



SPANDANA

Date: 17/10/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 16/09/2025, under Non-Financial misconduct, with allegations of Tampering the cash receipts against Mr./Ms./Mrs. **Ajaykumar Rameshbhai Bhoi**, bearing the Emp. ID - SF0079425. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: The SCN was issued on 16/09/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 15/10/2025, informing that Mr./Ms./Mrs. Ajaykumar Rameshbhai Bhoi, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 16/10/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 16/10/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Ajaykumar Rameshbhai Bhoi (SF0079425 , Branch Quality Manager)
2. Mr./Ms./Mrs. Pramod Kumar Cherukat (SF0073747 , Senior Manager)
3. Mr./Ms./Mrs. Pankaj Dharmik (SF0064036 , State Auditor)
4. Mr./Ms./Mrs. Umesh Kumar (SF0088299 , Deputy Chief Business Officer)

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 16/09/2025 from Mr./Ms./Mrs. Bhuvanesh Chudasama SF0050048 Regional Auditor, it was informed to the management that Mr./Ms./Mrs. Ajaykumar Rameshbhai Bhoi SF0079425 Branch Quality Manager allegedly committed misconduct under Tampering the cash receipts on 19/05/2025. The complaint mail is attached as **Annexure -III**.

Employee has not responded to the 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. [1758001557967_Discrepancies in Bills Uploaded by Vijaynagar Branch - Request for Explanation and Preventive Measures.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. Ajaykumar Rameshbhai Bhoi to verify/examine the witness/evidence in their defense.

Submissions from Alleged Employee:

Mr./Ms./Mrs. Ajaykumar Rameshbhai Bhoi presented their defense statement and evidence as follows:

Mr./Ms./Mrs. Ajaykumar Rameshbhai Bhoi stated : **"No fraud found Drop charges"**

Where applicable, the statement/evidence/witness of Mr./Ms./Mrs. Ajaykumar Rameshbhai Bhoi 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.

- Member Id:** SF0073747 **Name:** Pramod Kumar Cherukat **Department:** Human Resource
Decision: Drop Charges **Committee type:** CommitteeMembers
Observation: A complaint of tampering with cash receipt was recorded against the employee. The employee attended the inquiry and informed that he had not done it. During investigation it was observed that the employee is not guilty and the tampering was done by someone else. Therefore, it is recommended to close the case with drop charges.
Conclusion: Yes
- Member Id:** SF0064036 **Name:** Pankaj Dharmik **Department:** Internal Audit
Decision: Drop Charges **Committee type:** CommitteeMembers
Observation: Employee attended the inquiry call and didn't accept the mistake. The case was verified by the IA team and confirmed that the employee Ajaykumar Rameshbhai Bhoi was not involved in the Tampering of the Bill. The IA Team has updated the remarks for this case - This is to bring to your attention the findings related to voucher and bill postings for the months of April-25 and May-25 bearing complaint number FN25-26-01968 against BQM Ajaykumar Rameshbhai Bhoi (SF0079425). During that period, Ajaykumar Rameshbhai Bhoi (SF0079425) was designated as the BQM. However, no vouchers or bills were posted by him for the mentioned months. His name was only updated on the vouchers. As per Ajaykumar Rameshbhai Bhoi, all vouchers and bills were actually posted by BM Vanjara Vijaybhai Ajmalbhai (SF0062788). Upon further inquiry, BM Vanjara Vijaybhai Ajmalbhai informed Audit Executive Dilip Khant that the May-25 bill was lost. He contacted the vendor for a duplicate bill, but the vendor was unavailable at that time. Consequently, Vanjara Vijaybhai Ajmalbhai tampered with the date on an April-25 bill, altered it to reflect May-25, and posted it. Moreover, Audit Executive Dilip Khant visited to vendor, who confirmed that BM Vanjara had purchased stationery items for amounting to Rs. 1,500/- in the month of May-2025. During further inquiry, vendor has provided the carbon copy of May-25 bill. While reviewing of that bill, it has been observed that the stationery items mentioned on the uploaded bill and on the provided carbon copy of original bill are different. From this scenario, it is confirmed that, BM has spent money for purchase of stationery items and due to the lost or misplaced of original bill, he has done the tampering with the bill. In this case, it is not required to publish the investigation report, hence, kindly convert this financial complaint into non-financial. Based on the facts and available evidence, recommending to close this case with Drop Charges.
Conclusion: Yes
- Member Id:** SF0088299 **Name:** Umesh Kumar **Department:** Operations
Decision: Drop Charges **Committee type:** CommitteeMembers
Observation: drop changes considering non-financial, considering DAC no Misappropriation by this staff.
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. Ajaykumar Rameshbhai Bhoi, has violated Company's rules and is not guilty of the charges mentioned under the said category in the Show Cause Notice dated 16/09/2025.

Inquiry Committee / Officer

Date: 17/10/2025

Annexures

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