original job. The transfer was not done to please me, but to tease me, as I had reconciled with the situation and stopped requesting transfer to my original post, as I was told that there was no post for me in Accounts and that the post at which I was working before my transfer to Purchase had fallen surplus. I was transferred back to that 'surplus' post again and the post of APO, where I was working was filled with new appointment. I was made to work on that surplus post of Supervisory nature for performing the duties a clerk was performing prior to that. And I was supervising nobody, first time since my joining the organization.

5. How I was rebuked to pressurize me to abstain from honesty.

In Accounts I was not allowed to work as per laid down procedures, but pressurized to pass the payments without following the rules but as per whims and fancies of the GM, who was further enraged when asked to issue orders or instructions deviating from the procedure. I was asked to book expenditure of revenue nature in capital account, but without any written orders even on demand, for which I was insulted with shouts and yelling in full public view, without any consideration to my age (I am quite elder in age than the GM) or to the fact that I am an heart patient, who had already fallen unconscious in the office, a fact known to nearly all the employees, including the GM.

6. Further pressure to harass me due to my honesty.

Aggrieved by the continuous discrimination meted out due to my honest working I made a representation to my controlling officer, where I highlighted that I was not being given even my legitimate dues, while others indulging in some dusky activities were extended undue favors. I mentioned some of such murky affairs and was also having some grapevine of other misdeeds of such people, which were later investigated by me to be found true. But my report of misdeeds, instead of initiation of action against the culprits, resulted in fury of the GM, who threatened to teach me a lesson for my 'daredevil' attitude of alleging the seniors. He felt no need for investigating the allegations, as he himself was a party to many of such deeds and issued orders to make one of such person, whom I had reported to be indulged in corrupt practices, with evidence, to be my Head of Department. The person was a diploma holder in Electric Engineering, having no knowledge or experience of Accounts, and was made to supervise me, a Master of

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Commerce with 28 years of experience in Accounts, while another person, appointed as Asstt. Manager Accounts and Admin., and supposed to be my controlling officer, was not considered deliberately, just to frustrate me for highlighting his misdeeds. No reply was given to my representation in this regard.

7. Malafide action when I did not budge under pressure.

When still I did not bend under the pressure and continued to work as per rules, the malice started taking shape to oust me from the organization, again without any consideration to my contributions and without considering that I was not in position to fetch a job outside CTR now at this age. He knew that I was heart patient and also a patient of Ankylosing Spondylitis and was not in position to remain alone, especially at night. I was transferred to Jammu for six months on temporary basis purely with malafide intention. The transfer was unnecessary and illegal on many grounds and could have been challenged in the court of law (The grounds being that there existed no transfer policy as required under law, there exists no office of CTR at Jammu and the one opened with some other organization is ultra vires, duties asked to be performed at Jammu were not of my stature, I was asked to 'mend' my ways before issuing the transfer orders with the threat of consequences in case I didn't, and there was no need of a person permanently or for six continuous months). I would have accepted the transfer had it been on permanent basis, as I would have taken my family along. But the GM was interested only myself to go, as he knew that I could not afford to go alone; and if I go ignoring the life threat attached to my solitude, he could still get rid of me in case of my death during such sudden attack (I have got five bursts of unconsciousness since then, within four months, but, luckily, every time I was with my family and saved due to their efforts). The transfer was needless but malafied may be judged from the fact that no body has been sent there in my place when I preferred retirement instead, though more than four months have passed since then.

8. I did not compromise but decided to leave, but even then high-handedness not stopped.

And keeping my ill health in view, instead of indulging in confrontation, I expressed my inability to join at Jammu and requested for voluntary retirement with required three months notice and preferred to leave the organization. But this was also not sufficient for the GM, as he smelled that I would highlight the misdeeds after my retirement. I was not allowed to join my duties in CTR even after accepting my retirement plea and I was forced to apply for leave and stay at home though I had no reason to sit idle at home for about four months when need for funds after my retirement was immense. I have retired on 31.05.2008 but have not been paid a single penny from my dues, including PF, which, in other similar cases, is paid on the date of retirement. I was the first person in the organization to be shunted out without farewell wishes or shake hand. I am under the responsibility of study of my daughter and her marriage and need funds to continue

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earning some percentage of income I was earning before retirement. But the GM is using the ploy to block even the meager funds the office owes to me in order to pressurize me to abstain from reporting his wrong doings. When I told him (by sending a letter in this regard) that this ploy cannot work on me, as I cannot be suppressed from doing a right thing with threat of consequences and that I would highlight the wrong doings as my national duty without wondering for the consequences, I was barred from entering CTR for enquiring about the payment of my dues already overdue. I have also received threats that he would use his links in the corridors of power to teach me a lesson in case I file a complaint against him or against his favorites.

