



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. No: BRLPS/PF/4013

Date: 30.12.2016

Office Order

It has been alleged that Mr. Rana Pravin Kumar Solanki, Manager – Health & Nutrition, DPCU – Bhagalpur had been indulged in unethical behaviour, provoking managers during induction and remaining absent without information. During induction, Mr. Solanki was found absent on 17, 19, 22 & 23 November 2013. He also provoked trainee colleagues against the trainer and moved out from training class disrupting induction training programme. At the time of distribution of placement order, he provoked the Managers against the same. He submitted a group letter in SPMU by marking fake signature of his colleagues.

Therefore, he was issued a Show-Cause notice from SPMU vide Ref. No. BRLPS/ESTT/280/08/4891 Dated 02.01.2014 and asked to furnish explanation with regard to the charges levelled against him. Mr. Solanki submitted reply wherein he grossly denied the charges levelled against him and failed to substantiate with fact and records.

Further, Mr. Rana Pravin Kumar Solanki was found absent on various dates in most of the months without obtaining approval of leave from Competent Authority and after visiting DPCU on the other date, he tried to put signature in the attendance register for his absence days. When it was observed and objected by Mr. Dayal Ashok Sinha, Mgr – HR & Admin, he misbehaved and started shouting. Hence, the then DPM issued him a Show-Cause notice vide Ref. No. BRLPS/DPCU/BGP/HR&Admin./38/273/14 Dated 22.11.2014 to furnish explanation in the matter. Mr. Solanki submitted his reply wherein he mentioned reason of his leave as ill health and treatment of his mother. Moreover, he replied on the other charges also levelled against him but failed to substantiate with fact and records.

In the mean time, Mr. Solanki during his tenure as Manager – H&N at DPCU Bhagalpur lodged a complaint against Mr. Dayal Ashok Sinha, Manager – HR & Admin that Mr. Sinha had threatened him of dire consequences. Besides, it was also alleged by Mr. Solanki that Mr. Dayal Ashok Sinha had asked for money from Mr. Solanki for making false attendance. Mr. Dayal Ashok Sinha had also levelled charges against Mr. Solanki that he always escapes from office after signing the daily attendance register. Besides, Mr. Solanki has tempered the attendance register. He used to create panic situation in the office. Their complaints were forwarded to Grievance Redressal Committee. The committee examined the complaints of both officials and found that the allegations made by Mr. Dayal Ashok Sinha against Mr. Solanki were true and the allegations made by Mr. Solanki against Mr. Dayal Ashok Sinha were false and baseless.

In accordance with the report of the Grievance Redressal Committee, DPM issued him another show-cause letter vide Ref. No. BRLPS/DPCU/BGP/102/67/2015 Dated 08.06.2015 to which Mr. Solanki submitted reply wherein again he denied the charges levelled against him but failed to substantiate his reply.

Anand Shankar
30.12.16

Thus, Mr. Rana Pravin Kumar Solanki, Manager – Health & Nutrition, DPCU Bhagalpur has committed gross misconduct as per para 13.10 of Professional Conduct and Accountability of staff, Sl. No (a) 2, (b) 6 and (b) 10 of Annexure 6 of HRD Manual of BRLPS.

Besides, Mr. Pravin Kumar Solanki, Mgr – H&N has been awarded with Grade "D" & Grade "C" for the financial year 2013-15 and 2015-16 respectively which shows that he is a non-performer. Despite giving him plenty of opportunities, he failed to improve his official conduct and damaged the official decorum.

Hence, based on above charges, his poor performance and recommendation of concerned thematic head, the service contract of Mr. Rana Pravin Kumar Solanki, Manager – Health & Nutrition, DPCU – Bhagalpur is not being extended after 31.12.2016.

By the order of CEO

Anand Shankar
30-12-16

(Anand Shankar)

State Project Manager – HRD

Mr. Rana Pravin Kumar Solanki,
Manager – Health & Nutrition,
DPCU – Bhagalpur

Copy to:

1. Director / OSD / CFO / AO
2. All PCs / SPMs / PMs / SFMs / AFMs
3. All DPMs / DPM Incharge / HR Managers / HR Incharge / Finance Managers / FM Incharge
4. IT Section
5. Concerned files
6. DPM Bhagalpur is requested to ensure service of this letter to the concerned official