



SPANDANA

Date: 07/07/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 03/05/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Sagar Dey**, bearing the Emp. ID - SF0074227. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 05/05/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 20/05/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 31/05/2025, informing that Mr./Ms./Mrs. Sagar Dey, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 02/06/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 02/06/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Sagar Dey (SF0074227 , Credit Assistant)
2. Mr./Ms./Mrs. Dalpreet Kaur (SF0077378 , Deputy Manager)
3. Mr./Ms./Mrs. Suryakanta Sathuamahapatra (SF0043187 , State Auditor)
4. Mr./Ms./Mrs. Sanjaya Kumar Sahoo (SF0070624 , 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 02/05/2025 from Mr./Ms./Mrs. Rosan Kumar Sahu SF0034538 Cluster Manager, it was informed to the management that Mr./Ms./Mrs. Sagar Dey SF0074227 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 03/04/2025. The complaint mail is attached as **Annexure -III**.

Employee has not responded to the Show Cause Notice issued.

And then presented the alleged employee's reply to the Detailed Show Cause Notice via letter dated 21/05/2025, 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. [1746269902988_Fw_EMI MISAPPROPRIATION LO-Sagar Dey\(sf0074227\) at Malkangiri branch.msg](#)

Fraud Investigation Files:

1. [1747651033872_Evidences-Malkangiri-FN25-26-00477.zip](#)
1. [1747651033872_Fraud Investigation Report -Malkangiri OR2686-FN25-26-00477.pdf](#)
1. [1747651033872_SSFL Fraud Investigation Report-Malkangiri OR2686-FN25-26-00477.xlsx](#)

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

Submissions from Alleged Employee:

Mr./Ms./Mrs. Sagar Dey presented their defense statement and evidence as follows:

Mr./Ms./Mrs. Sagar Dey stated : **"During the ZIC meeting, the alleged employee stated that the borrower Ms. Khusboo Pradhan had committed to make her EMI payment via BBPS. However, on 3rd April 2025, borrower instead transferred the payment directly to the employee through PhonePe, without prior intimation. Based on the borrower's original commitment, the employee had signed the loan card in anticipation of a BBPS transaction. At this time the employee was on leave and was not aware of the transaction. The Borrower name also did not appear in the standard Pending List. The issue was identified on 2nd May 2025. Upon being informed, the employee promptly discussed the matter with borrower Ms. Khusboo Pradhan and made the necessary entries in the FIMO system on the same day. After a thorough review, the committee concluded that the error was unintentional. The omission occurred because the borrower's name was not reflected in the Pending List, leading to the oversight. Based on the facts and evidences, the committee decided to issue a warning letter."**

Where applicable, the statement/evidence/witness of Mr./Ms./Mrs. Sagar Dey during the proceedings is included as **Annexure -VI**.

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.

- 1. Member Id:** SF0077378 **Name:** Dalpreet Kaur **Department:** Human Resource
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: Borrower committed to make payment via BBPS but transferred to employee without intimating and the employee was on leave at that time. As soon as he knew about the payment the employee deposited the amount but there was no intention of fraud
Conclusion: Yes
- 2. Member Id:** SF0043187 **Name:** Suryakanta Sathuamahapatra **Department:** Internal Audit
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: Issue Warning letter
Conclusion: Yes
- 3. Member Id:** SF0070624 **Name:** Sanjaya Kumar Sahoo **Department:** Operations
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: WL
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. Sagar Dey violated Company's rules and is not guilty of the charges mentioned under the said category in the Show Cause Notice dated 05/05/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 20/05/2025, there was a process deviation in the case.

Inquiry Committee / Officer

Date: 07/07/2025

Annexures

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