

ETHICS FOR-EXCELLENCE

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OBJECTIVES OF THE TOPIC

- ❖ **PHILOSOPHY**
- ❖ **ETHICAL ASPECTS**
- ❖ **INDIVIDUAL EXCELLENCE.**
- ❖ **SOCIAL EXCELLENCE.**
- ❖ **GOOD GOVERNANCE**
- ❖ **WELFARE STATE**
- ❖ **SUSTAINED DEVELOPMENT.**

WHAT ARE ETHICS?

- ❖ *Philosophy of moral principles.*
- ❖ *Our concern for good behavior.*
- ❖ *Guiding principles for a good society.*
- ❖ *Prescribed moral code of conduct.*
- ❖ *Humanism-Sacrifice - Virtuous living*

PHILOSOPHY OF ETHICS

- **HELL**
- **HEAVEN**
- **LAW OF CAUSE AND EFFECT**
- **RE BIRTH**
- **AS YOU SOW – SO SHALL YOU REAP**
- **BAD DEEDS ARE PUNISHED**
- **GOOD DEEDS ARE REWARDED**
- **REPENT AND TRANSFORM**
- **TRANSCEND -CONSCIOUS EVOLUTION**

ETHICAL ASPECTS

SOURCE OF ETHICS

**MORALS
CUSTOMS
TRADITIONS**

**CODES
SANCTIONS
LAWS**

ETHICAL RELATIVISM

**TIMES
LOCATION**

**REGION
RELIGION**

SCOPE OF ETHICS

**INDIVIDUAL
ORGANISATIONAL**

**NATIONAL
GLOBAL**

CLASSIFICATION

í. GENERAL

- **PRE CONVENTIONAL ... FEAR**
- **CONVENTIONAL... EXPERIENCE**
- **PRINCIPLED...INSIGHT**

ii. BASED ON THE APPROACH

- **TELEOLOGICAL – Ends**

**Hedonist calculus - based on
Extent, intensity, propinquity, purity, fecundity**

- **DEONTOLOGICAL-Means**

i. Kantian Ethics- intrinsic good

**Truth, fidelity, reparation, compensation,
gratitude, return favour, justice, equality**

ii. John Stuart mill- Enlightened living

ETHICAL DILEMMA

- **Cardinal Vs Contextual values**
- **Specific Vs Overall judgments**
- **Means Vs Ends**
- **Justified disobedience**
- **Desired Vs Desirable**

WHY ETHICS NOW ?

1. **POPULATION GROWTH.**
2. **CONSTRAINTS OF URBAN LIVING.**
3. **ATTRACTIONS FOR MODERN LIVING.**
4. **AFFLUENT SOCIETY AND IMPOVERISHED SOULS.**
5. **MANIPULATION AND SELF RIGHTEOUSNESS.**
6. **FAVORITISM, NEPOTISM & RAMPANT CORRUPTION.**
7. **RAPID DECLINE OF VALUE SYSTEMS IN SERVICES.**
8. **CONFLICT BETWEEN SECULAR VS SPIRITUAL VALUES**
9. **COMMON MAN'S GROWING DISSATISFACTION UNREST.**
10. **DECAY, DISORDER, & REVOLT.**

ETHICAL- PITFALLS

WEALTH
PLEASURE
EDUCATION
KNOWLEDGE
SCIENCE
BUSINESS
PROFESSION
DUTY
POLITICS
CULTURE
PROGRESS
RELIGION
LOVE

W
I
T
H

O
U
T

WORK
PRINCIPLES
CHARACTER
WISDOM
HUMANITY
MORALS
CONCERN
SERVICE
VALUES
QUINTESSENCE
ORIENTATION
SPIRITUALITY
SACRIFICE

LEAD AN ETHICAL LIFE

INDIVIDUAL EXCELLENCE

Financial
Health
Matrimonial
Moral

SOCIAL EXCELLENCE

Polity
Law
Economy

GOOD GOVERNANCE

ADMINISTRATIVE ETHICS

I. DEVOID OF NEGATIVE QUALITIES

**ANGER- PRIDE- FEAR –DESIRE –
WICKEDNESS**

FALSEHOOD, LYING & STEELING

II. INCULCATE POSITIVE QUALITIES

**HARD WORK, DISCRETION, ORIGINALITY,
MATURITY, SACRIFICE**

III LIVE UP TO VALUES

**HONESTY, INTEGRITY, RESPONSIBILITY,
ACCOUNTABILITY, SERVICE AND JUSTICE**

IV MAINTAIN GOOD RELATIONSHIPS

**A. WITH COWORKERS –DIGNITY, COMMEND OPENELY- REBUKE
SPARINGLY –BE OBJECTIVE-BE EMPATHATIC**

**A. WITH THE PUBLIC –BE RESPONSIBLE, MAINTAIN PUBLIC ESTEEM,
ACCOUNATBILITY, ACCESSABILITY AND SERVICE.**

**A. WITH PUBLIC REPRESENTATIVES –SEEK ADVICE & COOPERATION,
LISTEN BUT ACT ON YOUR OWN, NEVER YIELD TO SELFISH
INTEREST, BE RIGHTEOUS**

V STRIVE FOR A SMART GOVERNANCE.

HOW TO BE A GOOD PUBLIC SERVANT ?

