

CHAPTER-IV

LAPSES IN HUMAN RESOURCE MANAGEMENT

4.1 *Unauthorised Payment of Salary and Allowances to Staff, due to Retention in Service beyond the Date of Superannuation/ Maximum Length of Service of 40 years in Bettiah Nagar Parishad - Rs.14.04 Lakh*

As per the State Government Letter dated 06.01.1997 the employees would have to retire on reaching the age of 58 years or 40 years of service whichever is earlier. But in contravention to the above direction seven employees who should have retired on reaching the age of 58 years were irregularly allowed to continue in service and retired on 01.06.2000 (F/N) resulting in unauthorised payment of Rs.3.54 lakh as per detail below:

Table-19
Payment to Employees after Date of Superannuation

(Rupees in lakh)			
Sl. No.	Name of staff	Period of service beyond superannuation	Amount
1	Sri Shiv Kant Dubey	01.02.98 to 31.05.2000	0.53
2	Smt. Kushmi Mehtarani	01.04.98 to 31.05.2000	0.49
3	Sri Bijli Mallick	01.12.98 to 31.05.2000	0.20
4	Sri Anshik Miyan	01.05.98 to 31.05.2000	0.47
5	Sri Ram Dhovi Mahto	01.10.97 to 31.05.2000	0.61
6	Sri Jokhan Rauf	01.12.98 to 31.05.2000	0.46
7	Smt.Kalawati Mehtarani	01.01.97 to 31.05.2000	0.78
Total			3.54

Further 11 employees continued in service after completing 40 years of service which was irregular. This resulted in unauthorised payment of Rs.10.50 lakh as per detail below:

Table -20
Payment to Employees after Completion of 40 Years of Service

(Rupees in lakh)			
Sl. No.	Name of staff	Period of service after completion of 40 years of service	Amount
1	Sri Binda Mallick	13.02.01 to 30.06.06	0.11
2	Sri Chandra Mallick	01.07.02 to 30.09.06	1.57
3	Smt. Phall Jharia Mehtarani	01.12.05 to 30.09.06	0.41
4	Smt. Raj Kalia Mehtarani	01.12.05 to 30.09.06	1.71
5	Smt. Kalpalia Mehtarani	01.10.02 to 30.09.06	1.71
6	Smt Budhia Mehtarani	01.11.05 to 30.09.06	0.40
7	Smt Bhikharnia Mehtarani	01.02.03 to 30.09.06	1.41
8	Smt. Lilawati Mehtarani	01.02.04 to 30.09.06	1.25
9	Sri Bhoj Mallick	01.02.06 to 30.09.06	0.53
10	Smt. Radhika Mehtarani	01.08.06 to 30.09.06	0.74
11	Smt. Meera Mehtarani	01.04.06 to 30.09.06	0.66
Total			10.50

Thus total irregular payment of Rs.14.04 lakh was made to the staff of Bettiah Nagar Parishad by keeping them on roll even after attaining 58 years of age or 40

years of service. Reasons for such irregular continuation of these employees beyond the date of superannuation/maximum service were not explained to audit.

4.2 Irregular Payment of Interim Relief to Staff/Employees in Gaya Nagar Nigam - Rs. 72.56 Lakh

The Gaya Nagar Nigam Board decided to implement the Sixth Pay Revision in its meeting dated: 19.04.05 as adopted by State Government. This decision was again reiterated in Board's meeting dated: 14.03.07.

The Nagar Nigam irregularly paid Rs.72.56 lakh (interim relief) from January 2004 to July 2004 to its 691 employees in lieu of implementation of Sixth Pay Revision without obtaining sanction of the State Government. The payment of interim relief was not approved by the State Government as of 31.03.2007 which needs to be regularised.

4.3 Irregular Payment of Pay and Allowances to Staff for Periods Prior to Joining PMC - Rs.2.38 Lakh

A sum of Rs.2.38 lakh (Table -21) was paid to following officers out of Patna Municipal Corporation (PMC) fund for the period prior to their joining in PMC.

**Table-21
Details of Payment Before Joining PMC**

(Rupees in lakh)					
Sl. No.	Name of officers/ Designation	Date of joining PMC	Work place prior to joining in PMC	Amount paid	Ref. of order of deptt.
1	Dr. Sudhir Kr. Sinha, AMO	08.05.02	Health Deptt. 01.11.01 to 03.01.02	0.34	Vide letter no. 71/NVV dt. 08.01.04
			UDD 04.01.02 to 07.05.02	0.72	
2	Dr. Mahendra Singh. MO	08.05.02	Health Deptt. 22.12.01 to 31.12.01 leave 01.01.02 to 06.01.02	0.06	Vide letter no. 82/NVV dt. 31.03.05
			UDD 07.01.02 to 07.05.02	0.76	
3	Anay Kr. Choudhary Addl. Commissioner	17.09.05	Joining Time 30.07.05 to 01.08.05 waiting for deputation	0.02	Vide letter no. 2155/Patna dt. 06.03.06
			UDD 02.08.05 to 16.09.05	0.48	
Total				2.38	

The amount of Rs.2.38 lakh paid as pay and allowances for periods prior to rendering service in PMC was irregular and needs to be recouped from concerned department. Action taken, if any, to recover the amounts was not shown to audit.

