APPENDICES

Appendix 1.1

(Reference: Paragraph 1.5.2; Page 4)

Department-wise details of Inspection Reports and Paragraphs pending

Sl. No.	Name of the Department	Number of Outstanding	
		Inspection Reports	Audit Observations
1.	Adi Dravidar and Tribal Welfare	187	1,144
2.	Backward Classes, Most Backward Classes and Minorities Welfare	104	417
3.	Co-operation, Food and Consumer Protection	135	465
4.	Finance	48	97
5.	Health and Family Welfare	799	3,705
6.	Higher Education	362	1,413
7.	Home	461	1,579
8.	Housing and Urban Development	66	223
9.	Labour and Employment	90	198
10.	Law	11	32
11.	Municipal Administration and Water Supply	162	358
12.	Personnel and Administrative Reforms	5	21
13.	Planning, Development and Special Initiatives	23	73
14.	Public	20	58
15.	Revenue	1,275	4,215
16.	Rural Development and Panchayat Raj	95	607
17.	School Education	637	2,051
18.	Social Welfare and Nutritious Meal Programme	209	705
19.	Special Programme Implementation	1	4
20.	Tamil Development and Information	46	121
21.	Tourism, Culture and Religious Endowments	33	108
22.	Welfare of Differently Abled Persons	75	301
23.	Youth Welfare and Sports Development	18	61
	Total	**4,862**	**17,956**

Appendix 2.1

(Reference : Paragraph 2.1.8.1 (iv): Page 25)

Deficiencies noticed in the upgradation of schools component

Name of the district	Name of the school	Deficiencies noticed
Tiruvannamalai	Municipal High School, Giridharanpettai	The school was functioning in the new building from 2014-15, though it was only structurally completed. The flooring, electrical works and painting works were still pending in Headmaster room, one classroom, science Laboratory, computer room and toilets in the new building. The school did not have compound wall and water facilities for drinking and toilets.
Thanjavur	Government High School, Thaligaividuthi	The newly constructed school did not have water facilities. The toilets were under repair.
Thanjavur	Government High School, Naduvoor	The school was functioning in the new building from 2013-14, though it was only structurally completed.
Theni	Government High School, Muthumariamman Nagar	Out of 10 classrooms to be constructed, only five classrooms were completed and remaining five classrooms were only structurally completed. Electricity and water connections were yet to be obtained for the new school. Further, since the science laboratory and library in the new building were being used as classrooms, the laboratory articles were kept in a store room in the elementary school campus and the library books were stacked in cupboards / almirahs of the Headmaster room.
Theni	Government High School, Myladumparai	The construction works, entrusted to SMDC, commenced during 2011. Out of 10 classrooms, only five classrooms were constructed in the ground floor and used (50 *per cent* of the work) and the remaining works were in progress.
Theni	Government High School, Kombaithozhu	Out of 10 classrooms to be constructed, only five classrooms were structurally completed (50 *per cent* of the work) and used. The construction of first floor was under progress. The school was allotted three classrooms in the Elementary school campus and until 2014-15, classes for VI and VII standards were being conducted in open spaces / verandahs. After the construction of the ground floor structurally, the high school classes were shifted to the new building and the existing classrooms allotted in elementary school were being used as laboratories and library from 2015-16. Electricity and water connections were yet to be obtained for the new school.
Erode	Government High School, Thavittupalayam	Due to delay in identification of land and its transfer in the name of Chief Eductional Officer, the construction of the Government High School, Thavittupalayam, in Erode District, upgraded during 2009-10 was commenced only during December 2014. Due to non-completion of the new school building, the school was functioning in the elementary school campus till April 2015.
Dindigul	Government Higher Secondary School, Thalaiyoothu	The school had been upgraded as high school from 2009-10 and the school started functioning from 01 June 2010. Further, the school was subsequently upgraded as Higher Secondary School during 2011-12. The construction commenced in 2011 in the school. As on date, the construction of the school has been structurally completed. Finishing works *viz.*, plastering, Electrification, provision of furniture and fittings etc., was in progress. All the classes in the high school building were occupied and classes are being run though the works were incomplete. Thus, when the construction work for high school was yet to be completed, upgradation as Higher secondary school without proper infrastructure was not in order.

Appendix 2.2
(Reference: Paragraph 2.2.2; Page 37)
Number of institutions/homes available in the State and their objectives

Sl. No.	Name of Office/ Institution/ Home	Objective of the Institution/Homes	Number of Institutions/ Homes under Directorate of Social Defence		Number of Institutions/ Homes under Commissionerate of Social Welfare		Total
			Govern-ment	Govern-ment aided NGOs	Govern-ment	Govern-ment aided NGOs	
1	Juvenile Justice Board	To deal with cases of children in conflict with law	32				32
(i)	Observation Home	Providing shelter, food and clothing, medical facilities to the children in conflict with law whose cases are pending before Juvenile Justice Boards.	6	2	--	--	8
(ii)	Special Home	Providing shelter, food and clothing to the children in conflict with law committed by the Juvenile Justice Boards for long term rehabilitation.	2	--	--	--	2
2	Child Welfare Committee	To deal with neglected, abandoned, surrendered and abused children who are in need of care and protection produced before the Committee and send them to their families or Children Homes.	32				32
(i)	Reception Unit	Providing shelter, food, clothing and education to the children under inquiry before the Child Welfare Committees	9	14	--	--	23
(ii)	Children Home	Providing shelter, food and clothing to the children committed by Child Welfare Committee for their long term rehabilitation.	10	20	27	171	228
3	Resource Centre	To provide psycho-social care and guidance to the children referred to them within that district in which it is located. Also counselling and guidance to parents. Undertake research programmes on the prevalence of Juveniles in conflict with law.	--	18	--	--	18
4	Open shelter for children in need in Urban and semi-urban areas	To provide a safe place of shelter to all children in need of care and protection particularly beggars, street and working children, rag pickers, small vendors, street performers, orphaned, deserted, trafficked and runaway children, children of migrant population and any other vulnerable group of children.	--	14	--	--	14
5	After Care Organisation	Providing shelter, food and clothing to the children discharged from Children Homes/Special Homes.	3	--	--	--	3

Appendix 2.3

(Reference: Paragraph 2.2.5; Page 38)

List of Government run Homes and orphanages and NGO run homes covered in audit

Sl. No.	District	Sl. No.	Name of Home/Orphanage run by Government	Controlling Authority	Sl. No.	Name of Home run by NGOs	Controlling Authority
1	Chennai	1	Government Observation Home Chennai	DSD	1	Children Home under Balavihar for Boys, Chennai 10	DSD
		2	Government Special Home, Chennai (Girls)	DSD	2	Children Home under Sevasamajam, Boys Home, Saligramam	DSD
		3	Government Children Home, Chennai	DSD	3	Children Home under Sevasamajam Children Home, Pallipet	DSD
		4	Government Children Home, Chennai – 113	DSD	4	Children Home under Balavihar for Girls, Chennai 10	DSD
		5	Government Orphanage, Kosapet, Chennai 12	CSW	5	Young Women's Christian Association	CSW
		6	Government Orphanage, Waltax Road, Chennai 600 003	CSW	6	Sree Seva Mandir	CSW
		7	Reception Units - Government Children's Home for Boys, Royapuram, Chennai-13	DSD	7	Chennapuri Annadhana Samajam, Park Town	CSW
		8	Reception Unit - Government Children Home for Girls, Chennai 600 013	DSD	8	Bala Bhavan Boys Home, Pallipet	CSW
2	Coimbatore	1	Government Orphanage, Peelamedu, Coimbatore	CSW	1	Observation Home under Discharged Prisoners Aid Society, Pappanaicken Palayam, Coimbatore	DSD
					2	St. Marys Home for Children, Karumathampatti	CSW
					3	Reception Unit, Don Bosco Anbu Illam Social Service Society. Ukkadam, Coimbatore	DSD
3	Dindigul	1	Government Orphanage, Collectorate, Dindigul	CSW	1	Children Home for Boys and Girls at Pudhuyugam	DSD
					2	District Multipurpose Social Service Society Nehruji Nagar, Dindigul	DSD
					3	Gandhi Seva Sangam, Chatrapatti	CSW
					4	Sanmarga Gurukulam Orphanage, Keeranur	CSW
					5	St. Phelomena Home for children, Mettupatti	CSW

