



# JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

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



1<sup>st</sup> Floor, Vidyut Bhawan-II Bailey Road, Patna - 800 021; Ph. : +91-612-250 4980; Fax : +91-612-250 4960, e-mail : info@brlp.in, Website : www.brlp.in

Ref No:- BRLPS/Proj/690/14/ 1212

Dated: 03.06.17

### Office Order

It came to the notice that Mr. Kautilya Kumar passed sarcastic remarks about his seniors/colleagues and a lady official of Tamilnadu in front of DPMs and PM – LH during his visit to Tamilnadu for Neera Intervention. Thus, he showed unprofessional behavior towards his senior officials, colleagues and external stakeholder of the organization. Besides, he did not turn up for a meeting relating to Neera Intervention. During the peak time of Jaggary formation, Mr. Kautilya was absent from field. He also tried to establish his supremacy over others.

Mr. Kautilya Kumar was called to SPMU for counselling in the case. After counselling, he apologized in written but his explanation was not found to be satisfactory. Therefore, he was issued a show-cause notice vide Ref. No. BRLPS/ESTT/1051/14/395, Dated 02.05.2017 to furnish explanation in the matter but he failed to submit his reply.

On the basis of analyses of facts and records in the case along with apology letter submitted by Mr. Kautilya Kumar, Manager – LH, it is evident that Mr. Kautilya Kumar has shown gross insubordination to his superior officer and negligence towards his duty. Besides, he has also tarnished the image of Jeevika. Hence, Mr. Kautilya Kumar has committed gross misconduct as per Para – (b) 3, (b) 6 of Annexure 6 and 13.2 of Professional Conduct and Accountability of Staff of HRD Manual of BRLPS.

Therefore, a penalty of forfeiture of one next annual increment with cumulative effect is being imposed upon him. Besides, Mr. Kautilya Kumar, Manager – LH, DPCU Muzaffarpur is also warned not to repeat such act in future otherwise he will be terminated from the services of BRLPS.

*Anand Shankar*  
316117

**(Anand Shankar)**

State Project Manager – HRD

**Mr. Kautilya Kumar,**  
Manager – Livelihoods,  
DPCU – Muzaffarpur

Copy to:

- Director / OSD / CFO / AO
- All PCs / SPMs / PMs / SFMs / AFMs
- All DPMs / HR Managers / Finance Managers
- IT Section
- Concerned files