1. **HUMANISTIC** – You are a public servant
2. **INFORMATIVE** – Be Thorough with rules & regulations
3. **FOLLOW** orders & Instructions scrupulously
4. **ACTION** oriented – Constructive & pragmatic
5. **KNOWLEDGE MANAGEMENT**- Right man / Right job
6. **EMPOWER** - subordinates, motivate and be a leader
7. **FIELD INSPECTIONS** – Frequent , Thorough & Guidance
8. **DO NOT NEGLECT** - routine & Uninteresting Work
9. **REVIEW**— frequent Meetings & Proper Monitoring
10. **ACCOUNTABLE** to the public funds, Transparent

- 11. DO NOT MISUSE** Discretionary and financial powers
- 12. ACCESSIBILITY** -Patient hearing. Prompt action on complaints and allegations
- 13. EASY PROCEDURES**, single window system
- 14. AVOID DELAYED DECISION MAKING**, and manipulation
- 15. EFFECTIVE COMMUNICATION, MOTIVATION, LEADERSHIP, TEAM BUILDING & DECISION MAKING**
- 16. QUICK REDRESSAL** of grievances, RTI Act as a tool
- 17. AVOID WASTAGE, REDUCE PILFERAGE**
- 18. RECRUITMENT**, Training & Placement Policy.
- 19. TIMELY APPRAISALS, REWARDS, PUNISHMENTS**

20. SOCIAL AUDIT, VIGILANCE, ACB

**21. Encourage SOCIAL AWARENESS
& COMMUNITY PARTICIPATION**

22. RENDER JUSTICE

23. Render QUALITY Service.

24. The REWARD- is good work

25. STRIVE FOR A WELFARE STATE

MODES OF CORRUPTION IDENTIFIED BY CENTRAL VIGILANCE COMMISSION

- **Acceptance of substandard stores/ works**
- **Misappropriation of Public money and Stores**
- **Incurring pecuniary obligation of persons to whom the public servants have obligations**
- **Borrowing money from contractors / Firms having official dealings with officers**
- **Showing favours to contractors and Firms**
- **Claiming false Travelling allowance / House Rent etc.**
- **Possessing assets disproportionate to income**
- **Purchase of immovable property etc without prior permission / intimation**
- **Causing loss to the Government by negligence or otherwise**
- **Abuse of official position / powers**

CONTD.....

- Acceptance of illegal gratification in recruitment / postings / transfers and promotions
- **Misuse of Government Employees for personal work**
- Production of forged certificates of age of birth, of community
- **Irregularities in reservation of seats by rail and by air**
- Non-delivery of money orders, insured covers, value payable parcels etc
- Replacement of new postage stamps by used ones
- Misuse of imported and allotted quotas by various firms with convenience of public servants
- **Irregularity in grant of telephone connections**
- Moral turpitude
- **Acceptance of gifts**
- Under-assessment of income -tax, estate duty, etc., for pecuniary use

CONTD.....

- **Misuse of advances sanctioned for purchase of scooters and cars**
- **Abnormal delay in settlement of compensation Claims to displaced persons**
- **Wrong assessment of claims of displaced persons**
- **Cheating in connection with sale and purchase of plots for residential purposes**
- **Un authorized occupation and sub letting of government Quarters**

PRINCIPLES OF GOOD GOVERNANCE

1.FAIR RECRUITMENT

2.PROPER TRAINING

3.KNOWLEDGE MANAGEMENT

4.PLACEMENT

5.DELEGATION

6.EMPOWERMENT

7.LEADERSHIP

8.RURAL EMPLOYMENT GUARANTEE

9.PROMPT ACTION

10.ACCESSIBLE COMPLAINT CELL

PRINCIPLES OF GOOD GOVERNANCE

11. **QUICK GRIEVANCE REDRESSAL**
12. **CITIZENS CHARTER**
13. **EFFECTIVE SERVICE DELIVERY**
14. **IT AND ADMINISTRATION- e-SEVA**
15. **PARTICIPATORY DEVELOPMENT**
16. **PROPER IMPLEMENTATION OF PROGRAMMES**
17. **TIMELY DECISION MAKING**
18. **ADMINISTRATIVE REFORMS**
19. **ETHICS FOR EXCELLENCE**
20. **WELFARE ADMINISTRATION**

WELFARE STATE

- 1. Provision for basic amenities**
- 2. Good Health and Education**
- 3. Gainful employment and prosperity**
- 4. Adequate infrastructural facilities, S&T.**
- 5. Rehabilitation in case of calamities**
- 6. Ensuring security of citizens**
- 7. Upholding fundamental rights**
- 8. Ensuring social welfare, & quality Life to all**
- 9. Equanimity, equality & equity**
- 10. Peace and prosperity**

ETHICS IN OUR CULTURE

- **IMPROVEMENT IN THE NATURE OF MANKIND**
 - Thamo Guna Rajo Guna Satva Guna
- **FOUR STAGES OF LIVING**
 - Dharma Ardha Kama Moksha
- **FOUR STAGES OF LIFE**
 - Brahmacharya Gruhastha Vanaprastha Sanyasa
- **WISDOM OF UPANISHADS**
 - Universal Love and Service

BE GOOD AND DO GOOD

THANK YOU

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