



JEEV iKA

An Initiative of Government of Bihar for Poverty Alleviation

Bihar Rural Livelihoods Promotion Society
State Rural Livelihoods Mission, Bihar



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Ref. No: BRLPS/ESH-HR/1197/16/3991

Date : 28.12.2016

Office Order

Ms. Nibha Kumari, Community Coordinator, BPIU – Kawakol, Nawada during her tenure as CC at BPIU – Roh lodged a complaint that she is being physically and mentally tortured by Mr. Rakesh Ranjan, Area Coordinator, Kawakol, Nawada. A District Level Inquiry Committee was formed to investigate into the matter. Post investigation, the committee asserted in its report that the allegations levelled by Ms. Nibha Kumari against Mr. Rakesh Ranjan, AC were baseless and false. The working attitude and behaviour of Ms. Nibha Kumari is hazardous. She has failed to accomplish her work within time frame. Thus, she has shown non-seriousness and negligence towards her duty. Besides, she has created fearful environment by putting external influence as Mr. Rakesh Ranjan, AC received an unknown call wherein he was asked to accept the allegation levelled by Ms. Nibha Kumari. She used to provoke employees to leave office early.

Ms. Nibha Kumari was issued a Show-Cause notice vide Ref. No. BRLPS/BPIU/Roh/14-15/7 Dated 07.11.2014 wherein she was charged for her non-seriousness towards her work and asked to furnish explanation in the matter but as per report of inquiry committee, she did not accept the Show-Cause letter, thus, showed insubordination to her superior officer.

On the basis of analyses of the facts and records in the case, it is evident that Ms. Nibha has committed gross misconduct as per Sl. No – (b) 3 and (b) 6 of Annexure 6 and Sl. No. 1 under Professional Conduct of Accountability of Para 13 of HRD Manual of BRLPS.

In view of above, the service contract of Ms. Nibha Kumari, Community Coordinator is not being extended after 31.12.2016.

By the order of CEO

Anand Shankar
28/12/16
(Anand Shankar)

State Project Manager – HRD

Ms. Nibha Kumari,

Community Coordinator,
BPIU – Roh

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5. Concerned files