

CHAPTER IV

ESTABLISHMENT

4.1 Engagement of staff in excess of sanctioned strength

ULBs were not authorised to create any post without prior approval of the Government. But Baidyabati Municipality had engaged 214 staff in excess of sanctioned strength without approval of the Government and incurred additional expenditure of Rs.80.85 lakh for this purpose during the year 2002-03 and 2003-04.

4.2 Unauthorised appointment of casual staff/ labour

Despite prohibition on the engagement of casual staff, 29 ULBs had engaged huge number of casual staff/ labour in addition to regular staff. Out of them, 27 ULBs irregularly spent Rs.12.01 crore during the years 1991-92 to 2004-05 on wages (Appendix 15). The expenditure incurred towards engagement of 92 labours by Islampur and 76 labours by Kalimpong municipalities during 2002-04 and 2000-05 respectively was not made available to audit.

4.3 Avoidable expenditure on additional staff

Tamluk and Naihati municipalities and Chandannagar Municipal Corporation engaged labour and night guard in spite of having sufficient man power for performing such jobs. As a result, they incurred expenditure of Rs.17.48 lakh (Tamluk), Rs.7.62 lakh (Naihati) and Rs.5.13 lakh (Chandannagar) during the years from 1999-00 to 2003-04 which was unjustified and avoidable.

4.4 **Payment of provisional pension beyond permissible period**

As per Pension Rules for municipal employees, pension beyond six months can be paid only after it is approved by the Director of Pension, Provident Fund and Group Insurance. Payment of provisional pension is allowed for six months only. It was noticed in audit that Bolpur Municipality continued to pay provisional pension beyond six months to 30 pensioners during January 1995 to November 2004 without getting pension payment order from the Director as of January 2005. Thus the Municipality had incurred irregular expenditure of Rs.32.28 lakh towards payment of provisional pension beyond six months, without it being authenticated from the competent authority.

4.5 **Miscellaneous irregular expenditure**

Test check of records of the following 12 ULBs revealed that they incurred irregular expenditure of Rs.4.89 crore on establishment matters during the years from 1993-94 and 2004-05 as detailed below:

(Rupees in lakh)

| Name of ULB | Particular of expenditure | Amount |
|----------------------------------|---|--------|
| Naihati | Engagement of employees as casual workers on fixed pay. | 57.47 |
| | Unauthorised appointment of computer consultant. | 3.60 |
| New Barrackpore | Salary paid to the absentees. | 0.80 |
| Titagarh | Excess expenditure on higher salary on account of undue promotion of staff. | 9.78 |
| Contai, Katwa | Payment of HRA despite allotment of staff quarters. | 0.62 |
| | | 8.46 |
| Naihati, Siliguri Raniganj | Payment of remuneration to staff in addition of pay and allowances. | 2.60 |
| | | 6.15 |
| | | 14.46 |
| Dum Dum | Payment of commission to doctors in municipal hospital. | 5.70 |
| Suri | Granting promotion and engagement of casual workers without the approval of Government. | 332.42 |
| Bally | Employees deployed on contract without | 28.90 |

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| | approval of Government. | |
| Raniganj | Unauthorised payment of audit fees to CA Firm. | 0.17 |
| Alipurduar | Appointment of consultant/agency for supervision of commercial complex. | 5.97 |
| Kaliaganj | Excess drawal of maintenance grants over and above the requirement. | 11.51 |
| Total | | 488.61 |

The irregular expenditure of Rs.4.89 crore by the above 12 municipalities impeded the development works to that extent which could have been undertaken for the benefits of the rate payers.