

## CHAPTER-6

### DEFICIENCIES IN MANPOWER MANAGEMENT AND ESTABLISHMENT

#### 6.1 Diversion of staff for un-related/other work

To reduce the expenditure on establishment and optimal use of manpower, DLB and ULBs were required to review the existing staffing pattern and to evolve new viable staff policy particularly in the context of privatisation efforts and mechanisation of civic services/amenities<sup>36</sup>.

It was observed that:

(i) Services of 20 Gardeners and 31 Chowkidars of Garden branch were not utilised by JMC for maintenance of gardens and security of assets respectively, for which they were appointed. Instead, they were posted as peons in other sections / branches and the maintenance of gardens was allotted to private contractors. For watch and ward of assets of JMC, Security Guards were hired from Ex-Servicemen Welfare Societies on payment of fixed charges. Thus, JMC could have saved Rs 39.27 lakh i.e. the money spent for payment of pay and allowances to Gardeners and Security Guards during 2001-03, had they been deployed for the prescribed jobs.

(ii) In two MCs and five MBs, avoidable expenditure of Rs 59.17 lakh was incurred on pay and allowances of ministerial and medical staff of ULBs working in other departments/offices like SDO, ACM, Tehsil etc. during 1996-November 2003 without obtaining approval from State Government (*Annexure- XLIV*).

This indicates lack of effective manpower management at the cost of municipal funds.

#### 6.2 Unfruitful expenditure on foreign travels

MCJ spent Rs 6.00 lakh on foreign travels of three officials (Mayor, Corporator and Commissioner) undertaken (April-May 2002) to attend workshop on "Leadership in Urban Management" held in Australia and Singapore. Any benefit of their knowledge did not accrue to MCJ, as after two months of the journey the commissioner was transferred to other department and no plan / programme on urban management was formed by the other two. MCJ accepted (March 2004) the audit observation.

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36. Rule 4 of Rajasthan Municipal Service Rules, 1963 and Rule 5 of Rajasthan Municipal Subordinate and Ministerial Service Rules, 1963 read with report of Second SFC

### **6.3 Inadmissible/ excess payment of pay and allowances**

(i) In six ULBs, inadmissible/excess payment of pay and allowances amounting to Rs 4.55 lakh to the staff were noticed (*Annexure-XLV*).

(ii) In three Municipal Corporations and MC, Bikaner, an expenditure of Rs 69.18 lakh was incurred (1999-2003) on the staff posted in excess of the sanctioned strength which remained to be regularised by the competent authority (*Annexure-XLVI*).

### **6.4 Irregular payment of interest on arrears of dearness allowance**

Rules do not permit payment of interest on arrears of Dearness Allowance (DA) paid to the employees in cash. Despite this, Executive Officer, MB, Phalodi (District Jodhpur) irregularly paid (January 2000 to October 2001) interest of Rs 11.96 lakh to the employees on payment of the arrears of DA for the period 1986 to 2001 due to not depositing the amount of DA arrears in their GPF accounts. Thus, delay in payment/ depositing of DA arrears also resulted in avoidable burden of interest to the Municipality.

### **6.5 Irregular expenditure on supply of shoes and socks to employees**

State Government fixed the per annum ceiling of expenditure on liveries at Rs 762 per female and Rs 543 per male employee, but JMC incurred (2001-02) an excess expenditure of Rs 7.75 lakh on purchase of shoes and socks issued to the employees of Garage, Electrical and Garden branches who had already been provided liveries in kind or cash payments up to the prescribed ceilings for the same period i.e. 2001-02.