

## CHAPTER-IV

### Lapses in human resources management

#### 4.1 Idle medical staff at three ZPs due to non-provision of medicines/equipments for more than three years

In three Zila Parishads viz. Bettiah, Bhagalpur and Sitamarhi, the medical staff remained idle for more than three years as neither any medicine nor any equipment was supplied to the dispensaries by the ZPs. As such utilisation of services of the medical staff viz. vaidis, hakims, compounders etc. remained doubtful. The three ZPs had paid Rs. 53.16 lakh towards their pay and allowances.

**Table-16**  
**Details of payment of pay & allowances to idle medical staffs in three ZPs**  
**(Rs. in lakh)**

Sl. No.	Name of Z.P	Period	Amount of pay & allowance
1	Bettiah	2002-03 to 2006-07	27.94
2	Bhagalpur	2003-04 to 2006-07	9.95
3	Sitamarhi	2004-05 to 2006-07	15.27
<b>Total</b>			<b>53.16</b>

The Z.P authorities failed to take any steps for proper working of the dispensaries and full utilisation of the services of the medical staff despite regular expenditure over their salaries.

#### 4.2 Irregular appointment of 12 persons in Samastipur Z.P and resultant avoidable payment of Rs.17.71 lakh on their salaries

As per Govt. of Bihar letter no. 3212 dated 11.04.77 and letter no. 2916 dated 24.11.83 no new appointment was to be made by the Zila Parishad without prior approval of the State Government. But in contravention of above instructions 12 persons (two Junior Engineers, one Draftsman, one Assistant, three Peons, two Night Guards, one Roller Khalasi and two Sweepers.) were appointed by Z.P Samastipur in December 2000. An enquiry committee was constituted by D.D.C-Cum C.E.O vide letter no. 116 dated 11.07.03 with Sri Ashok Kumar Rajak, Additional Collector, Samastipur as Inquiry Officer. However, neither the report of the said committee was submitted nor the approval of State Government was obtained till June 2007. An amount of Rs. 17.71 lakh was incurred during 2004-05 to 2006-07 for the payment of salary to the above 12 employees. The Zila Parishad thus violated State Government directives and created additional liability on itself and on the State Government.

**Table-17**  
**Details of payment of pay & allowances on Irregularly appointed 12 persons**  
**in Samastipur Z.P.**

(Rs. in lakh)

Sl. No.	Name of Person (S/Shri)	Designation	Pay scale	Office order no. & date	Date of appointment	Payment of pay & allowances during 2004- 05 to 2006-07
1	Arvind Kumar	Jr. Engineer	5000-8000	159/27.12.2000	27.12.2000	2.31
2	Kumud Kr. Sinha	Jr. Engineer	5000-8000	159/27.12.2000	27.12.2000	2.31
3	Satyapal PD. Singh	Draftsman	5000-8000	164/06.01.2001	06.01.2001	2.31
4	Suresh Kr. Prasad	Assistant	3050-4500	165/06.01.2001	06.01.2001	1.37
5	Ram Kr. Jha	Peon	2550-3200	165/06.01.2001	06.01.2001	1.19
6	Chandradeo Thakur	Peon	2550-3200	165/06.01.2001	06.01.2001	1.15
7	Ashok Kr. Singh	Peon	2550-3200	165/06.01.2001	06.01.2001	1.19
8	Birendra Mahto	Night Guard	2550-3200	165/06.01.2001	06.01.2001	1.16
9	Arun Kr. Mahto	Night Guard	2550-3200	165/06.01.2001	06.01.2001	1.15
10	Jagdeo Mahto	Roller Khalasi	2550-3200	165/06.01.2001	06.01.2001	1.19
11	Pradip Kr. Mehta	Sweeper	2550-3200	165/06.01.2001	06.01.2001	1.22
12	Krishna Ram	Sweeper	2550-3200	165/06.01.2001	06.01.2001	1.16
<b>Total</b>						<b>17.71</b>