
CHAPTER – V

Establishment

5.1 Manpower Management

During audit of ULBs it was noticed that manpower management was deficient in many ways. In 13

Nagar Panchayats there was no regular staff. Either no post was sanctioned by the State Government or no appointments were made against sanctioned/vacant posts. In the case of remaining 14 ULBs there was huge shortage of staff due to non-filling of vacant posts by appointments/promotions or due to non-creation/sanction of additional posts as per requirements. This affected the vital functioning of these ULBs as maintenance of accounts and records, levy and collection of municipal revenue, sanitation, execution and supervision of development schemes could not be carried out effectively.

5.2 Unauthorised appointment of casual staff/labour

Despite prohibition on engaging of casual staff, 17 ULBs engaged huge numbers of casual staff/labours without prior sanction of the State Government in addition to regular staff and spent Rs. 1.40 crore irregularly during 1982 to 2005 on their wages (Appendix-XXV).

Rs. 1.40 crore was spent over irregular appointment of casual staff.

5.3 Inadmissible/excess payment of pay and allowances

In three ULBs, inadmissible/excess payment of pay and allowances amounting to Rs.34.29 lakh to staff were (Appendix -XXVI). This caused extra financial strain ULBs.

Excess/irregular payment of Rs. 34.29 lakh was made on salaries to staff

noticed
on

⁵ *Amarpu, Areraj, Bakhtiyarpu, Dhaka, Kanti, Kateya, Makhdumpur, Marhaura, Motipur, Navinagar, Nokha, Sheohar, and Sonapur.*