



JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

**Bihar Rural Livelihoods Promotion Society
State Rural Livelihoods Mission, Bihar**



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Office Order

The need for rationalization of Human Resource is being felt for some time. In this regard a proposal for dynamic rationalization of Human Resource at district and block levels, within the overall limit of sanctioned strength has been approved by the Executive Committee of BRLPS in its 41st Meeting dated 06.04.2016. The approved proposal read as under:

"This staff strength is uniformly sanctioned for each District/Block irrespective of the size, number and scale of interventions and stage of maturity of the Project in the District. Larger/mature districts and smaller and relatively newly entered districts, all are having similar sanctioned strength.

In the last few years, number and scale of intervention has increased manifold in Jeevika and new projects may also be rolled out in future. Therefore, in order to streamline the functioning of the Society, it is felt imperative that positioning of staff not be tight jacketed within sanctioned strength of a DPCU or a BPIU, rather it be done in such a manner as to facilitate the availability of adequate number of staff at the point of greater activity to achieve the optimum result and rationalization of staff be done in a dynamic manner within the overall limit of sanctioned strength.

It is accordingly proposed to approve rationalization of positioning of Human Resource as per requirement at district and block levels within the overall sanctioned strength in the State.

It is further proposed that CEO, BRLPS be authorized to rationalize strength of staff at district and block levels for effective and better management."

In order to implement this policy a 5 - member committee has been formed by the CEO, BRLPS as under:-

- 1) Mr. Mukesh Chandra Sharan, PC- FI
- 2) Mrs. Mahua Roy Choudhary, PC - G&KM
- 3) Mr. Ajit Ranjan, SPM- M&E
- 4) Mr. Apolenerious Purty, SPM - H&N
- 5) Mr. Anand Shankar, SPM - HRD

The said Committee will do analysis of workforce available at various level, work load at various level and accordingly recommend rationalization/ relocation of Human Resources.

The Committee is advised to coordinate with the thematic SPMs and other officials, rationalization of whose human resource is under consideration. As is evident this would not be one time exercise but would be a continuous process, that would be taken up whenever felt necessary.


(Kumar Anshumaly)
Director

Copy to :

1. All members of Rationalization Committee
2. All PCs/SPMs/PMs/PS/CFO/AO/OSD/DPMs
3. IT Section
4. Concerned file.