Sl. No.	District	Sl. No.	Name of Home/Orphanage run by Government	Controlling Authority	Sl. No.	Name of Home run by NGOs	Controlling Authority
4	Kancheepuram	1	Government Special Home for Boys, GST Road, Chengalpattu	DSD	1	Jeevan Ganodhaya Charitable Trust, KK Nagar, Kancheepuram (Resource centre)	DSD
		2	Reception Unit - Government After Care Organisation, Chengalpet	DSD	2	St. Louis Home for Children, Chellampattidai Edayarpakkam	CSW
		3	Government After Care Organisation, Athur, Chengalpet, Kancheepuram	DSD	3	Universal Welfare Foundation, Pozhichalur	CSW
		4	Government Orphanage, Pillaiyar Palayam, Kancheepuram	CSW			
5	Madurai	1	Government After Care Organisation , Muniyandi Koil Street, Madurai	DSD	1	Observation Home for Boys and Girls under Madurai Children Aid Society, Kamarajar Road, Madurai (NGO)	DSD
		2	Government Orphanage K.K. Nagar, Madurai	CSW	2	Vidiyal Shelter Home, Kennath Nagar, Muthupettai, Madurai East	DSD
					3	Resource Centre, M.S. Chellamuthu Trust, KK Nagar, Madurai	DSD
					4	Balar Illam, Thirumangalam Taluk	CSW
6	Theni				1	Nehru Destitute Children Home, Bodinaickanur	CSW
					2	Resource Centre - Centre for Development of Communication Trust, Kamatchipuram, Theni District	DSD
7	Tiruchirappalli	1	Government Observation Home for Boys and Girls, East Boulward Road, Tiruchirappalli	DSD	1	Tamil Nadu Students Home, Thiruverumbur	CSW
		2	Government Orphanage, Mathur, Tiruchirappalli	CSW	2	St. James Home for Children, Melapudur, Tiruchirappalli	CSW
					3	Children Home under HOPE World Wide, Edamalaipattipudur	DSD
8	Tiruvallur				1	St. Euguene's Home for Children, Arambakkam, Gummdipoondi	CSW
					2	Sarojini Varadappan Girls Higher Secondary School, Poonamallee	CSW
					3	St. Annes Home for Children, Perumpakkam, Kilacheri	CSW
					4	Little Flower Home for Children, Madharpakkam	CSW
					5	Children Home for Boys under IRCDS, Tiruvallur	DSD
					6	Children Home for Girls under IRCDS, Tiruvallur	DSD

Appendix 2.4
(Reference: Paragraph 2.2.6.3; Page 42)
(A) Number of juvenile crimes during 2010-14 and rate of juvenile delinquency

Year	Incidence of		Percentage of juvenile crimes to total crimes	Estimated population of the State (In lakh)	Rate of juvenile delinquency (juvenile crime per lakh of population)
	Juvenile crimes (In Number)	Total crimes (In Number)			
2010	962	1,85,678	0.52	676.32	1.42
2011	1,233	1,92,879	0.64	721.39	1.71
2012	1,443	2,00,474	0.72	731.92	1.97
2013	1,436	2,03,579	0.71	744.07	1.93
2014	945	1,93,200	0.49	744.07	1.27

(B) Number of Juveniles apprehended under IPC and SLL crimes during 2010-14

Year	Number of juveniles apprehended belonging to the age group			
	7-12 years	12-16 years	16-18 years	Total
2010	131	605	908	1,644
2011	251	596	1,236	2,083
2012	383	870	2,289	3,542
2013	348	921	1,873	3,142
2014	Details not available			1,892

Appendix 2.5
(Reference: Paragraph 2.2.6.3; Page 42)
Nature of crimes committed by juveniles

Nature of crime	2010	2011	2012	2013	2014	Total	Percentage to total crimes
Theft	381	499	395	453	319	2,047	19
Prohibition Act	11	1	7	0	0	19	0
Gambling	0	2	7	0	0	9	0
Hurt	129	140	203	136	5	613	6
Burglary	147	154	188	162	119	770	7
Riots	34	40	50	63	23	210	2
Murder	34	45	62	55	53	249	2
Rape	11	14	27	32	12	96	1
Kidnapping	2	9	12	17	4	44	0
Other crimes	763	1,001	2,380	1,817	1,014	6,975	63
Total	**1,512**	**1,905**	**3,331**	**2,735**	**1,549**	**11,032**	

Appendix 2.6
(Reference: Paragraph 2.2.8.9; Page 53)
Cadre-wise men-in-position in the sampled Government homes
as on 31 March 2015 (CSW & DSD)

Name of the Post	Sanctioned	Men-in-Position	Vacant
Government Special Home for Boys, Chengalpattu (DSD)			
Superintendent	1	-	1
Medical Officer	1	-	1
Psychologist	1	1	-
Assistant Superintendent	1	1	-
High School H.M.	1	1	-
Middle School HM	1	1	-
Office Manager	1	1	-
Probation Officer	1	1	-
Assistant	4	-	4
Junior Assistant	5	4	1
Typist	1	1	-
Record Clerk	2	2	-
Escort Peon	1	-	1
Office Assistant	3	-	3
School Assistant	4	2	2
Tamil Pandit	2	2	-
Secondary Grade Teacher	13	2	11
Drawing Master	2	1	1
House Master	10	1	9
Pharmacist	1	1	-
Male Nursing Assistant	2	0	2
Tailoring Instructor Grade I	1	0	1
Weaving Instructor Grade I	1	0	1
Weaving Instructor Grade II	1	1	-
Band Master	1	0	1
Agricultural Asst	1	0	1
Physical Education Teacher	3	1	2
Mason Instructor	1	0	1
Soap Chemist	1	1	-
Head Gardener	1	1	-
Gardener	3	0	3
Chief Guard	1	1	-
Wireman	1	1	-
Gateman	3	3	0
Secondary Grade Warden	2	1	1
Guard	5	1	4
Remand Assistant	1	0	1

Name of the Post	Sanctioned	Men-in-Position	Vacant
Watchman	5	5	-
Cook	7	2	5
Hair dresser	2	0	2
Washer man	1	0	1
Sanitary Worker	5	1	4
Women Servant	1	0	1
Total	*106*	*41*	*65*
Government Observation Homes, Chennai and Tiruchirappalli (DSD)			
Superintendent	2	2	-
Probation Officer	3	2	1
Assistant Superintendent	1	-	1
Assistant	2	1	1
Junior Assistant	3	1	2
Secondary Grade Teacher	2	1	1
Physical Education Teacher	1	-	1
Tailoring Instructor	1	-	1
Weaving Instructor	1	1	-
Record Clerk	3	3	-
Junior Reception Unit Assistant	7	0	7
Cook	4	2	2
Office Assistant	1	-	1
Matron Grade I	1	-	1
Warden Grade II	5	5	-
Matron Grade III	1	-	1
Watchman	11	9	2
Gardener	1	-	1
Sanitary Worker	3	1	2
Ayah	2	1	1
Electrician	1	-	1
Male Nursing Assistant	1	-	1
Driver	1	-	1
Senior Reception Unit Assistant	1	-	1
Total	*59*	*29*	*30*
Government After Care Organisation, Athur, Chengalpattu and Madurai (DSD)			
Superintendent	2	1	1
Assistant	2	2	-
Junior Assistant	1	1	-
Warden Grade I	2	2	-
Book Binding Instructor Grade I	1	1	-
Cook	3	3	-
Watchman	4	3	1
Sanitary Worker	2	1	1

Name of the Post	Sanctioned	Men-in-Position	Vacant
Assistant Training Officer	1	-	1
Book Binding Assistant	2	-	2
Black Smith Instructor	2	-	2
Gardener	3	-	3
Office Assistant	4	-	4
Typist	1	-	1
Total	*30*	*14*	*16*
Government Children Homes, Kellys and Royapuram, Chennai (DSD)			
Superintendent	2	-	2
Deputy Superintendent	1	1	-
Assistant Superintendent	1	1	-
Manager	2	2	-
Assistant	5	-	5
Junior Assistant	2	2	-
Typist	2	1	1
Office Assistant	3	2	1
Chief Matron	1	-	1
Record Clerk	2	2	-
Matron Grade II	9	7	2
Female Nursing Assistant	1	-	1
Male Nursing Assistant	2	1	1
Secondary Grade Teacher	13	6	7
Middle School H.M.	1	1	-
High School H.M.	1	1	-
Head Master	1	1	-
Tailoring Instructor	1	1	-
Tailoring Instructor Grade II	4	1	3
Embroidery Mistress	1	-	1
Music Mistress	1	-	1
Physical Education Teacher	2	1	1
Women Welfare Officer	1	1	-
Wireman	1	-	1
Watchman	7	4	3
Gardener	1	-	1
Women Guard	1	1	-
Guard	4	2	2
Tamil Pandit	2	2	-
Drawing Mistress/Master	2	-	2
B.T. Assistant	3	3	-
Cook	5	3	2
Sanitary Worker	7	1	6
Matron Grade III	1	-	1

