



SPANDANA

Date: 10/10/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 10/07/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Rabinadra Kumar**, bearing the Emp. ID - SF0081155. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 12/07/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 13/08/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 17/09/2025, informing that Mr./Ms./Mrs. Rabinadra Kumar, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 18/09/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 18/09/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Rabinadra Kumar (SF0081155 , Credit Assistant)
2. Mr./Ms./Mrs. Mohit Kishore Prasad (SF0071589 , Deputy Vice President)
3. Mr./Ms./Mrs. Saket Nath Thakur (SF0062081 , Senior Vice President)
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 10/07/2025 from Mr./Ms./Mrs. Rajesh Kumar Jha SF0039868 State Auditor, it was informed to the management that Mr./Ms./Mrs. Rabinadra Kumar SF0081155 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 02/07/2024. The complaint mail is attached as **Annexure -III**.

Also, it has been presented that the Show Cause Notice dated 12/07/2025 was issued to Alleged Employee Rabinadra Kumar against the alleged charges. After that, considering that Mr./Ms./Mrs. Rabinadra Kumar'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 13/08/2025. A copy of the same is attached as **Annexure -IV**.

Employee has not responded to the Show Cause Notice issued.

Employee has not responded to the Detailed Show Cause Notice issued.

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. [1752138273928_Fraud Observation- Kawakol Branch\(BH3566\).msg](#)

Fraud Investigation Files:

1. [1754900568410_Fraud Investigation Report- BH Kawakol.xlsx](#)

1. [1754900568410_Evidence_Kawakol.zip](#)

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

Submissions from Alleged Employee:

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

Mr./Ms./Mrs. Rabinadra Kumar stated : **"warning letter recommended by Operation and HR and resignation by Audit."**

Where applicable, the statement/evidence/witness of Mr./Ms./Mrs. Rabinadra Kumar 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:** SF0071589 **Name:** Mohit Kishore Prasad **Department:** Human Resource
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: No fraud found during inquiry and post verification of 95 borrower identified 02 borrowers affected on it amounting of rs.6720/- which was recovered and posted in borrowers account. The final fraud amount is 0.
Conclusion: Yes
- 2. Member Id:** SF0062081 **Name:** Saket Nath Thakur **Department:** Operations
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: No fraud found against him
Conclusion: Yes
- 3. Member Id:** SF0076226 **Name:** Saptarshi Sankar Bose **Department:** Internal Audit
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: Collection Amount Misappropriated from 2 borrowers. Amount of Rs. 6720/-, all amount recovered on identification date and the full amount have recovered. Apart from those 2 borrowers' incident, no other irregularities have been observed in the field of this staff, and also these incidents occurred over a year ago. So recommended be given one opportunity and issue the warning for this incident also ask to transfer from the current branch where the incidents occurred.
Conclusion: Yes

Inquiry Findings:

Decision pending.

Inquiry Committee / Officer

Date: 10/10/2025

Annexures

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