



SPANDANA

Date: 17/04/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 05/04/2025, under Non-Financial misconduct, with allegations of Process lapse against Mr./Ms./Mrs. **Rupesh Kumar Patel**, bearing the Emp. ID - SF0022250. The employee has not taken due care while discharging his/her duties, and the charges mentioned in:
The SCN was issued on 05/04/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 16/04/2025, informing that Mr./Ms./Mrs. Rupesh Kumar Patel, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 16/04/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 16/04/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Rupesh Kumar Patel (SF0022250 , Branch Manager)
2. Mr./Ms./Mrs. Rahul Tamrakar (SF0077525 , Deputy Manager)
3. Mr./Ms./Mrs. Saptarshi Sankar Bose (SF0076226 , Associate Vice President)
4. Mr./Ms./Mrs. Shrivastava Deepenedra (SF0002115 , Senior Vice President)

Submissions from the Committee:

The Inquiry Committee/Officers presented the version of the management along with the documents/evidence submitted, as stated below:

The Inquiry Committee/Officer submitted that, through the mail dated 04/04/2025 from Mr./Ms./Mrs. Suresh Kumar Padhan SF0005800 Vice President, it was informed to the management that Mr./Ms./Mrs. Rupesh Kumar Patel SF0022250 Branch Manager allegedly committed misconduct under Process lapse on 18/02/2025. The complaint mail is attached as **Annexure -III**.

The alleged employee's presented reply to the Detailed Show Cause Notice via letter dated 09/04/2025, which is attached as **Annexure - V**.

Thereafter, the Committee has validated the available records (reports) and factual information provided by the management in support of the charges made.

List of available records and information (evidence if any) presented during the inquiry proceedings:

Evidences:

1. [1743793980988_Re_LUC_Conducted_loans_for_Verification_cases_Feb'25_Repeted_staff_details\(CG_state\).msg](#)

Fraud Investigation Files: No Fraud Investigation evidence is presented, as this case may not require such an investigation.

Thereafter, an opportunity was given to Mr./Ms./Mrs. Rupesh Kumar Patel to verify/examine the witness/evidence in their defense.

Submissions from Alleged Employee:

Mr./Ms./Mrs. Rupesh Kumar Patel presented their defense statement and evidence as follows:

The alleged employee stated that the allegations charged on him/her are true.

The inquiry was closed after confirming with all parties that they had full opportunity to present witnesses and evidence, and to examine and cross-examine, with nothing else to be presented in the Inquiry.

Observations:

Observations of the inquiry committee/officers based on the evidence produced/submitted by the alleged employee and/or complainant.

- Member Id:** SF0077525 **Name:** Rahul Tamrakar **Department:** Human Resource
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: Wrong image has been uploaded by employee at the time of LUC Check.
Conclusion: Yes
- Member Id:** SF0076226 **Name:** Saptarshi Sankar Bose **Department:** Internal Audit
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: Process lapse (Negligence in LUC process)
Conclusion: Yes
- Member Id:** SF0002115 **Name:** Shrivastava Deepenedra **Department:** Operations
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: Process lapse
Conclusion: Yes

Inquiry Findings:

On hearing both the sides, statements recorded above and reviewing the supporting evidence submitted by both the parties, it is thereby concluded that while there is no adequate evidence to support that Mr./Ms./Mrs. Rupesh Kumar Patel violated Company's rules and is not guilty of the charges mentioned under the said category in the Show Cause Notice dated 05/04/2025, there was a process deviation in the case.

Inquiry Committee / Officer

Date: 17/04/2025

Annexures

- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 2 \(Notice of Inquiry \)](#)
- [Annexure - 5 \(SCN Reply \)](#)