Name of the Post	Sanctioned	Men-in-Position	Vacant
Accountant	1	-	1
Pharmacist	2	1	1
Gate Man	6	4	2
Case Worker	1	-	1
House Master	3	1	2
Band Master	1	1	-
Book Binding Grade I	1	1	-
Mat Weaving Instructor	1	-	1
Mason Instructor	1	1	-
Total	*110*	*57*	*53*
Government Children Homes, Chennai I, Chennai II, Coimbatore, Dindigul, Kancheepuram, Madurai, Tiruchirappalli (CSW)			
Superintendent	7	4	3
Accountant	7	2	5
Typist	5	5	-
Senior Matron	7	-	7
Junior Matron	7	7	-
Special Grade Teacher	1	1	-
Sec. Grade Teacher	23	16	7
Tailoring Instructor	3	-	3
Craft Instructor	2	1	1
Ayah	6	4	2
Sweeper	6	4	2
Sanitary Worker	4	4	-
Scavenger	2	1	1
Cook	11	6	5
Night Watchman	7	2	5
Helper	51	23	28
Assistant Cook – Daily wage	3	2	1
Part Time Medical Officer	2	-	2
Total	*154*	*82*	*72*
Grand total	**459**	**223**	**236**

Appendix 2.7
(Reference: Paragraph 2.2.8.10; Page 53)
Inadequate infrastructural facilities

(i)   **Dormitory – 40 Sq.ft. per juvenile/child with sufficient cross ventilation**

Government run Homes

Sl. No.	Name of the children home	Sanctioned Strength	Actual Strength (Maximum number of children accommodated during 2010-11 to 2014-15)	Required space for actual strength (in Sq.ft.)	Actual (In Sq.ft.)	Short fall (In Sq.ft.)	Percentage of Short fall
1	Government Children Home, Chennai	300	231	9,240	1,320	7,920	86
2	Government Orphanage, Collectorate, Dindigul	250	249	9,960	2,820	7,140	72
3	Government Orphanage, Pillaiyar Palayam, Kancheepuram	250	126	5,040	2,000	3,040	60
4	Government Orphanage K.K. Nagar, Madurai	250	184	7,360	2,700	4,660	63
5	Government Orphanage, Mathur, Tiruchirappalli	250	236	9,440	3,200	6,240	66

NGO run Homes

Sl. No.	Name of the children home	Sanctioned Strength	Actual Strength (Maximum number of children accommodated during 2010-11 to 2014-15)	Required space for actual strength (in Sq.ft.)	Actual (In Sq.ft.)	Short fall (In Sq.ft.)	Percentage of Short fall
1	Tamil Nadu Students Home, Thiruverumbur	50	41	1,640	1,260	380	23
2	Nehru Destitute Children's Home, Bodinaickanur	100	100	4,000	3,700	300	8
3	Destitute Home run by Sarojini Varadappan Girls Higher Secondary School, Tiruvallur	100	80	3,200	2,000	1,200	38

(ii) Workshop – 1,125 sq.ft. for Home with 50 children
Government run Homes

Sl. No.	Name of the children home	Sanctioned Strength	Required (In Sq.ft.)	Actual (In Sq.ft.)	Short fall (in Sq.ft.)	Percentage of Short fall
1	Government Children Home, Chennai – 113	50	1,125	Nil	1,125	100
2	Government Orphanage, Collectorate, Dindigul	250	5,625	Nil	5,625	100
3	Government Orphanage, Pillaiyar Palayam, Kancheepuram	250	5,625	Nil	5625	100
4	Government Orphanage K.K. Nagar, Madurai	250	5,625	Nil	5,625	100
5	Government Orphanage, Mathur, Tiruchirappalli	250	5,625	Nil	5,625	100

NGO run Homes

Sl. No.	Name of the children home	Sanctioned Strength	Required (In Sq.ft.)	Actual (In Sq.ft.)	Short fall (in Sq.ft.)	Percentage of Short fall
1	Children Home under Sevasamajam Childrens Home, Pallipet	50	1,125	Nil	1,125	100
2	Balar Illam, Thirumangalam Taluk	50	1,125	Nil	1,125	100
3	Tamil Nadu Students Home, Thiruverumbur	50	1,125	Nil	1,125	100
4	St. Marys Home for Children, Karumathampatti	50	1,125	Nil	1,125	100
5	St. Louis Home for Children, Chellampattidai Edayarpakkam Post	50	1,125	Nil	1,125	100
6	Nehru Destitute Children's Home, Bodinaickanur	100	2,250	Nil	2,250	100
7	Gandhi Seva Sangam, Chatrapatti	50	1,125	Nil	1,125	100
8	Bala Bhavan Boys Home, Pallipet	25	1,125	Nil	1,125	100

Appendix 2.8
(Reference: Paragraph 2.2.8.12; Page 55)
Inadequate bathroom and latrine facilities in the sampled homes

Name of Home	Sanctioned Capacity	Requirement as per norms		Available		Shortfall	
		Bathroom	Latrine	Bathroom	Latrine	Bathroom	Latrine
Government Orphanage, Mathur, Tiruchirappalli	250	25	35	5	16	20	19
Government Orphanage, Collectorate, Dindigul	250	25	35	24	25	1	10
Government Orphanage, Pillaiyar Palayam, Kancheepuram	250	25	35	6	8	19	27
Government Orphanage K.K. Nagar, Madurai	250	25	35	2	16	23	19
Government Orphanage, Peelamedu, Coimbatore	250	25	35	4	10	21	25
Tamilnadu Students Home, Thiruverumbur	50	5	7	2	5	3	2
Chennapuri Annadhana Samajam, Park Town, Chennai	100	10	14	5	10	5	4
Bala Bhavan Boys Home, Pallipet	25	3	4	2	2	1	2
Total	**1,425**	**143**	**200**	**50**	**92**	**93**	**108**

Appendix 2.9
(Reference: Paragraph 2.3.4; Page 61)
Description of Modules of the "Project Empower"

Sl.No.	Name of the Module	Description
1.	Candidate Profile module (Registration module)	Registering the educational details, renewals, additional qualifications, transfers etc., of the candidates.
2.	Employment Exchange module (Vacancy module)	Selection of candidates based on requirements of establishment subject to conditions like seniority, other reservations etc.
3.	Employment Market Information module	To provide information at short intervals about the structure of employment in the public and private sectors area.
4.	Unemployment Allowance module	Provide assistance to registered candidates who are not employed for more than five years from the date of registration, subject to the conditions.
5.	Administration module	Maintenance of employee details, Pay, Provident Fund, Gratuity accounts, Training details etc.
6.	Human Resource module	
7.	Budget and Accounting module	To plan and anticipate the cost and expenditure involved for various schemes operated in the Department.
8.	Vocational Guidance module	Activities include registration guidance, individual information, review of old registrants, group discussions, dissemination of career information, apprenticeship placements and training placements.
9.	Grievance Redressal module	Handling individual petitions, Chief Ministers' Cell petitions and RTI petitions.

Appendix 2.10
(Reference: Paragraph 2.3.8.1; Page 63)
Payment of unemployment allowance to ineligible candidates in 2014-15

District	Processed Quarter	Data base maintained in	No. of ineligible candidates	Ineligible amount disbursed (in ₹)
DEO, Santhome	3rd	MS Access	254	12,70,000
DEO, Villupuram	3rd	Excel	32	19,800
DEO, Pudukottai	1st	ECS software	2	4,800
DEO, Tiruchirappalli	1st	Registers (manual form)	5	3,250
DEO, Salem	4th	ECS software	2	1,200
Total				**12,99,050**

Appendix 2.11
(Reference: Paragraph 2.3.9.1 (a); Page 65)
Sample cases of large-scale manual interventions in system generated list

DEO/Year	Vacancy ID	Post	No. of candidates generated from vacancy module	Number of candidates communicated to the employer after tagging manually
Salem/2014	SLD2014SG00000359	Sanitary Assistant	141	9
Salem/2014	SLD2014SG00000122	Two posts of Office Assistant	523	5
Dindigul/2014	DGD2014SG00000007	One post of Watchman	30	5
Villupuram/2014	VPD2014SG00000191	10 posts of Village Assistant	2,122	30
Villupuram/2014	VPD2014SG00000283	One post of Record Clerk	67,417	5
Coimbatore/2014	CBD2014SG00000153	One post of Light Motor Vehicle Driver	30	5

Appendix 2.12

(Reference: Paragraph 2.3.9.1 (b); Page 68)