I am filing this complaint with your good self in order to acquit myself creditably of the trust the nation reposes in every citizen. I have paid a huge price for this honesty, and ready to pay even more, and would be satisfied if such people who misuse official power for selfish objectives are replaced with the persons having regard for human values, like having regards for honesty and sincerity, a rare commodity in India, and compassion for the weak and sick. Involvement of your good office in achieving this is necessary. I am ready to co-operate in any manner in cleaning such weeds for better health of the crop of public offices.

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Annex. III

Other Murky affairs of High ups.

Appointments made with ulterior motives AM (H.T.)

A post of Asstt. Manager (Heat Treatment) was lying vacant for quite some time and the same was not required. But a person not having the essential experience under recruitment rules was appointed for this post in 2007 for some considerations. And, as there was no requirement in HT department, he was asked to work as AM (RP), where already two AM's were employed to 'manage' a group of 3-4 workers. This man had a contractual obligation with his previous employers, who filed a suit against him (and perhaps against CTR also) in the court and the person had to resign.

Appointments made by relaxing qualifications/experience and Promotions given without any policy in force with ulterior motives

Many an appointments have been made by relaxing the qualifications/experience essential for the posts. Such relaxations have not been approved by the competent authority. Similarly, people have been promoted without existence of any approved promotion policy, required under the law, for some considerations which need detailed investigations.

Appointment being made against surplus posts:

My post was declared surplus, implying that the same will be abolished on my retirement. I got voluntary retirement on 31.05.2008 but the same has now been advertised. It is learnt that son-in-law of a head of the similar institution is being appointed for this post. Similarly, post of Libertarian is lying vacant for last 9-10 years. Under the orders from the ministry any post lying vacant for five years cannot be filled up without approval from the ministry. But, it is learnt, the same is being filled again without such approval and the appointment will probably be given to the daughter of the head of a similar Tool Room.

Murky affairs while booking orders for Tool Development for customers:

For manufacturing tools for the customers the orders are booked on the basis of estimated time needed for each operation. My appointment was made to compare actual cost incurred with estimated cost. But I was never allowed to perform my duty, as it would have highlighted the favoritism to some parties. The system is maintained for checking actual time taken for each operation and actual cost is calculated for comparing with the order value, but the same is kept secret and nothing is known whether there was any major deviation. The auditors from AG office have ever demanded such details.

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Murky affairs while booking orders for Heat Treatment operations for customers:

Heat treatment is done on labor basis on the material supplied by the customers. It is only the Heat Treatment Department which checks the weight of material sent by parties, while there is a need of involvement of some other department to verify the weight. But involvement is not allowed intentionally as this will lead to highlighting of favors given to some parties for obvious reasons. These favors can be judged from the facts that in some cases the Manager (HT) dared to charge only 20% of the approved rates to some parties in some cases. Such a daring step can be taken only by a person protected by the higher authorities, the GM (Sh. AP Sharma) in this case who refused to listen to my complaint against him for his misdoings, and I was threatened of the consequences for highlighting, which took practical shape in no time.

Taking of Grants-in-aid from Govt. by giving wrong information:

Two types of grants-in-aid are taken from the Govt. of India by CTR; recurring for Revenue expenses and non-recurring for Capital Expenses. Since the Govt. is reluctant to allow grant-in-aid for recurring expenses but is liberal in non-recurring grants, many items of revenue nature are booked in capital expenditure. So much so that annual maintenance contract was also booked under capital expenditure. The public funds are thus misused with shrewdness and instead of checking the practice he is awarded appreciation letters for his performance.

Appointment of Sh. AP Sharma as GM who did not possess the required Essential Experience (Line experience):

Appointment of Sh. Sharma was made in 2004. Experience require for that post was fifteen years in Production/Training Deptt. Of a Tool Room/reputed Engineering Industry, of which 10 years in a *responsible* Technology/Management position. Sh. Sharma had 3yr.1m experience in pay scale of 3000-4500, 2yr9m in a pvt. Ltd. Company as Production Manager (which cannot be considered as reputed), 1yr9m in a Ltd. Company as Asstt. Manager and about 4 and half years in pay scale of 12375-16500. To make himself eligible for the post of GM (pay scale 16400-20000), he claimed experience of 1yr. 8m. as an Asstt. Prof. in a university, which was considered by the selection committee for obvious reasons. Since the experience still did not meet the requirement he claimed worked as GET in a company for one year and as Project Engineer/ Sr.Proj. Engr. for four years from July 86 to Sep. 91. But he also claimed he completed M.Tech. form IIT Delhi in 1989, implying that he was studying from 1987 to 1989 in IIT. The reliability of the claim/certificate may be judged accordingly.

