Circular No.5/2016

Sub:- VACB – Capacity building for managing a Vigilant Force

Knowledge on the subject of Vigilance, skills of how to do anti-corruption and mindset to do (KSA) is fundamental to have performance in any normal organisation. Over and above the KSA, whether vigilance personnel has any additional, unique, special capacity requirements? Or the capacity of the Vigilance personnel and Crime Branch are same or capacity of Vigilance personnel and other Government servants are same? What are the additional personality traits required to do the job well of Vigilance? Whether the job of vigilance (watchfulness) is restricted or limited to VACB officials alone or is it extends to other segments of society? What types of capacity are to be built in society for effective Vigilance and how?

1) Learning and Sharing Forum (LSF)

Learning that each person in Vigilance and sharing it in group will reduce the space to practice corruption within Vigilance. Silos give privacy to practice corruption. Opening up in interactive forum (Learning and Sharing Forum) reduces psychological safety perception or distance perception from others, to do corruption. All SPs / Unit Heads of VACB will conduct a LSF each month on the first Wednesday of the month, as a workshop with group discussion on “what more capacity the VACB Unit requires to have Zero Corruption” and
presentation by each group. All staff and officers from CPO upwards will participate in the LSF. The additional / new capacity that came up in the forum and that all the members of the Unit decided to practice will be communicated to the Director every month, before 10th of the month through: jt.vacb@kerala.gov.in.

2) **VACB – NGO Interactive (VNI)**

While VACB becomes a capable vigilant Force, this Force needs multiplication by developing multiple forces outside. Since corruption is a complex socio-political-legal-economic-environmental issue in our society, more or less omni-present and perceived (wrongly!) by general public as ‘inevitable’, the co-operation and active support of all segments of society is required to address it. Therefore, a monthly interactive session will be conducted on the first Saturday of the month where all officers of a Unit interact with chosen NGOs openly on a theme. "what more capacity the district requires to have Zero Corruption by adding capabilities in any of the following UN anti-corruption themes:-

2004 - 2005 "With corruption everyone pays"
2005 - 2006 "You can stop corruption"
2007 - 2010 "Corruption - your NO counts"
2011 - 2012 "ACT against corruption"
2013 "Zero corruption - 100% development"
2014 “ Fight Against Corruption”
2015 – 2016 “Break the Corruption Chain”
After the initial three months, monthly interactive (VNI) can be held on a quarterly basis, if rapport is adequately built with NGOs and a good action information started. Only credible, honest, capable and contributing registered NGOs that are active in anti-corruption domain will be invited to the VNI. There is a perception among certain segments of the population that some activists / NGOs use PIL, RTI, anti-corruption petitions etc. for extortion / blackmail and hence we should be beware of such NGOs. The minutes of the VNI meeting / interaction will be communicated by Email to jt.vacb@kerala.gov.in in the following proforma.

<table>
<thead>
<tr>
<th>Issue / Subject / Action</th>
<th>Decision taken (Solutions)</th>
<th>Method of Execution (How, When, Where)</th>
<th>Time (When)</th>
</tr>
</thead>
</table>

3) **NSS – VACB Coalition (NVC)**

National Service Scheme (NSS) is a volunteer force of students trained to participate in nation building and sustainable development. Since “corruption is a crime against nation” and corruption is the number one enemy of sustainable development, NSS is a natural ally of anti-corruption initiatives. Monthly brainstorming meeting on every first Friday of the month will be held by VACB District or Range Officers (SP/DySP/CIs/other staff) with the University level NSS coordinators or district NSS co-ordinators or college level NSS co-ordinators and NSS student volunteer leaders to design creative programs to achieve zero corruption in Kerala by having the UN anti-corruption themes and sustainable development agenda 2030 of UN as the direction to pursue. Each Unit will conceive and design several new initiatives, in discussion with the NSS coordinators and students to create a
formidable youth force against corruption in all its forms and variants in Kerala. The result from NVC may be reported by each unit in the following proforma on monthly basis, in e-mail.

<table>
<thead>
<tr>
<th>Creative programs or activities decided</th>
<th>Objectives / results and impact expected on eliminating corruption</th>
<th>Name of college or colleges participating</th>
<th>Total number of students and teachers participating</th>
<th>Time of implementation and method</th>
</tr>
</thead>
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4) ‘Arising Kerala’ Interactive Mobile App (AIM)

It is a Mobile App for full public participatory, all inclusive, interactive anti-corruption action where everyone who wants a better Kerala are expected to participate positively and creatively on a self-help principle basis. The idea is to discourage the prevalent petition / complaining culture and to develop a new culture of “Let me do it, what I can, to Check Corruption”. Through sharing video visuals and audios of corruption among a larger number of people, deterrence to corruption is expected to be developed. Interactive, Participatory Print and Visual Media based anti-Corruption programmes are also required to complement and supplement AIM.

5) Whistle Blower Promoting Programme (WPP)

Whistle blowers are mostly conscientious, ethical people who expose corruption, at great risk to their careers, reputation and personal life. However, there may be a few who expose corruption due to various
other reasons. Whatever the motive, the society at large benefits when a large corruption is brought to the open arena, before the money is lost or a corruption-laden project is started. Whistle-blowers are typically insiders of an organisation, who have knowledge of the abuse of power, abuse of function resulting in pecuniary gain to someone else, corrupt process, procedure or loophole or special condition in a tender etc. that can potentially lead to corruption. 25 whistle blowers, who expose corruption of more than one crore with very relevant and convincing evidence will be given reward / awards annually. The selection will be based on amount of public money saved / protected because of the exposure, the integrity and honesty of the whistle blower, and the extent of risk / threat / challenges / harassments faced in exposing the corruption. District wise honouring of whistle blowers may also be done. Each Unit will start maintaining a register of honest and competent officers / public servants in the District/Range along with their contributions to anti-corruption in the following format, with immediate effect.

<table>
<thead>
<tr>
<th>Name of the honest and competent officer /staff (HCO) and designation</th>
<th>Name of the Department /PSU/ Organisation and office where working</th>
<th>Instances of any significant whistle blowing done, with amount of corruption exposed / eliminated</th>
<th>Harassment / threat / Challenges faced for being honest and competent, if any</th>
<th>Mobile No, Email ID of the HCO</th>
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All the above new programmes as part of ` Creative Vigilance ` are intended to increase the capacity to address the menace / disease of corruption in Kerala Society which has received high tolerance level of late. The objective is to achieve Zero tolerance to corruption within three years through a basket of creative measures and methods. All the above initiatives will be started by the Units without immediate effect. For programs 1 (VNI) and 3 (NVC), wherever there are more than one VACB Unit in a district, the officers of Units other than the district Unit will participate in the activities of other districts also, informing the Head Office.

Sd/-
Dr. Jacob Thomas

To

1) The Addl. DGP
2) All SPs / All Dy.SPs (through e-mail) for implementation of all the five programs
3) LA / ALA – for information and support
4) Notice Board of all Units and Head Office for information of all staff
5) Manager /Accounts Officer / Audit Officer / Administrative Asst. / SS / JS – for creating relevant files online
6) Computer Cell to develop monitoring systems and a dashboard online