Incorrect selection list due to data migration/input/process errors

Sl. No.	Audit Findings in Brief	Reply of the Department	Remarks
PEEO, Chennai -CHP2014PG00000116 - P.G.Asst Zoology, Thiruvallur Higher Secondary School			
1	Omission of Registration Number CHP1990M00007992 in the selection list due to incorrect assignment of "Dead" profile status by system as on 01.07.2014, the crucial date of generation of list.	The crucial date was given only for reckoning the age while doing selection and not for verifying the Profile status of the candidates in the live register. Hence there was no omission of the candidate with registration number CHP1990M0007992 which showed profile status "D" prior to selection.	Selection of candidates is done based on crucial date for qualifying age as well as their Profile Status. Candidates with requisite age and 'Live'/'Re-registered'/ 'Active' Profile Status are short-listed for selection. The incorrect assignment of "D" profile status by the computer system to an eligible candidate as on 1st July 2014 is not justifiable. Since, the vacancy module and the Registration module are integrated with each other, any error in the Registration module would have a direct bearing on the selection process of candidates run through the vacancy module. Incorrect Profile Status affects a candidate's opportunity for selection despite having the requisite age and qualification. Hence, such errors would lead to incorrect selection list.
PEEO, Chennai, TN2014SQ00000235 - seven posts of Graduate Engineer Trainee (Chemical), TN News Print Ltd.			
2.1	Though the employer had requested for 1:15 ratio, the vacancy ratio adopted is 1:5. On discussion, it had been stated that for State Quasi Sector employers, the ratio adopted was 1:5. However, in 238 State Quasi selections the ratio adopted was more than 1:5	According to Government Order (GO) 18 Labour &Employment Department dated 25.02.2008 for filling of all categories of posts coming under the purview of Government Departments., Local bodies, Co- operative Institutions , Public Sector undertakings, Government aided education institutions etc. the employment office should sponsor candidates in the ratio of 1:5.	The reply of the Department is not acceptable since examination of data revealed that in 238 selections for State Quasi Sector employers, the ratio adopted was more than 1:5. Uniform selection process based on GO has not been followed. In the 238 selections, the authority under which the deviations from the ratio of 1:5 were done has not been stated. This results in denial of opportunities for some candidates while the candidates selected in excess (due to higher ratio) are given undue advantage over others.
2.2	Same candidate selected more than once in same Vacancy_ID. Verification of final list was not done. Candidates in the selected list at Sl.No.1 and Sl.No.2 are one and the same	Due to oversight, the error had been made. This would be avoided in future.	Though the Department had accepted the error in selection due to oversight, the reason and circumstances under which a candidate had been selected more than once in the same Vacancy ID denying the opportunity of another candidate had not been clarified to Audit. Database purification and procedural control will prevent such errors.
2.3	Despite employer's request for candidates with specific percentage of marks, the selection had been made based on qualification specific only. Though provision is available in the database to capture and store total marks and percentage details, it had not been captured for majority of the registrations.	No provision made in the selection module to select according to the percentage of marks.	Failure to capture total marks and percentage details in the database is reiterated. Request has not been made to the software developer to make provision for selection based on the marks details also. Action is required to be taken to make the procedural changes as well as suitable instructions given to capture the data completely.

Sl. No.	Audit Findings in Brief	Reply of the Department	Remarks
PEEO, Chennai, CHD2014SG00000055 - Librarian, Directorate of Art and Culture			
3.1	Though employer had specifically requested for Degree in Library Science candidates (NCO-'13418'), the selected candidates possessed '13410'-'CLIS Librarian', Qualification_code-'TECH', Qualification-'C3' which was 'Govt.Cert./ISC'. Only 2 selected candidates possessed qualification as per employer's requirement.	The employer had prescribed the essential qualification for the post of Librarian as Bachelor's degree in Library and Information Science. This office deals with B.LIS as per SEECM 10/2013. Previously this qualification has been dealt with by Professional and Executive Employment office (PEEO). The NCO allocated for B.LIS was 134.10 at PEEO whereas the NCO allotted for C.LIS at this office was also 134.10. After issue of the above SEECM, the NCO for C.LIS has been re-allocated with 134.18. Hence, the selection has been made considering 134.10 or 134.18. The list has been prepared choosing the B.LIS candidates by tagging ineligible candidates.	The allocation of NCO 134.10 to C.LIS initially and with 134.18 subsequently is immaterial. Since, the request from the employer is very specific i.e. B.L.I.S. qualification for the post, selection of candidates with C.LIS (13410) is not justifiable. Since the database contains only NCsO and Seniority Dates, the basis on which the tagging had been done to exclude ineligible C.LIS is not clear. Improper selection of NCsO and manual tagging has resulted in selection of candidates who did not possess the requisite qualifications as required by the employer. Updation of NCO Master, procedural controls and proper training to officials dealing with selection would prevent such errors.
3.2	Since the employer had requested for Priority category candidates, selection had been done for priority candidates. However, the order of priority as followed in the State had not been done	Since Destitute Widows with required qualification were not available, other senior priority category candidates have been sponsored.	As per audit generated list, Destitute Widows as well as Inter Caste Marriage candidates with requisite qualifications are available in the database. Further, the omission of eligible candidates as per order of priority has not been clarified.
3.3	Crucial date for reckoning the age limit as requested by the employer was "As on 1st July of the year in which the appointment is to be made"	The crucial date for reckoning the age limit has been taken as 01.07.2013, as the vacancy year is 2013. (Since the vacancy has been notified on 24.01.2014)	Despite employer's request that the crucial date was to be taken as on 1st July of the year in which appointment was to be made viz. 1st July 2014, department's reply stating that the vacancy year viz. 2013 was considered, is not justifiable. Since the appointment could have been made in July 2014 only, considering July 2013 was incorrect. This had resulted in generation of incorrect selection list. Proper training to officials dealing with selection would prevent such errors.

Sl. No.	Audit Findings in Brief	Reply of the Department	Remarks
PEEO, Chennai - CHD2014SG00000084 - Music Teacher, K.T.C.T. Girls' Higher Secondary School (Government aided)			
4.1	Though employer had requested a range of qualifications, selection has been done for 'GF'-'Graduate Fine Arts' with Major1 as '2S'-'Music' (NCO -'18030')	The employer had notified the requisite qualification as "Degree with Music under Part III", the selection had been made on qualification basis only. Hence, other NCOs could not be considered for nomination.	"Degree with Music under Part III" was one of the requisite qualifications required by the employer for the post. Employer's requisite qualifications are detailed below: Degree with Music under Part III (or) S.S.L.C. and Sangeetha Bushana of Annamalai University (or) Sangeetha Vidwan title from the Director of Government Examinations (or) S.S.L.C. and Government Technical Exam, Higher grade in Music and Technical Teachers' Certificate (3 months certificate course) (or) Diploma in Music awarded by the Director of Government Examinations (or) Teachers' Certificate in Indian Music issued by the Director of Government Examinations. Therefore, the omission of other NCsO had resulted in denial of opportunity for candidates who possessed the requisite qualifications. Imparting proper training to officials dealing with selection would prevent such errors.
4.2	Though the employer had requested for 'Telugu' as Mother Tongue/ Medium/ Second Language, this criterion had not been considered during selection. It had also been requested that 'Tamil' candidates would be considered in the absence of candidates with 'Telugu' as mother tongue. In the selected list, only 3 candidates have 'T2'-'Telugu' as Medium/Second Language. Based on the employer's requirement, Audit had generated a list of candidates. 3 candidates from Exchange's selected list would be eligible for selection along with candidates shortlisted in the audit generated list.	Though the employer had requested for Telugu as mother tongue, senior candidates without Telugu as mother tongue were also nominated since sufficient candidates with Telugu as mother tongue were not available for nomination.	The reply is not acceptable since sufficient number of candidates with Telugu as the mother tongue/ medium/ second language were available in the database, so as to meet the requirement of the employer. List generated by audit based on requisite qualifications included candidates as per employer's request. Due to improper selection of criteria, it had resulted in denial of opportunity to eligible candidates with requisite qualifications and selection of candidates had been done by giving undue advantage over others. Imparting proper training to officials dealing with selection would prevent such errors.
DEO, Dindigul - DGD2014SG00000007 - Watchman, Ex Service Men Welfare Office, Dindigul			
5.1	One eligible candidate with Registration No.2000M003315 existing in the Foxbase database was not existing in the on-line database and has been selected.	While preparing the selection list, it had been noticed many eligible candidates were not included in the online selection. This issue was reported to the developer and this issue had been almost rectified.	The process of migration of data from legacy system to new system was not fully ensured. As a result, two lists were prepared (one from Foxbase and another from new online system) to ensure that no eligible candidates were left out. This only proves that the data migration process was not effective despite considerable investment of money and manpower on it.
5.2	Employer had submitted a request to generate the "Crucial date" as 01/01/2014 for calculating the age of the candidates to be selected. However, it had been observed that the crucial date adopted was 01/07/2013 without recording any reasons.	Reply to audit observation is awaited.	The reason for incorrect adoption of crucial date has not been clarified to Audit. This error affects the system generated list since the age and profile status as on crucial date are considered during selection process.