Misuse of Influence and Power (by Sh. AP Sharma, GM):

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How much influence does he possess in the corridors of power may be seen from his appointment through influence. It is further reinforced by the fact that he has been given additional charge of a similar society at Meerut, his home town, just to shower favor for visiting his home town on week ends at the cost of the public money. He has been given appreciation letter for achieving the targets much lower than these should have been. Previous GM was using lesser grants despite the fact that training to the students was given free and stipend, uniforms and other facilities were provided free. But now, when each student pays Rs.20,000/- annually plus other charges for other facilities, he is still demanding more grants, which are given due to his influence and other obvious reasons. Heavy charges are levied for condensed and short-term courses as well. He has developed such a daring attitude due to these favors that he does not hesitate in misuse of powers. Here are a few instances:

(i) No need to mark present is felt for Sh. AP Sharma, GM

There is no record of attendance and card punching maintained for GM. There is no fixed time for his arrival and leaving the work place. Many a times he remains away from his work place, for full day or partially, but full pay is received by him.

(ii) Misuse of Guest House at Residential Colony by the GM, Sh. Sharma

CTR is having officers' residential colony at a distance of about 10 km from CTR office. The GM also resides there. Another residential building meant to be given to some other officer is converted into a guesthouse, without any formal approval from the concerned authorities. Similar guesthouse exists at CTR office itself, which is seldom occupied. The guesthouse at residential complex is only to keep a lady on daily wages for its upkeep, who is used only for household chores of the GM on public funds.

(iii) Misuse of T A Bill facility by the GM Sh. Sharma.

Hometown of Sh. Sharma is Meerut and his family stays there. He is self-controlling officer. He chalks out his tour programs to Delhi and other areas nearby in such a way, generally, that a holiday or two occur at beginning or end of his tour program and public money is misused for his holidaying or for some other ulterior motives. The distance shown for claiming local conveyance is generally higher than actual distance. Many a times ticket cancellation charges are claimed under 'in public interest,' without clarifying what interest of public was served, and even ticket booking charges for getting the tickets from an agent are also claimed, which is not as per rules. The TA bill processing authority has never dared to challenge or deduct these charges, or asked for public interest involved, because consequences for the same would have been similar to mine.

(iv) Misuse of Financial Powers for self in LTC advance case

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He sanctions 40% LTC advance to the employees on the pretext of shortage of funds, but takes full 90% for himself and for some of his privileged group members.

(v) Misuse of powers to please the yesmen by Sh. Sharma

He sanctioned a tour of Sh. Vinod Kumar and one of his colleagues to Bangalore on some flimsy grounds so as to enable them negotiate with his previous employers when they sued him for joining CTR in violation of a clause in their bond/agreement with him.

(vi) Unauthorised Construction of garage for justifying use of official car for self by the GM Sh. Sharma

An unauthorized garage is constructed at the residential colony, only for justifying the misuse of official car, for which no permission has been sought.

(vii) Misuse of Internet connection by Sh. Sharma, GM

CTR is having an Internet connection in the office, which is used by almost all the officers, including the GM. But another wireless connection, costing about Rs.2000/- per month is taken for using in laptops. The connection is not required at all but is meant only for misuse for personal activities at public costs. He does not keep any log book for use of connection and for the telephone issued to him without proper sanction.

(viii) Unauthorized Constructions in CTR

Unauthorized constructions have been made in the CTR premises without taking any permission from the authorities. The building meant for Admin. Office and Training lecture halls is being used partially for RP activities, without any permission, which releases hazardous gases threatening the health of the office staff and students present there.

(ix) There are several machines and equipments purchased either uselessly from the favored parties at higher rates or with deviations in requirements.

The list is not exhaustive pl.

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To

The Prime Minister of India,
PM Office, New Delhi.

Sir,

Your kind attention is invited to my earlier letter dated 23.06.2008 wherein I have enlightened about the cost of honesty which I had to incur upon and about some other murky affairs of the GM, CTR, Ludhiana, Sh. AP Sharma. The highhandedness of the GM to pressurize me to turn away from honest working during my service was highlighted in that letter. I had also mentioned therein that the GM was still using pressure tactics to dissuade me from complaining about his wrong doings. And when I mentioned in my latest letter to him that the complaining of wrong doings would be done by me in order to perform my national duty, he has started the lowly game of delaying my dues on flimsy grounds, as was feared by me.

