



JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

Bihar Rural Livelihoods Promotion Society
State Rural Livelihoods Mission, Bihar



बिहार सरकार

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Ref: - BRLPS/Estt./1159/15/ 2950

Date:- 15.01.2016

Office Order

A show cause notice, dated 26.11.2015 had been issued to Ms. Shaumaya Saurabh, Livelihood specialist, Banka seeking explanation therein pertaining to misconduct committed by her as reported by the DPM, Banka. The reply submitted on dated 07.12.2015 by Ms. Shaumaya Saurabh has been considered and found unacceptable due to reasons mentioned hereunder.

1. Ms. Shaumaya Saurabh without exhausting Grievance Redressal channels available in BRLPS, directly escalated the matter at various forums/ authorities. She also communicated with press about the activities of BRLPS without taking prior permission of the Competent Authority.

To defend herself she has taken a plea that she did not know the provisions of the HRD Manual of the Organization. She also argues that she had no choice but to write to the Prime Minister of India since the DPM, Banka had not come to her help when a BPM misbehaved with her. This argument cannot be accepted since she never raised the issue before the CEO or any other senior official of BRLPS.

Again she made an unsubstantiated complaint to the Civil SDO, Banka against the senior officials of the Society and that she felt threat to her life and property. When asked about this she replied that this was none of BRLPS' business since she had made the complaint before the Civil SDO in personal capacity to protect her life. This explanation cannot be accepted.

2. The State Level Grievance Redressal Committee (SLGRC) and the District Grievance Redressal Committee have also found her at fault and recommended for her termination. Various employees working under BPIU- Banka Sadar alleged in writing that Ms. Saumaya saurabh misbehaved with them and used abusive language, called some by their caste name and tried to show them down.

3. Ms. Shaumaya Saurabh attended an official meeting on 06 November 2015 at DPCU, Banka along with her sister who had no locus standi for attending the meeting and started recording the proceedings of the meeting with her mobile phone. When questioned, both of them started shouting. In her explanation, Ms. Saurabh argues that although she took her sister along to the meeting because she had been feeling unwell, she cannot be held responsible for the deeds of her sister who was a separate individual.
4. The DPM – Banka & Block Project Manager, Banka Sadar have intimated that Ms. Shaumaya Saurabh did not comply with the instruction given to her by the SLGRC, Patna.

She had been instructed by the SLGRC to prepare Livelihood profile and livelihood potential of the cluster assigned to her and prepare a work plan during this period. She did not comply with this instruction. Her reply is unacceptable in this regard.

5. Performance of Ms. Shaumaya saurabh has been found unsatisfactory since her joining in BPLPS on 10.03.15. The DPM had reported earlier that she showed no work out put. She did not obey the instructions. She worked on mushroom farming but never sent report. The DPM has also reported that when asked about her plan she arrogantly said that it was zero.

All this proves that she is a highly indisciplined employee who does not care for others in the Society. She does not show remorse and not prepared to listen to advises and correct herself. In spite of giving ample opportunities by the society to Shaumaya Saurabh to improve her conduct and performance, she wilfully showed negligence towards her duty, and violated the code of conduct of the Society resulting into her poor performance leading to the hindrance into the day to day functioning of DPCU/ BPIU – Banka where she was posted. Besides, Ms. Shaumaya Saurabh also violated the clauses of Para no. – 22 of letter of appointment, dated 03.03.2015 issued by BRLPS to her.



She has brought bad name to the Society. She has harmed BRLPS By violating Paras 12.1, 12.3, 13, 13.1, 13.2, 13.6, 13.9, b-4, b-6, b-10, b-15 of annexure 6 and annexure 6 (b) of HRD Manual of Bihar Rural Livelihood Promotion Society.

Therefore, in view of the above facts Ms. Shaumaya Saurabh, Livelihood Specialist is hereby terminated from the services of BRLPS with immediate effect.

By the order of CEO


(Kumar Anshumaly)
Director

Ms. Shaumaya Saurabh,
Livelihood Specialist
C/o Naresh Prasad Kamla
Kant Raod hill side,
Ratu Road, Ranchi

(Through DPM – Banka)

Copy to

1. Director/ OSD/ CFO/SPM- Livelihood/SPM- HR
2. DPM- Banka with the request to ensure handing over of this office order to Ms. Shaumaya Saurabh, LHS immediately
3. IT- Section
4. Concern file.