Sl. No.	Audit Findings in Brief	Reply of the Department	Remarks
5.3	Based on the General category, the list includes women candidates also. Since the post is for night watchmen, the provision of 'only men' could have been invoked.	Reply to audit observation is awaited.	The Department quoted Employer's letter wherein the directions (September 2000) of the Hon'ble High Court, Madras were cited, according to which women were not to be sponsored for watchman vacancy. Hence the department should have filtered selection for men only in the system itself. The reason for selecting a woman candidate for the post of night watchman has not been clarified to Audit.
DEO, Tiruvarur - TRD2014PG00000136 Physical Education Teacher, Saraswathi Vidyalaya Aided Middle School, Poonthottam			
6.1	Same NCsO had been given in both General and Professional Exchanges with same NCO_Description. Since the employer had requested for B.P.Ed./M.P.Ed., clarification had been sought if the request had been forwarded to PEEO for generating selection list in their exchange also in order to send a consolidated list to the employer. If it had not been done, the reason for the same was sought.	It was replied that since the employer was a private school and almost all M.P.Ed. candidates might have registered their B.P.Ed. qualifications in the District Office, the request had not been communicated to PEEO.	Reply is not acceptable since the selection process cannot be done on assumption basis that all M.P.Ed. candidates would have registered their B.P.Ed. in DEO. Failure on the part of DEO to forward the request to PEEO is reiterated. It has resulted in denial of opportunity to eligible candidates with requisite qualification. Imparting proper training to officials dealing with selection would prevent such errors.
6.2	It has been observed that though the employer had requested for 'Men' candidates, appropriate input viz. Only_Men_Required has not been given as 'True'. Hence, a female candidate was also included in the generated list and later deleted manually.	Though the employer had requested to sponsor men candidates the request was not considered since there was no reservation for men in the 200 point communal roster. The female candidate had been deleted because of ineligibility.	Manual tagging of female candidate stating ineligibility is not justifiable when correct input based on employer's request could have been given which would have filtered the selection of female candidates in the system itself.
6.3	Candidate with Registration Number 'TRD1998M00005306' had Seniority date '01-09-2005' for NCO '19361'. However, in the selection list his Seniority date was '13-08-1997' which was the Seniority date for NCO 'X0210' – '8th Pass'. In the list generated and verified by audit, it was observed that this candidate's position is approximately 172nd. This has resulted in ineligible candidate being selected at the cost of eligible candidates.	On the date of selection i.e. on 07/03/2014 in the Registration No. TJD1998M00005306, the 'Seniority From' correction for NCO 19361 was 13/08/1997. Hence it was included in the selection list. At a later date, his seniority for 19361 was verified and corrected as 01/09/2005.	Reply is not acceptable. Data integrity has been compromised due to manual intervention. Ground on which his seniority had been updated to later date after selection process has not been clarified. Candidates approach the DEO when their seniority dates are later in the online system than their original employment card. In this case, it has been stated that the updation had been done to later date which is not logical. Further, Department in its reply to another audit observation had stated that in some cases the seniority of the highest qualification of the candidate had been stored as seniority for all other qualifications of a candidate. In such a case, the reply in this instance that the seniority of lower qualification had been stored in that of higher qualification is contradictory.

Sl. No.	Audit Findings in Brief	Reply of the Department	Remarks
DEO, Pudukottai - PDD2014SG00000311, PDD2014SG00000312, PDD2014CG00000313 - Mechanic, Motor Vehicle, Bharat Heavy Electricals Ltd., Power Plant Piping Unit, Thirumayam			
7.1	In Vacancy_Agelimit table, the inputs for Maximum Age were 27 years for all communities for Vacancy_Id 'PDD2014CG00000313'. Relevant age relaxation is to be given to candidates belonging to other communities other than OC when considered under General Turn also. Due to this, 5 candidates had not been considered for selection though they possessed earlier seniority under General Turn Non-Priority category.	The employer had notified apprentice vacancies of 3 reservations SC, OBC and OC. Though, selection could have been made with a single order card for all the three reservations, due to inexperience in selection process by the user, three separate order cards were booked. Later invariably only one order card was booked for each notification.	The reply is not acceptable since community-wise age relaxation could be given in a single order. Generation of more than one order card results in same candidate being selected under different categories more than once for the same post and manual tagging, which is error-prone and time consuming, is necessary for elimination. This resulted in denial of opportunity for eligible candidates.
7.2	As per employer's request, candidates with only '84330' NCO were eligible and candidates with both '84330' and '84331' were not eligible. Since users are not given option in the system to filter such candidates, selection had been done based on '84330' NCO and system had generated list which included candidates with '84331' NCO also.	Request for the provision for selection by excluding NCO's was submitted to the vendor and it is under consideration.	The Department had accepted that the system lacked the provision to exclude any NCO and hence has selected candidates with both 84330 and 84331 NCsO. Since the Vendor has not provided for exclusion of candidates who had undergone apprentice training, selection is done with both the NCsO and manually tagged for exclusion. Procedural control would prevent such errors.
7.3	Candidates with Registration Numbers 'PDD2010M00000404' and 'PDD2007M00005652' had been selected under SC and General lists. Candidate with Registration Number 'PDD2007M00004909' (Differently Abled) had been selected under SC, OBC and General lists. This repetition of candidates had resulted in 4 other eligible candidates losing their opportunities for selection	The repetition of candidates in OBC and OC reservations was due to selection made in two different order cards. If it had been made in single order card, no possibility for repetition. The repetition in selection was noticed and deleted in the sponsored list.	The department had accepted the audit comment regarding duplication. However, the duplication has been observed in the sponsored list only. This has resulted in denial of opportunity of candidates with requisite qualifications. Proper training for officials dealing with selection process would prevent such errors.
7.4	Candidate with Registration Number 'PDD2010M00000404' had two seniority dates '23.10.2010' with Status 'I' and '24.11.2010' with Status 'A' for NCO '84330'. The circumstances under which the Status was Inactive, was required to be clarified to audit.	The Status "I" did not denote inactive, it was "Incoming" i.e. transferred from other exchanges.	Reply is not acceptable since as per procedure, transferred candidate's seniority should be maintained and it should not result in two records with different seniorities for same NCO. Hence data integrity is compromised. Procedural control would prevent such errors.

Sl. No.	Audit Findings in Brief	Reply of the Department	Remarks
7.5	2 eligible candidates under SC category ('PDD2004M00004652' & 'PDD2009M00012311') and two eligible candidates under OBC category ('PDD2014M00001524' & 'PDD2005M00006152') with inter seniority have been omitted. Twenty three candidates with inter seniority under GT category had been omitted. This had also resulted in 28 candidates with later seniority being selected. The reason for this omission and discrepancy was required to be clarified to audit.	PDD2004M00004652 – "84513" – Diesel Mechanic Trade.	Possessed "84330" – Motor Mechanic Trade also.
		PDD2009M00012311 – "84513" – Diesel Mechanic Trade.	
		PDD2005M00006024 – "87210" – Welder – Gas & Elect Trade	
		PDD2006M00001539 – "85220" – Electronic Mechanic Trade	
		PDD2005M00005362 – "87110" – Plumber Trade	
		PDD2009M00012384 – "84513" – Diesel Mechanic Trade	
		PDD2014M00001524 – "84330" – Included in Sl.No.11 of the OBC list.	Not in the generated OBC list.
		PDD2008M00008477 – "84330" – Not renewed at the time of list taken	Expiry date 30/06/2017 with "L" profile status. Hence, the audit finding on omissions of these eligible candidates along with other eligible candidates (reason not clarified to audit) is reiterated.
DEO, Trichy - TCD2014SG00000177 - Nursing Assistant Grade II, ESI Hospital, Trichy			
8.1	Eight eligible candidates in the selection list generated by audit did not find a place in the finalised list sent by the Department.	It was checked by audit that the booking of order card was correct and in order. The status of remaining seven was checked in online. Among them only one candidate registered his priority of Ex-Servicemen after the job card was generated. Reason for non inclusion of all other candidates could not be assessed by this office.	Procedural lapse or manual intervention could have resulted in the omission of eligible candidates. Due to lack of audit trail, responsibility for this discrepancy cannot be fixed.
8.2	Selected candidate with Registration Number 'TCD2003M00006191' had been placed vide Order No.873/N2/2013 dated 24 September 2014 and the fact of this appointment had been communicated vide Lr.No.873/N1/2013 dated 24 October 2014. However, it had been observed that the candidate had 'Live' Profile Status till 4 December 2014. Due to failure of updation, this candidate had been selected for another five selections, resulting in loss of opportunity for five other candidates.	After the receipt of result of selection, a clarification was sought from the employer about the date of joining. On receipt of reply, placing is accounted in online.	The selection had been done in September 2014 and communication regarding appointment sent in October 2014. Note Order had been given on 09/10/2014 for updation of Profile Status but action had been delayed. Hence, the candidate had been selected for five other Vacancy IDs though placed in employment, denying opportunity to five other candidates.

