

Case Studies (2025) Q. 10

10. Rajesh is a Group A officer with nine years of service. He is posted as Administrative Officer in an Oil Public Sector undertaking. As an Administrative Officer he is responsible for managing and coordinating various administrative tasks to ensure smooth functioning of office. He also manages office supplies, equipment etc.

Rajesh is now sufficient senior and is expecting his next promotion in JAG (Junior Administrative Grade) in the next one or two years. He knows that promotion is based on examination of ACRs/Performance Appraisal of last few years (5 years or so) of an officer by a DPC (Departmental Promotion Committee) and an officer lacking requisite grading of ACRs may not be found fit for promotion. Consequences of losing promotion may entail financial and reputational loss and set-back for career progression. Though he also puts his best efforts in official discharge of his duties, yet he is unsure of assessment by his superior officer. He is now putting extra efforts so that he gets thumping report at the end of financial year.

As Administrative Officer, Rajesh is regularly interacting with his immediate boss, who is his reporting officer for writing his ACR. One day he calls Rajesh and wants him to buy computer-related stationery on priority from a particular vendor. Rajesh instructs his office to initiate action for procuring these items. During the day, the dealing Assistant brings an estimate of Rupees Thirty Five Lakhs covering all stationery items from the same vendor. It is noticed that as per delegated financial powers, as provided in the GFR (General Financial Rules) as applicable in that Organisation, expenditure for office items exceeding Rupees Thirty Lakhs requires sanction of the next higher authority (boss in the present case). Rajesh knows that immediate superior would expect all these purchases should be done at his level and may not appreciate such lack of initiative on his part. During discussions with office, he learns that common practice of splitting of expenditure (where large order is divided into a series of smaller ones) is followed to avoid obtaining sanction from higher authority. This practice is against the rules and may come to the adverse notice of Audit.

Rajesh is perturbed. He is unsure of taking decision in the matter.

- (a) What are the options available with Rajesh in the above situation?
- (b) What are the ethical issues involved in this case?
- (c) Which would be the most appropriate option for Rajesh and why? (250 words, 20 marks)

Directions: Intro----- Stakeholders involved + Explain each sub-question + Conclusion.

Introduction:

Rajesh is stuck between career ambition and procedural compliance - needs to balance both.

Main Body

Key stakeholders involved

- Rajesh, a Group A officer
- Rajesh's superior officer
- Rajesh's subordinates in the office
- Government Department
- Electronic Product Vendor

(a) Options available to Rajesh in the above situation?

- Split the purchase order into smaller orders
- Proceed with full expenditure without split
- Stop the purchase or postpone the order
- Reduce the quantity of the purchase within the prescribed amount
- Check for another vendor.

(b) What are the ethical issues involved in this case?

- Rule of law
- Transparency & Accountability
- Abuse of delegated financial powers
- Conflict between personal interest and public duty
- Misuse of public resources
- Integrity and professional advancement
- Professional ethics

(c) Which would be the most appropriate option for Rajesh and why?

Candidates must choose according to their own perspective - must give the reason why you choose that option.

- **The most appropriate option available is** - Proceed with full expenditure without splitting (Do not split the amount) - follow the prescribed financial rules and submit the complete proposal of ₹35 lakh to the competent higher authority for sanction.
- Subject to the rule of law, accountability, public interest, integrity, etc.

Conclusion:

Give a balanced conclusion.



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