

CHAPTER - IV

LAPSES IN HUMAN RESOURCE MANAGEMENT

4.1.1 Acute shortage of manpower in Jamui Nagar Parishad.

All the 40 test checked ULBs had the significant shortage of manpower. In Jamui Nagar Parishad against a sanctioned strength of 70, men-in-position was only 45. Efforts made to fill these vacancies were not found on record. Thus, there was acute shortage of staff which affected the vital functioning of the ULB viz. maintenance of accounts and records, levy and collection of municipal revenue, sanitation, execution and supervision of development schemes.

4.1.2 Appointment / Engagement of excess staff over sanctioned strength in Muzaffarpur Municipal Corporation.

In Muzaffarpur Municipal Corporation, staffs were appointed in excess of sanctioned strength in violation of provision as given in **Appendix-XVI**.

The appointment of staff in excess of sanctioned strength, thus resulted in unauthorized expenditure of Rs128.54 Lakh over their salary which was avoidable.

4.2 Unauthorized Appointment of Casual Staff/Labourers

Despite ban on engaging casual staff, 22 ULBs engaged huge numbers of casual staff/labourers without prior sanction of the State Government and spent Rs 643.27 lakh during 2000-2006. (**Appendix- XVII**).

The Chief Executives of the ULBs were to be held accountable for violation the Government Orders

4.3 Excess payment of House Rent Allowance (H.R.A.) of Rs. 6.53 lakh in

Sl. No.	Scale of pay	Admissible monthly H.R.A. in 'C' grade town (Rs.)
1	750-949	70
2	950-1499	120
3	1500-2799	220
4	2800-3599	300
5	3600-4499	400
6	4500 and above	500

Darbhanga

But, contrary to above provisions employees of Darbhanga Municipal Corporation were paid house rent allowance at uniform rate of 15 percent on basic pay from August 1999

to March 2003(regularized from April 2003). This resulted in excess payment of Rs 6.53 lakh (**Appendix- XVIII**).

The Chief Executive Officer of the Corporation was to be held accountable for this lapse and the excess payment was avoidable.

These excess payments need to be recovered from the employees concerned.

4.4 Irregular payment of salary of Rs. 1.42 lakh by GMC to staff on deputation to PMC

With the consent of Patna Municipal Corporation (PMC) and Urban Development Department, Govt. of Bihar, Patna (December 1999), Shri Umesh Kumar Sinha, Assistant. of Gaya Municipal Corporation (GMC) was sent on deputation to PMC on 16.01.2000. However, audit noticed that his salary continued to be paid by GMC for the period during which he worked in PMC (16.01.2000 to January 2004). His salary was paid by GMC on the absentee statement furnished by Asstt. Administrator, Bankipur circle, PMC. The total amount paid stood at Rs. 1.42 lakh.

As GMC and PMC are two separate local bodies, having separate funds, payment of salary to officials on deputation was to be borne by the borrowing department (PMC) as per rules of Foreign Service.

Hence, payment of salary of Rs. 1.42 lakh to Shri Sinha by GMC was irregular which needs to be recovered from PMC.