Sl. No.	Audit Findings in Brief	Reply of the Department	Remarks
DEO, Trichy - TCD2014SG00000004 - Four posts of Women Driver			
9.1	Based on the inputs, Audit had generated a list of candidates. Though nine eligible candidates were in the database under MBC category, only one eligible candidate had been short-listed, finalised and list sent to employer. Therefore, three candidates with earlier seniority and one candidate with later seniority had not been considered for selection. In the audit generated list, the three short-listed candidates finalised and list sent to employer, under BC candidates are in 13th, 20th and 30th position. Therefore, five eligible candidates have been omitted and five candidates with later Seniority have been selected Similarly, under GT category, two eligible candidates with earlier seniority have been omitted and three short-listed candidates finalised and list sent to employer have positions beyond 25. Hence, three candidates with later Seniority were considered for selection while four eligible candidates have been omitted.	In vacancy id TCD 2014SG0000004, for MBC female non priority only one candidate, for BC female non-priority only three candidates for GT female non priority only four candidates were nominated as available in LR in online and hence their names were sponsored to the vacancy exchange. It is ascertained from the vacancy exchange, the vacancies were subsequently cancelled by the employer and no one was called for interview.	Since the employer had requested under Community criterion "If Destitute Widow is not available, then women", selection should have been done on non-priority basis also under each community category. Procedural lapse or manual intervention could have caused the omission of eligible candidates. Due to lack of audit trail, responsibility for this discrepancy cannot be fixed. Non-conduct of interview cannot justify the selection of ineligible candidates and omission of eligible candidates. Action taken to prevent such errors has not been clarified to Audit.
DEO, Trichy - TCD2014SG00000677 - 4 posts of Night Watchman, Criminal Unit of Trichy District			
10.1	Though candidates with Registration Nos. TCD1985M 00014677', 'TCD1993M00012852' and 'TCD1996M00001162' had earlier seniority when compared with that of Registration Nos. 'TCD1998M00049358', 'TCD2000 M00000977' and 'TCD2000 M00009030', the latter have been included in the GTGRE (General Turn General Reserve) category.	TCD1985M00014677, TCD1993M00012852 and TCD1996M00001162 registrations are in lapse. Hence, their names were not sponsored to the employer.	The audit generated list has taken into consideration the expiry date and profile status of the candidates as on crucial date. These candidates are "PH -Ortho" Priority candidates whose profile status should be "Always Live". Hence, the reason stated by the department is not acceptable.
DEO, Villupuram - VPD2014SG00000283 - Record Clerk, M/s Srimath Sivagnyana Balaya Swamigal Tamil Arts & Science College, Mailam			
11.1	The employer's requirement was for candidates within Tindivanam Taluk. However, online selection had been done for Tindivanam Taluk and by deploying manual search on address information in the PDF file, the candidates of Mailam Union were marked and then taken to Excel Sheet for arriving at the final list of five candidates. The final list was ultimately sorted according to the seniority of candidates in Mailam Union. A candidate VPD2001M00001079 with seniority 22/06/1995 was omitted from the selection list since his address information did not contain the Block "Mailam" though the village "Dhazhuthali" of the candidate came under Mailam block	As pointed out in audit, this candidate's eligibility was confirmed and had been sponsored to the employer, with requisition to consider this candidate also in the selection process as per norms.	Non-capture of complete address details viz. District, Village, Taluk, Block data in the relevant fields provided, had led to manual selection which was error-prone. Imparting proper training/instructions to end users can prevent such errors.

Sl. No.	Audit Findings in Brief	Reply of the Department	Remarks
DEO, Villupuram - VPD2014SG00000191 - 10 posts of Village Assistants, Taluk Office, Gingee, Revenue Department, Villupuram			
12.1	The employer's request was village based. The list containing 2,122 records generated was converted to PDF, based on the address information, candidates were filtered and then the list fed into Excel Sheet for arriving at the final list containing 30 candidates. If the village information in the candidate_profile data was incomplete, the search operation on the PDF file would not give the correct result. Out of 2,122 records, village code was available only for 327 records.	As per SEECM 7/2012, the preference for Village Administrative Officer post had been in the order of Village, Taluk and District levels.	Non-capture of complete address details viz. District, Village, Taluk, Block data in the relevant fields provided, had led to manual selection which was error-prone. Imparting proper training/instructions to end users can prevent such errors.
DEO, Salem, SLD2014SG00000359 -Sanitary Worker, Town Panchayat, Ayodhyapattinam, Salem			
13.1	The application software generated a list containing 141 records of Priority "MBC" candidates. The DEO subsequently filtered the DW candidates (Destitute Widow) from the list of 141 and generated a list containing nine candidates. From the list of nine candidates, after manual verification five candidates as against one vacancy was prepared. Audit by deploying all the parameters got a set of five candidates which were different from the list finalised by DEO	The reasons for discrepancy in the selection list prepared by online system and audit were as follows –	The reply of the Department only shows that they are still dependent on Foxbase database.
		SLD2012F00006894 particulars were not found in the live register of the Foxbase server (DBF). So a call letter sent to the candidate for verifying the registration particulars. But she had not responded.	Since the details of eligible candidates are not available in the new online system, it is clear that the process of migration of legacy data is not complete.
		SLD2009F00001746 was found as "Placed" in foxbase server. Candidate was placed as watchman in DEO, Salem vide Vacancy Order Card No.SLD2012F00000213 dt.25/05/2012. Candidate placement particulars were not uploaded to online server. And the same was updated later.	Reply that the placement particulars of SLD2009F00001746 missing in online system, is not acceptable since the Vacancy Order Card No. SLD2012F00000213 has been generated on 25/05/2012 and the placed status should have been updated in the online system also and not just in Foxbase system. Omission of such updation would lead to 'Placed' candidates being selected for other vacancies denying opportunity to other eligible candidates. In reply, Department quoted Employer's letter wherein the directions (September 2000) of the Hon'ble High Court, Madras were cited, according to which women were not to be sponsored for watchman vacancy. Hence, the reply that the female candidate had been placed as Watchman is contradictory.

Sl. No.	Audit Findings in Brief	Reply of the Department	Remarks
DEO, Salem, SLD2014SG00000122 - 2 Posts of Office Assistant, Salem Treasury			
14.1	The selection is for two posts of Office Assistants, one each from SCAWP (DW) and in GTP. Since there were no candidates under SCAWP(DW), DEO generated a list of 523 GT Priority candidates for the requirement. From this, 33 DW candidates were shortlisted. The list was further manually verified and 5 candidates were finally selected and taken to PDF for 1 vacancy. A similar exercise was done by audit (on data as on 05th December 2014) by deploying the required parameters and the final list generated by the software and the audit list was different.	SLD2009F00000019 had priority as DW in Foxbase server. Since, the DW priority candidates are very limited in the live register, verification in Foxbase server was done in order to avoid any omission. Hence, after verification with Foxbase server, the candidate was sponsored in DEO, Salem list.	The reply of the Department only shows that they are still dependent on Foxbase database. Since the details of eligible candidates are not available in the new online system, it is clear that the process of migration of legacy data is not complete.
		SLD2007F00004537 generated in Audit list but not in DEO, Salem list. The reason for which is not known and hence brought to the notice of the software developer.	Due to process failure, the eligible candidate had been omitted by the new online system.
		SLD2008F00020495 is found as "placed" in Foxbase server. This fact was not updated in online server. This has now been updated in the online server.	Reply that the placement particulars of SLD2008F00020495 missing in online system, is not acceptable since the Vacancy Order Card No. SLD2012F00000054 had been generated in 2012 and the placed status should have been updated in the online system also and not just in Foxbase system. Omission of such updation would lead to 'Placed' candidates being selected for other vacancies denying opportunity for other eligible candidates.
DEO, Coimbatore, CBE2014SG00000153 - Light Motor Vehicle Driver, O/o Joint Commissioner of Labour, Coimbatore			
15.1	Audit observed that all the requisite parameters i.e 8thStandard or III Form and Current License for Light Motor Vehicle along with necessary relaxations. It was observed that the final list generated by the DEO was not fully system generated and prepared after manual checking. Moreover, the DEO had not applied the conditions that the candidate should pass the Eighth Standard. CBD1999M10002829 with NCO 98640 and seniority 23/09/1998 had been omitted. The reason for the omission was required to be furnished to Audit.	The list generated through online consisted of 30 candidates list. All the first four registrations were checked manually with four Normal and one PH Ortho candidates. CBD1999M 10002829 with NCO 98640 and seniority 23/09/1998 was generated under NCO 98660 SF and not under 98640 SF. Only computer selection was made and after manual checking, list was sent to employer. When both NCsO 98640 and 98660 were given for selection, since this candidate had NCsO 98640 SF 23/09/1998 and 98660 SF 09/08/1998, online selection list should have generated, his 98640 seniority also. Online selection had been done based on his seniority for NCO 98660 and not NCO 98640, due to highest NCO capturing. Brought to the notice of software developers to rectify the defaults noticed.	Based on the employer's request, selection had been done for both NCsO 98640 and 98660, the omission of CBD1999M10002829 with NCO 98640 with *inter se* seniority is not justified. It has been observed that even for the other final list candidates, the seniority for higher qualification has only been considered. The selection should be based on seniority of minimum requisite qualification only. Omission was due to procedural lapse. Though NCO_Seniority option has been provided in the selection module, the user had not utilised by inputing the NCO based on which the selection was to be done.

