



# Ethics & Vigilance

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# Ethical Administration

**“Rules cannot substitute for character”.**

**N R Narayan Murthy.**

**“Ultimate Test of Ethics as the measure of man’s real character is what he would do if he knew he would never be found out”**

**Lord Macaulay.**

# Hence it refers to

- (a) **Accountability of the Chief Executive to the law makers.**
- (b) **Interactions and relations between:-**
  - (i) **Chief Executive and very senior officers.**
  - (ii) **Very senior officers and the higher operating officers.**
  - (iii) **Chief Operating officers and Supervisors.**
  - (iv) **Supervisors and field level officers.**

# What is Vigilance

- Not a stand alone activity.
- Structure, system, process.
- Being watchful and alert.
- For efficiency and transparency.

# **What are values**

**Experiences**

**Impressions**

**Opinion**

**Conclusion**

**Belief**

**Conviction**

# Two Types of Values

i. **Behavioural or Procedural.**

i. **Core Values.**

# Role, if any, of values and ethics in Administration

**Important role because these Values can ensure the establishment and then continuation of a just and equitable society.**

# Behavioral Values

- (a) **Punctuality**
- (b) **Politeness**
- (c) **Credibility**
- (d) **Accessibility**
- (e) **Learning Core Competencies and Skills**

# Core values

- (i) **Honesty and Probity in public affairs.**
- (ii) **Hard work**
- (iii) **Helpfulness**
- (iv) **Concern for the underdog**
- (v) **Sense of fairness and assuring equality to all citizens.**

**Contd.**

**(vi) trustworthiness.**

**(vii) Refusal to bend under pressure.**

**(viii) Self-discipline.**

**(ix) Freedom from jealousy.**

**(x) Strive for excellence in your work.**

# Why Problems?

- Suspicion.
- No clear Cut Authority.
- Poor Knowledge of Systems.
- Patronage and Lower Values.

# Issues

- Reducing Scope of Corruption.
- Standards for Exercising Vigil.
- RTI Act.
- Gaps Between System.

# Why Vigilance?

- **For Promoting Organizational Interest**

**It Helps in –**

- ◆ **Disciplining Wrong Doers.**
- ◆ **Protecting Honest Performers.**
- ◆ **Increasing Transparency.**
- ◆ **Reforming System for Corruption Free Delivery.**

# What can I do?

- (i) Do my assigned work sincerely and conscientiously.**
- (ii) Do my work honestly without fear or favour.**
- (iii) Not take undue advantage of my position in office.**
- (iv) Always do, or write the correct thing on files.**

**contd**

- (v) Be helpful to people who have to come to your office for their work, without any expectations.**
- (vi) Be responsible in work, and cooperative with colleagues and superiors.**
- (vii) Be thoughtful for the welfare and benefit of poor people.**

# Paradigm change

- From power to Humility;
- From ordering to involving;
- From boss to first Among Equals;
- From change others to change self first;
- From telling followers what to do to inducing them to think for themselves;
- From taking credit for success to giving credit to the team;
- From forcing people to do things to enthusing them;
- In short, from 'Taking', to 'Giving'.

# How to Promote Vigilance?

- a) **Identify System Blind Spot.**
- b) **Informing Activities of Black Sheep.**
- c) **Creating Ethical Work Culture.**

# Finally Follow . . .

- a) **Transparency (Not Hiding Facts)**
- b) **Fairness (Apply Same Principles)**
- c) **Competition (Encourage)**
- d) **Accountability (Deviation from Rule to be recorded)**

The background of the slide is a solid dark brown color with a pattern of lighter brown, stylized autumn leaves scattered across it. The leaves have prominent veins and are oriented in various directions, creating a textured, seasonal feel.

**Any Question?**