The shrewd public servants have developed a strange but effective method to thrust their will. They refuse to entertain even a genuine claim on one pretext or the other and force the claimant to go to a court of law. They know that even if the claim is decided against them, which would generally be the case, they would still be the winners, as they would have succeeded in harassing the genuine claimant at the cost of public exchequer. Sh. Sharma has also mastered this art, used this ploy in my transfer, knowing fully well that the transfer was bad in law. And now he is delaying the retirement benefits expecting me to claim the same through litigation, the cost of which would be on me or on the department and benefits would be reaped only by him by being successful in his ploy. His controlling officer, i.e. D.C. SSI, Ministry of MSME, Nirman Bhawan, New Delhi-110011, is in all support to him and, I am confident, that he would favor him with undue advantage if I prefer this complaint to him. Keeping in view the above scenario I am forced to write to your good office with a hope that your good office might intervene and the situation is saved from exploitation by the shrewd persons. In this regard I give your goodself a brief account of happenings.

On accepting of my request for Voluntary Retirement effective 31.05.2008 the department issued a letter to all the related departments on 2.05.2008 (copy enclosed) to issue me 'no dues certificate'.

In order to expedite the matter, so as to enable the department release my retirement benefits on 31.05.2008, I personally went to all the department heads and dealing hands in the office premises on 2.05.2008 and to the offices of outside agencies on 2.05.08 and 3.05.2008 despite the fact that I was on 'forced' leave and had no business to go to these department heads.

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While all the dealing hands and department heads signed my no dues certificate, only one head of two departments refused to sign under the plea that I had remarked him as a corrupt officer in my noting. I explained him that that had nothing to do with signing of n.d.c, and that he was duty bound to obey office orders, which was to sign the n.d.c. or reprt the dues. But he did not listen and simply refused to sign (His subordinate staff had already signed the certificate). I had no option but to report the matter, which I did vide my letter dated 3.05.2008. But instead of taking action on that HoD for his disobedience I was shot a memo dated 9.05.2008 that the n.d.c was not proper. This was done, I am sure in my thinking, on the instance of the GM, Sh. AP Sharma, as a ploy to pressurize me not to complain about the wrong doings.

I was asked to get the n.d.c. signed from the department head in letter dated 9.05.2008 (Some other questions were also raised, which were solved amicably, anyhow). I mentioned clearly in my reply dated 28.05.2008 that it was the duty of the department to ascertain that all the concerned departments have given n.d.c. to the retiring employee and tell the employee of the dues against him, if there are some. Since on HoD was neither reporting any dues, nor giving certificate to the contrary, but simply refusing to report, and was thus disobeying office orders, I could not be forced to obtain the certificate from him. I also mentioned that the department should clear my dues in time if it can't work out and tell what is due from me. I clearly mentioned in that letter that I would report all the irregularities, which come to my knowledge, as I am duty bound to do so.

All the reason is for the reasonable persons, not for Mr. Sharma, who is bent upon delaying my dues in order to pressurize me for not reporting his wrong doings (He is not yet aware that I have already sent a letter to your goodself in this regard on 23.06.2008). He has managed to send a 'memorandum' from one of his subordinates, which not only reflects the highhandedness of the office but also puts the credibility under ridicule as described below:

1. It has been mentioned in the 'memo' that my reply to memo dated 9.05.2008 is not satisfactory. But no ground is mentioned for terming the same as unsatisfactory. I had clearly mentioned that the concerned person is neither signing the no dues certificate, nor reporting the dues from me, and that his subordinates, i.e. the dealing persons, have already signed the no dues certificate. On what ground, then, the reply could be termed as unsatisfactory, is the question not bothered to be answered.
2. The 'memo' is signed by a person for HoD Admin. who does not know, despite being in Administration department, that I am not his subordinate employee now, as I have left the organization on 31.05.2008 and official letter is needed to be written in such cases and not the memorandum.

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Honesty is the Worst Policy

3. He has mentioned that I had not replied to his letter dated 5.06.2008 but no such letter has been received by me. It appears that he is opening some other chapter just to delay my retirement dues.

I once again request your goodself, sir, that the matter be looked into and got enquired into and the exploitation policies of Sh. Sharma be curbed and my dues be arranged to be paid at the earliest alongwith penal interest of 2.5% per month after 31.05.2008 alongwith a suitable penalty for harassment caused due to his highhandedness, which should be recovered from the person(s) responsible for the deliberate delay in genuine payment.

Thanking you,

Yours faithfully,

(Satwant Singh Kalkat)
597-Urban Estate, Sector 39,
Chandigarh Road, Ludhiana.
M. 098726 63188

Copy:

1. The GM, CTR, Ludhiana with reference to HoD Admin. momo no. CTR/LDH/1328/186/AC/1338 dated 17.06.2008 and with a request that pressure tactics be avoided and my dues released at the earliest.
2. The Chairman, CTR Ludhiana cum DC SSI, Ministry of MSME, Nirman Bhavan, New Delhi for inf. And n.a. pl.

Encls. Copies of letters described in my letter.

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