Sl. No.	Audit Findings in Brief	Reply of the Department	Remarks
15.2	Audit observed that candidates with Reg. Nos. CBD2001M10001721 with NCO 98660, Seniority 25/06/2001 and CBD1999M00011921 with NCO 98640, Seniority 23/08/2007 have been omitted in the final list. The reasons for the omissions were required to be furnished to Audit.	Reply to audit observation is awaited.	Though they are PH-Ortho priority candidates, they have *inter se* seniority to other Non-Priority candidates under the General Turn category. The reason for their omission has not been clarified to Audit. The system generated list should have been based on seniority irrespective of Priority/Non-Priority under General category. Hence, omissions were due to procedural lapse.
PEEO, Chennai,TN2014SQ00000470 - Manager (Accounts), Salem District Co-operative Milk Producers Union Limited			
16.1	Candidate with Registration No. CHP2010F00056642 had Profile Status 'P'- Placed but the placement date and 'vacancy_id' not available.	Placement date and vacancy ID could not be ascertained in present module.	Without placement details of the candidates, whether their 'Placed' Profile Status is valid or manipulated cannot be ascertained. Hence, omission of these candidates in the shortlist is questionable.

Appendix 2.13

(Reference: Paragraph 2.3.9.3 (e); Page 76)

Discrepancies in Qualification table which contain the educational/technical qualifications of the candidates

2,559 records with 'HSC' Qualification Code and 2,872 records with 'SSLC' Qualification Code have irrelevant Qualifications viz. 'Graduate Engineering', 'Graduate Arts', 'A.C.S.', etc.
79,51,011 records have data in the field Qualification Code but without information on qualification.
2,220 records have data neither in the Qualification Code nor in the Qualification. These records will not be included during selection process based on qualifications due to non-availability of data in these vital fields.
1,54,042 records have Qualifications which could not be linked to Qualification_Reference table for knowing the Qualification Description
4,783 records with NCO 'X0110' have data as 'SSLC' neither in the field Qualification_Code nor in the field Qualification. Similarly, 1,230 records with NCO'X0115' have data as 'HSC' neither in the field Qualification_Code nor in the field Qualification.
On comparison of Candidate_NCO table with Qualifications table, it has been observed that 1,77,42,184 distinct registration numbers exist in Candidate_NCO table while only 1,71,22,800 distinct registration numbers exist in Qualifications table.
The count of NCsO for an individual, in Candidate_NCO table differs from the count of qualifications in the Qualifications table for 30,81,575 registration numbers. Of which, 8,33,536 registration numbers have lesser NCsO when compared to Qualifications table and 22,48,039 registration numbers have more qualifications when compared to NCsO in Candidate_NCO table.

Appendix 3.1

(Reference: Paragraph 3.1.4.1; Page 86)

Particulars of shortfall in availability of toilets and bathrooms in test-checked hostels

Name of test-checked hostel	Own or rented building	Sanctioned Strength (SS) (during 2014-15)	Admitted Strength (AS) (during 2014-15)	Number of bath rooms/ toilets to be provided for SS as per norms		Number of bath rooms/ toilets available in the hostel		Shortfall w.r.t SS as per norms	
(1)	(2)	(3)	(4)	(5)		(7)		(8)	
				B	T	B	T	B	T
Chennai District									
BC College boys hostel, Saidapet (New)	Own	85	85	27	27	6	7	21	20
MBC College boys hostel, Choolaimedu at Saidapet		75	75						
MBC College girls hostel, I (New) at Mannadi	Rented	100	100	17	17	5	5	12	12
Pudukottai District									
BC School boys hostel, Keeranur	Own	70	103	12	12	6	6	6	6
BC School boys hostel, Karambakudi	Rented	65	77	11	11	..	1	11	10
DNC School girls hostel, Nagudi	Rented	50	59	8	8	1	4	7	4
Dharmapuri District									
MBC School girls hostel, Irumathur	Rented	50	54	8	8	3	3	5	5
Madurai District									
BC College girls hostel, Sathamangalam	Own	50	54	17	17	5	7	12	10
BC School girls hostel, Sathamangalam		50	42						

(B: Bathroom; T: Toilet)

Appendix 3.2

(Reference: Paragraph 3.2.5; Page 96)

Shortage of Manpower in test-checked hospitals

Hospital	Category	Sanctioned bed strength	Doctors				Nurses				Paramedical staff			
			Norms as per IPHS	Men-in-position	Vacancies	Percentage of shortage w.r.t. IPHS norms	Norms as per IPHS	Men-in-position	Vacancies	Percentage of shortage w.r.t. IPHS norms	Norms as per IPHS	Men-in-position	Vacancies	Percentage of shortage w.r.t. IPHS norms
Walajapet	DHQH	84	29	18	11	**38**	45	28	17	**38**	31	18	13	**42**
Virudhunagar	DHQH	330	50	34	16	32	135	66	69	51	66	40	26	39
Erode	DHQH	608	68	61	7	**10**	225	92	133	**59**	100	75	25	**25**
Aruppukottai	TKH	276	50	25	25	50	135	48	87	64	66	32	34	52
Rajapalayam	TKH	164	34	21	13	38	90	35	55	61	42	14	28	67
Ambur	TKH	115	24	10	14	**58**	35	18	17	49	38	17	21	55
Arcot	TKH	82	24	12	12	50	35	10	25	**71**	38	14	24	63
Gudiyatham	TKH	130	24	24	0	0	35	28	7	20	38	28	10	26
Pentland	TKH	100	24	13	11	46	35	20	15	43	38	8	30	**79**
Bhavani	TKH	102	24	13	11	46	35	21	14	40	38	24	14	37
Gobichettipalayam	TKH	150	24	24	0	0	35	32	3	**9**	38	29	9	**24**
Sathur	TKH	84	24	17	7	**29**	35	25	10	29	38	19	19	50
Sivakasi	TKH	140	24	17	7	**29**	35	38	-3	+9	38	20	18	47
Pernambut	NTKH	30	20	7	13	65	18	10	8	44	27	7	20	74
Sholingar	NTKH	72	24	6	18	75	35	20	15	**43**	38	14	24	**63**
Anthiyur	NTKH	58	24	8	16	67	35	8	27	77	38	6	32	84
Kavinthapadi	NTKH	30	20	4	16	80	18	6	12	67	27	7	20	74
Tiruthangal	NTKH	50	20	3	17	**85**	18	4	14	**78**	27	4	23	**85**
Watrap	NTKH	92	24	11	13	**54**	35	17	18	51	38	10	28	74

DHQH : District Headquarters Hospitals; TKH : Taluk Hospitals; NTKH : Non-Taluk Hospitals

Appendix 3.3

(Reference: Paragraph 3.2.5.1; Page 96)

