



SPANDANA

Date: 11/06/2025

EX-PARTE INQUIRY REPORT

Background:

This is with reference to the case registered on 09/04/2025, under Financial misconduct, with allegations of Pre-closure Misappropriation against Mr./Ms./Mrs. **Debasis dasgupta**, bearing the Emp. ID - SF0083059. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 14/04/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 07/05/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 26/05/2025, informing that Mr./Ms./Mrs. Debasis dasgupta, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 26/05/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 26/05/2025 (Inquiry date), I/we along with other committee members were present; however, the alleged employee was not present for the Inquiry.

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 08/04/2025 from Mr./Ms./Mrs. Prasenjit Dutta SF0098087 Cluster Manager, it was informed to the management that Mr./Ms./Mrs. Debasis dasgupta SF0083059 Branch Manager allegedly committed misconduct under Pre-closure Misappropriation on 11/11/2024. The complaint mail is attached as **Annexure -III**.

Also, it has been presented that the Show Cause Notice dated 14/04/2025 was issued to Alleged Employee Debasis dasgupta against the alleged charges. After that, considering that Mr./Ms./Mrs. Debasis dasgupta's presence in the branch would potentially lead to influencing the evidence specific to the alleged charges, a suspension letter was issued to him on 12/04/2025. A copy of the same is attached as **Annexure -IV**.

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 23/05/2025, 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. [1744102972230_Re_Regarding_Staff Froud at NIRSA BRANCH .msg](#)

Fraud Investigation Files:

1. [1746534038021_Borrower Written Statement.rar](#)

1. [1746534038021_Evidence.rar](#)

1. [1746534038021_SSFL Fraud Investigation Report Nirsa \(JH2993\) - Debasis Dasgupta.xlsx](#)

1. [1746534038021_SSFL Fraud Investigation Report Nirsa \(JH2993\)- Debasis Dasgupta.pdf](#)

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

Submissions from Alleged Employee:

The alleged employee did not attend the inquiry proceedings, despite prior communication. The Inquiry was closed after confirming with the attending parties that they had full opportunity to present witnesses and evidence, and that nothing else was to be presented.

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: Termination **Committee type:** CommitteeMembers
Observation: As the employee did not appear in inquiry committee so based on evidences shared the committee decided for Termination
Conclusion: Yes
2. **Member Id:** SF0076226 **Name:** Saptarshi Sankar Bose **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: The Branch manager, Debasis Dasgupta/ SF0083059 had embezzled the 23 borrowers' loan pre-close, collection, and advance EMI amount of Rs. 5,83,943/- out of that, recovered Rs. 1,68,727/-, and to be recovered amount Rs. 4,15,216/-. Whereas, after several reminders, the concerned staff did not join in the inquiry proceedings.
Conclusion: Yes
3. **Member Id:** SF0074701 **Name:** Rohan Mukherjee **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: Case to be closed as Termination because employee didn't attend the ZDAC after many reminders and also as per the evidence and CLV reports employee was found guilty, so case closed with termination as per Committee decision.
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 adequate evidence to support the charges, and Mr./Ms./Mrs. Debasis dasgupta has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 14/04/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 07/05/2025.

Inquiry Committee / Officer

Date: 11/06/2025

Annexures

- [Annexure - 1 \(Show Cause Notice \)](#)
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- [Annexure - 2 \(Notice of Inquiry \)](#)
- [Annexure - 4 \(Suspension Letter \)](#)
- [Annexure - 5 \(SCN Reply \)](#)