



## SPANDANA

Date: 03/10/2025

### INQUIRY REPORT

#### **Background:**

This is with reference to the case registered on 14/06/2025, under Non-Financial misconduct, with allegations of Process lapse against Mr./Ms./Mrs. **Shubhajit Thakur**, bearing the Emp. ID - SF0076745. The employee has not taken due care while discharging his/her duties, and the charges mentioned in:

The SCN was issued on 18/06/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 15/07/2025, informing that Mr./Ms./Mrs. Shubhajit Thakur, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 16/07/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 16/07/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Shubhajit Thakur ( SF0076745 , Senior Cluster Manager)
2. Mr./Ms./Mrs. Rohan Mukherjee ( SF0074701 , Senior Vice President)
3. Mr./Ms./Mrs. Dalpreet Kaur ( SF0077378 , Deputy Manager)
4. Mr./Ms./Mrs. Saptarshi Sankar Bose ( SF0076226 , Associate 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 13/06/2025 from Mr./Ms./Mrs. Tapas Roy SF0068949 State Auditor, it was informed to the management that Mr./Ms./Mrs. Shubhajit Thakur SF0076745 Senior Cluster Manager allegedly committed misconduct under Process lapse on 12/06/2025. The complaint mail is attached as **Annexure -III**.

The alleged employee's presented reply to the Detailed Show Cause Notice via letter dated 19/06/2025, 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. [1749904290935\\_RE\\_Request\\_for\\_Investigation\\_on\\_Complaint\\_Received\\_from\\_Spandana\\_Rakshak\\_\\_Caller\\_ID\\_-10284022\\_.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. Shubhajit Thakur to verify/examine the witness/evidence in their defense.

#### **Submissions from Alleged Employee:**

Mr./Ms./Mrs. Shubhajt Thakur presented their defense statement and evidence as follows:

Mr./Ms./Mrs. Shubhajt Thakur stated : **"The allegation did not prove. So, closed with Drop Charge. Updating the bank statement as asked by the audit. But nothing was proven from the attached bank statement that he was associated with the allegation. password: SHUB0602"**

Where applicable, the statement/evidence/witness of Mr./Ms./Mrs. Shubhajt Thakur 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:** SF0074701 **Name:** Rohan Mukherjee **Department:** Operations  
**Decision:** Drop Charges **Committee type:** CommitteeMembers  
**Observation:** Drop Charges as allegations made against were not with proof.  
**Conclusion:** Yes
2. **Member Id:** SF0077378 **Name:** Dalpreet Kaur **Department:** Human Resource  
**Decision:** Drop Charges **Committee type:** CommitteeMembers  
**Observation:** No such evidence was shared  
**Conclusion:** Yes
3. **Member Id:** SF0076226 **Name:** Saptarshi Sankar Bose **Department:** Internal Audit  
**Decision:** Warning letter **Committee type:** CommitteeMembers  
**Observation:** During DAC CM not accepting any allegations, whereas branch staff had register "RAKSHAK" complaint against him, later also observed branch having cash shortage on 13/Jun/25, and as explanation of cash shortage, the BQM confirmed that, CM forced them to input the collection amount without the collecting of cash from the field, but later cash tallied on same day.  
**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 there is no adequate evidence to support that Mr./Ms./Mrs. Shubhajt Thakur, has violated Company's rules and is not guilty of the charges mentioned under the said category in the Show Cause Notice dated 18/06/2025.**

Inquiry Committee / Officer

Date: 03/10/2025

### **Annexures**

- [Annexure - 1 \( Show Cause Notice \)](#)
- [Annexure - 2 \( Notice of Inquiry \)](#)
- [Annexure - 6 \( NOI Employee Response \)](#)