



SPANDANA

Date: 24/04/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 04/04/2025, under Non-Financial misconduct, with allegations of Unethical behaviour against Mr./Ms./Mrs. **Bikram Purohit**, bearing the Emp. ID - SF0038965. The employee has not taken due care while discharging his/her duties, and the charges mentioned in:
The SCN was issued on 05/04/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 12/04/2025, informing that Mr./Ms./Mrs. Bikram Purohit, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 12/04/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 12/04/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Bikram Purohit (SF0038965 , Branch Manager)
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 01/04/2025 from Mr./Ms./Mrs. JAGANNATH MADKAMI SF0062611 Executive, it was informed to the management that Mr./Ms./Mrs. Bikram Purohit SF0038965 Branch Manager allegedly committed misconduct under Unethical behaviour on 01/04/2025. The complaint mail is attached as **Annexure -III**.

The alleged employee's presented reply to the Detailed Show Cause Notice via letter dated 05/04/2025, 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. [1743663544984_WhatsApp Audio 2025-04-01 at 12.56.49_e4e3dbfd.dat.unknown](#)

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. Bikram Purohit to verify/examine the witness/evidence in their defense.

Submissions from Alleged Employee:

Mr./Ms./Mrs. Bikram Purohit presented their defense statement and evidence as follows:

The alleged employee stated that the allegations charged on him/her are true.

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: Drop Charges **Committee type:** CommitteeMembers
Observation: During ZIC, the alleged employee stated that an ex-employee Gobinda has complained to him that his staff-Elishima always ask him for money that is Rs. 20 only, so the alleged employee questioned the complainant Elishima about this in Hurdle meeting which she felt very bad. As per complainant she had never asked for money to any other staff and also no such evidence was provided. The alleged employee was guided that as this was a personal matter and was not a part of Hurdle meet so that should have been discussed separately with the complainant inspite of discussing in forum. As this was a case of just misunderstand and lack of leadership, so committee decided for Drop charge.
Conclusion: Yes
2. **Member Id:** SF0043187 **Name:** Suryakanta Sathuamahapatra **Department:** Internal Audit
Decision: Drop Charges **Committee type:** CommitteeMembers
Observation: Lack of knowledge and guidance
Conclusion: Yes
3. **Member Id:** SF0070624 **Name:** Sanjaya Kumar Sahoo **Department:** Operations
Decision: Drop Charges **Committee type:** CommitteeMembers
Observation: Lack of guidance So we can go for Drop charges
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. Bikram Purohit, has violated Company's rules and is not guilty of the charges mentioned under the said category in the Show Cause Notice dated 05/04/2025.

Inquiry Committee / Officer

Date: 24/04/2025

Annexures

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