4.4 Payment of Salary to the Staff Appointed Irregularly in PMC

The Govt. of Bihar, UDD directed the PMC vide D.O letter no. Audit 106/ 2001-3007 NVV dated: 25.10.02 and reminder letter no. 461/NVV dated: 11.02.2003 to

dismiss those employees who were irregularly appointed and to recover the amount paid to them in compliance to objection raised in Audit Report for the year 1994-95. The Corporation complied with the directives partially and dismissed 8 employees but retained the remaining 15 irregularly appointed employees. The Corporation paid Rs.25.71 lakh on account of pay and allowances to the said 15 employees and no recovery was effected from the persons dismissed from service.

Reasons for continuing those employees irregularly appointed were not furnished to audit.

4.5 Unauthorised Payment of Rs.4.26 Crore to Casual Labourers

The Government of Bihar, UDD, Patna in their letter no. 4410 UDD dated 01.08.1974, 4/71-01-60/-2/76-9827 dated 20.12.1976, 4/7-1-80/79-288 dated 03.02.1981 etc. strictly prohibited engagement of persons on daily wages. Despite prohibition on engaging of casual labourers on daily wage basis, 24 ULBs engaged huge number of casual labourers without prior sanction of the State Government. During the period under audit, 24 ULBs spent a total sum of Rs.4.26 crore irregularly on their wages. (Table-22).

Table -22
Unauthorised Payment to Casual Labourers - Rs. 4.26 Crore
(Rupees in lakh)

Sl.No.	Name of ULB	Audit period	Amount	Sl.No.	Name of ULB	Audit period	Amount
1	Banka	2001-02 to 2006-07	4.32	13	Jainagar	2001-02 to 2006-07	6.77
2	Bettiah	2000-01 to 2006-07	42.86	14	Jamalpur	2002-03 to 2006-07	2.07
3	Bhagalpur	2006-07	30.47	15	Jogbani	2001-02 to 2006-07	3.91
4	Biharsharif	2004-05 to 2006-07	3.32	16	Madhubani	2004-05 to 2006-07	2.62
5	Bodhgaya	2001-02 to 2006-07	24.29	17	Maner	2003-04 to 2006-07	7.03
6	Chanpatia	2001-02 to 2006-07	6.69	18	Muzaffarpur	2005-06 to 2006-07	91.85
7	Danapur	2005-06 to 2006-07	11.71	19	Patna	2005-06 to 2006-07	47.13
8	Darbhanga	2006-07	20.20	20	Purnea	2005-06 to 2006-07	11.83
9	Farbisganj	2001-02 to 2006-07	7.98	21	Ramnagar	2001-02 to 2006-07	8.21
10	Fulwarisharif	2002-03 to 2006-07	37.28	22	Saharsa	2005-06 to 2006-07	23.74
11	Haveli Kharagpur	2001-02 to 2006-07	11.90	23	Sherghati	2003-04 to 2006-07	9.56
12	Hilsa	2001-02 to 2006-07	5.26	24	Siwan	2005-06 to 2006-07	5.28
Total							426.28

4.6 Non-Deposit of P.F. Deductions into Employees Accounts

As per Rule 6 of Model Rules for the Management of P.F, 1933, deductions under Rule 2 and contribution under Rule 5 is to be paid to the Post Master for credit into the individual account of employee in Provident Fund in the Post Office. The

remittance of the same was to be made between the 1st and 4th of each month in order that interest may accrue for the month of deposit. However, test check in 8 ULBs revealed P.F deductions amounting to Rs.1.40 crore were not deposited into the account (Table-23) of the individual concerned thereby violating the rules resulting in loss of interest to individual concerned. The reason for non deposit of PF deductions into individual accounts was not explained to audit.

Table-23
Non Deposit of P.F. into Concerned Account
(Rupees in lakh)

Sl.No.	Name of ULB	Non deposit of PF in concerned account	Period
1	Bhagalpur	17.92	March'84 to December'98 & January'07 to March'07
2	Chanpatia	0.08	September'04 to October'07
3	Fulwarisharif	0.57	February'02 to January'07
4	Jamalpur	5.08	April'02 to February'07
5	Mokama	1.86	July'02 to March'04
6	Munger	91.28	1987-88 to 2003-04
7	Muzaffarpur	23.12	June'05 to March'07
8	Rafiganj	0.21	January'06 to February'07
Total		140.12	