



JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

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



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Ref: BRLPS/ESTT-HR/1197/16/3261

dt: 29.10.16

Office Order

It has been alleged that Mr. Ravi Kumar has been found guilty of submitting irregular training bills, negligence of duty and found absent from his work place without permission of Competent Authority. Mr. Ravi Kumar had submitted an application dated 13.12.2014 for training of Juhi / Saheli Jeevika SHG. He submitted bills pertaining to the said training but on its verification, it was found that the training date of M1 was mentioned 02.12.2014 and the training date of M2 was mentioned on 12.12.2014. Both the dates were earlier then the date of application submitted by Mr. Ravi Kumar. Besides, Mr. Kumar was assigned important tasks that were to be completed by November 2015. But he failed to achieve targets. Besides, there were lots of irregularities found in Monthly progress report of Mr. Ravi Kumar, CC. Mr. Ravi Kumar has also been found absent from his work place without prior intimation to his reporting officer on 12.06.2015.

The BPM Chakia issued him a Show-Cause notice vide its Ref. No – BRLPS/BPIU/Chakia/14-15/53 Dated – 12.06.2015 regarding his unauthorised absence but he did not reply to the Show-Cause. Again, he was issued a Show-Cause notice vide its Ref. No. NRLM/BRLPS/BPIU/CHAKIA/292 Dated – 05.12.2015 regarding negligence of duty towards assigned work. This time, Mr. Ravi Kumar submitted his reply to the Show-Cause wherein he showed the achievements. Considering his reply, a warning letter was issued to Mr. Ravi Kumar from DPCU vide Ref. No. BRLPS/DPCU/Mot/63/Feb/15-16 Dated – 11.02.2016.

On the basis of the analyses of the facts and records in the case along with reply submitted Mr. Ravi Kumar, it is evident that Mr. Ravi Kumar, CC has committed misconduct as per Para – A (2) & B (6) of Annexure 6 of Para – 11 of HRD Manual of BRLPS . Therefore, a penalty of forfeiture of one next increment with cumulative effect is being imposed upon him.. Besides, Mr. Ravi Kumar is also warned not to repeat such act in future otherwise stern disciplinary action will be taken against him.

By the order of CEO

Anand Shankar
29/10/16

(Anand Shankar)

State Project Manager – HRD

Copy to:

1. DPM – East Champaran with the request to ensure service of this letter to the concerned employee.
2. HR Manager – East Champaran
3. Concerned files