Details of doctors who were diverted to other hospitals

Sl. No.	Hospital		Post*	Period of diversion	
	From	To		From	To
1.	Walajah DHQH	NTKH, Sholingur	DGO (3)	01.04.2012	13.02.2013
2.		NTKH, Kalavai	DO (1)	18.02.2012	Till date
3.		TKH, Pentland	DA (2)	07.12.2012	10.10.2013
4.		TKH, Tiruppathur	DMRD (1)	2012	Till date
5.	Ambur TKH	DD, Leprosy, Vellore	DD (1)	07.07.2014	Till date
6.		DD, Family Welfare	DGO (1)	10.07.2013	31.07.2014
7.	Arcot TKH	TKH, Pentland	DA (1)	30.01.2012	06.06.2013
8.		TKH, Pentland	DGO (1)	25.06.2012	30.04.2013
9.		DHQH, Walajapet	DGO	01.05.2013	Till date
10.		DHQH, Walajapet	DCH (1)	28.08.2014	Till date
11.		TKH, Cheyyar	DGO (1)	13.12.2014	Till date
12.	Gudiyatham TKH	TKH, Pentland	DCH (5)	01.04.2012	Till date
13.		TKH, Ambur	DCH (5)	03.07.2012	Till date
14.		TKH, Pentland	DGO (3)	12.11.2013	31.03.2015
15.	Pernambut NTKH	TNGMSSH, Chennai	MS (2)	27.01.2014	20.09.2014
16.	Bhavani TKH	DHQH, Erode	BDS (1)	25.03.2013	OCT 2013
17.		TKH, Sathiyamangalam	MS (ENT) (1)	24.12.2014	Till date
18.	Anthiyur NTKH	TKH, Gobichettipalayam	DGO (1)	28.07.2013	Till date
19.		TNHSP, Erode	DCH (1)	01.08.2013	30.4.2014
20.	Sathur TKH	TKH, Srivilliputhur	DCH (1)	13.09.2010	01.04.2015
21.		DHQH, Virudhunagar	D ORTHO (1)	01.01.2014	02.04.2015
22.		DHQH, Virudhunagar	DGO (2)	01.10.2014	Till date

*   Figures in brackets indicate men in position prior to diversion

BDS : Dental Specialist; D ORTHO : Orthopaedic Specialist; DA : Anesthetist; DCH : Paediatrics Specialist; DD : Dermatologist; DGO : Obstetrics and Gynecology Specialist; DMRD : Radiologist; DO : Ophthalmology specialist; MS : General Surgery Specialist: MS (ENT) : ENT Specialist

Appendix 3.4

(Reference : Paragraph 3.8.2; Page 125)

Details of expenditure incurred from Revolving Fund and reimbursement amount due to State Government

(In ₹)

Year	Total expenditure incurred under Revolving Fund	Actual ESIC share @ 7/8th	Actual State Government share @ 1/8th	Amount incorrectly adjusted by ESIC as State Government's share	Excess amount adjusted by ESIC and due to State Government (Col. 5 – Col 4)
(1)	(2)	(3)	(4)	(5)	(6)
2009-10	4,81,05,494	4,20,92,307	60,13,187	4,81,05,494	4,20,92,307
2010-11	9,96,26,000	8,71,72,750	1,24,53,250	9,96,26,000	8,71,72,750
2011-12	9,44,95,458	8,26,83,526	1,18,11,932	9,44,95,458	8,26,83,526
2012-13	11,57,93,101	10,13,18,963	1,44,74,138	11,57,93,101	10,13,18,963
Total	**35,80,20,053**	**31,32,67,546**	**4,47,52,507**	**35,80,20,053**	**31,32,67,546**

Glossary of abbreviations

Abbreviations	Full Form
AAGHIM	Arignar Anna Government Hospital of Indian Medicine, Arumbakkam, Chennai
ACO	After Care Organisation
ACR	Additional Class Rooms
AERB	Atomic Energy Regulatory Board
AMC	Annual Maintenance Contract
APPs	Assistant Public Prosecutors
AV	Annual Value
AWP&B	Annual Work Plans & Budget
BC	Backward Classes
BCW	Backward Classes Welfare
BCWD	BC, MBC and Minorities Welfare Department
C&AG	Comptroller and Auditor General of India
C&AG's (DPC) Act	Comptroller and Auditor General's (Duties, Powers and Conditions of Services) Act
CAATs	Computer Aided Audit Techniques
CCIs	Child Care Institutions
CCTV	Closed Circuit Television
CHP	Chennai PEEO
CIMH	Commissionerate of Indian Medicine and Homeopathy
CLA	Commissioner of Land Administration
CMC	Chennai Municipal Corporation
CMCHIS	Chief Minister's Comprehensive Health Insurance Scheme
CMSPGHS	Chief Minister's Solar Powered Green House Scheme
CSS	Centrally Sponsored Scheme
CSW	Commissionerate of Social Welfare
CSW	Commissioner of Social Welfare
CWCs	Child Welfare Committees
DA	Differently-abled
DBCOs	District Backward Classes and Minorities Welfare Officers
DCCB	District Central Co-operative Bank
DCE	Directorate of Collegiate Education
DCPOs	District Child Protection Officers
DCPUs	District Child Protection Units
DD	Deputy Director
DDs	Demand Drafts

Abbreviations	Full Form
DEOs	District Employment Offices
DET	Directorate of Employment and Training
DHQH	District Headquarters Hospitals
DME	Director of Medical Education
DMRHS	Director of Medical and Rural Health Services
DNC	Denotified Communities
DoTE	Directorate of Technical Education
DPC	District Programme Co-ordinator
DPOs	District Project Officers
DPR	Detailed Project Report
DPs	Draft Paragraphs
DR	Disaster Recovery
DRD	Director of Rural Development
DRDAs	District Rural Development Agencies
DSD	Directorate of Social Defence
DSE	Director of School Education
DSWOs	District Social Welfare Officers
EE	Executive Engineer
ELCOT	Electronics Corporation of Tamil Nadu
EMI	Employment Market Information
ERP	Enterprise Resource Planning
ESI	Employees' State Insurance
ESIC	Employees' State Insurance Corporation
GHS	Government High School
GoI	Government of India
GoTN	Government of Tamil Nadu
GRH	Government Rajaji Hospital
GSMC	Government Siddha Medical College
GTH	Government Taluk Hospital
H&FW	Health and Family Welfare
HDD	Hard Disk Drives
IAY	Indira Awaas Yojana
ICDP	Integrated Co-operative Development Project
ICPS	Integrated Child Protection Scheme
IPHS	Indian Public Health Standards
IRs	Inspection Reports
IS	Information Systems

Abbreviations	Full Form
ITI	Industrial Training Institutes
JDHS	Joint Directors of Health Services
JD-KR	Joint Director (Kallar Reclamation), Madurai
JJ Rules	Tamil Nadu Juvenile Justice (Care and Protection of Children) Rules
JJBs	Juvenile Justice Boards
KGMCH	Kanyakumari Government Medical College Hospital
LED	Labour and Employment Department
MBC	Most Backward Classes
MBCW	Most Backward Classes and Denotified Communities Welfare
MDP	Madurai PEEO
MHRD	Ministry of Human Resource Development
MLACD	Member of Legislative Assembly Constituency Development
MPLAD	Member of Parliament Local Area Development
NABARD	National Bank for Agriculture and Rural Development
NAC	National Apprenticeship Certificate
NCDC	National Co-operative Development Corporation
NCO	National Code of Occupation
NGOs	Non-Governmental Organisations
NTKH	Non-Taluk Hospitals
PA	Performance Audit
PAB	Project Approval Board
PAC	Committee on Public Accounts
PD	Personal Deposit
PEEOs	Professional and Executive Employment Offices
PET	Physical Education Teacher
PIA	Project Implementation Agency
PIT	Project Implementation Team
PWD	Public Works Department
RCS	Registrar of Co-operative Societies
RD	Regional Director
RD&PR	Rural Development and Panchayat Raj
RMSA	Rashtriya Madhyamik Shiksha Abhiyan
SCPS	State Child Protection Society
SEMIS	School Education Management Information System
SMC	State Medical Commissioner
SMDC	School Management and Development Committee

Abbreviations	Full Form
SPD	State Project Director
SPID	Special Programme Implementation Department
SSA	Sarva Shiksha Abhiyan
SSLC	Secondary School Leaving Certificate
TAMPCOL	Tamil Nadu Medicinal Plant Farms and Herbal Medicine Corporation Limited
TCIL	Telecommunications Consultants India Limited, New Delhi
TET	Teachers Eligibility Test
TKH	Taluk Hospitals
TLD	Thermo Luminescence Dosimeter
TNCDW	Tamil Nadu Corporation for Development of Women
TNHSS	Tamil Nadu Health Systems Society
TNMSC	Tamil Nadu Medical Services Corporation
TNSWAN	Tamil Nadu State Wide Area Network
TRB	Teachers Recruitment Board
TSG	Technical Support Group
UA	Unemployment Allowance
UAT	User Acceptance Test
UC	Utilisation Certificate
UDISE	Unified District Information System for School Education
WC	Water Charges
WT	Water Tax