



INFRASTRUCTURE DEVELOPMENT AUTHORITY

(A GOVT.OF BIHAR UNDERTAKING)

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Order

This matter relates to the action to be taken against Sri Pramod Kumar, Junior Engineer (Civil), IDA for non accomplishment of the project namely "Construction of Precast RCC Storm Water Drainage, Industrial Area, Hajipur in time and laxity incurred by Mr. Kumar in completion of the project within stipulated time vide agreement No. and in the background of the show cause asked against him vide letter No. 4883/Estt. dated 07-09-2023 and the answer thereof submitted by Mr. Kumar on dated 12-09-2023.

Sri Pramod Kumar had joined IDA on 26-12-2012 and since then he had been working on and supervising various construction projects being carried out in Vaishali and other districts. In this row, he had been given the supervision work of the project named "Construction of Precast RCC Storm Water Drainage, Industrial Area in Hajipur.

In this connection, it is to be stated that vide agreement No. 25/SBD/2022-23 dated 11.01.2022, IDA had to construct and complete the Construction of Precast RCC Storm Water Drainage in Industrial Area Hajipur. The Junior Engineer (Civil) was required to ensure completion of this project in time with assured quality enumerated in DPR. The said work was to be completed on 04-05-2024.

Meanwhile on dated 06-09-2023, the Managing Director of IDA along with other senior officers visited the place and inspected the project under construction namely "Construction of Precast RCC Storm Water Drainage, Industrial Area, Hajipur and found the work to be unsatisfactory and below average. There was severe water logging around the work site and it was next to impossible to carry out further construction work of drainage, which was meant to load off the extra water from industrial area to some outer source of water flow, and thereby putting the place dry and unswamped. In this backdrop, a show

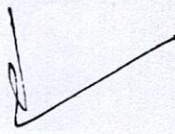
-cause was issued to Sri Pramod Kumar, Junior Engineer of the site for his carelessness, indiscipline, disobedience and laxity in completion of the project vide Letter No. 4883/Estt. Dated 07-09-2023. Sri Kumar reverted back with reply of his show cause on 12-09-2023.

A minute perusal of his show cause succinctly unfolds facts which are as follows:

- i. The contractor was carrying on his construction work with a slow speed.
- ii. Numerous letters followed by many reminders were given to contractor to expedite the work, sometimes verbal direction too.
- iii. The current pool of water was a result of heavy rainfall.
- iv. Pecuniary penalty was imposed on contractor for his slow pace of work.
- v. He was shocked after deduction of salary as penalty in P&P pre fabricated shed work at Hajipur.
- vi. Not only he himself but even the Executive Engineer failed to accelerate the pace of work of the said project.

The explanation given by Mr. Pramod Kumar was sagaciously reviewed, following which underneath facts got crystallized.

- 1) That 11.5 k.m. long drain was to be erected in the project with a number of connectivity dispersed at varied places for draining the water out, but this very important project was incomplete until the date of inspection.
- 2) Only a few connectivity work was done resulting into turning the industrial estate, Hajipur into a pool of water. In such scenario, there had been a zero possibility of carrying out any further construction work.
- 3) Mr. Kumar was accountable to complete the work in time, as Junior Engineer of the site, but very little effort was done on his part to part to complete the work.
- 4) He himself has accepted in his explanation that the pace of construction work of the drainage was very slow, but instead of taking his responsibility for the same, he turned it on to the contractor of the scheme concerned.
- 5) Mr. Kumar had given a detailed list of letters and direction in his explanation which was written by him to the contractor, but the contractor paid no heed to his directions. He has also told that he had given a written



report to his senior in IDA about the insensitivity and carelessness of the contractor towards the completion of the project, but his senior gave no ear to his written reports and verbal connotations.

In this way, Sri Kumar has accepted no accountability of the self towards the work, but has largely accused his seniors in IDA as well as contractor for water logging and incompleteness of construction work. But the explanation of Mr. Kumar is elusive and inconsistent.

- 6) His very statement shows that he had no control over the contractor. He should have been competent enough to complete the construction of drainage before the onset of rainy season. But on contrary, rather than completing the construction work, he has put a blame on his seniors and the contractor for failure. Timely completion of the project is subtle accountability of the Junior Engineer in which he has miserably failed.
- 7) Prior to this incident, a show cause letter was issued to Sri Pramod Kumar vide Memo No. 15/Conf. dated:06-12-2022 for not booking MB on time. A reply to the show cause was perused and an Office Order Memo No. 612/Estt. dated 21-01-2023 was issued to Sri Kumar with a warning not to repeat this laxity in future otherwise his service will be terminated from IDA.

In the context of above mentioned, it becomes amply clear and precise to assume that Sri Pramod Kumar is a callous, indisciplined, and careless staff having no zeal and interest in governmental works. Despite various show cause and verbal and written direction given in different meetings by senior officers, no change has been perceived in his behavior, work style and attitude towards work.

It is enough to show that he is a staff with casual approach to work, disobeys his senior officers, indisciplined and has no zeal and zest to work in interest of IDA.

In the backdrop of the above noted, it seems that there is no requirement and feasibility of the continuation of service of Sri Pramod Kumar in IDA.

Clause 1.4 (a) of IDA Regulations, 2007, Part-II states that:-

"The services of an employee may be terminated by the MD without assigning any reason by a notice of one month in writing to the employee or on payment of one month's pay and allowance in lieu of such notice."

Henceforth, in view of the above provision in clause 1.4 (a) of IDA Regulations, 2007, Part-II, the contractual service of Sri Pramod Kumar, Junior Engineer (Civil) , IDA is hereby ordered to be terminated with immediate effect from IDA. He is entitled to be paid (as per above noted provision) one month's pay and allowance in lieu of a notice of one month in writing.

By the order of the Managing Director, IDA
(File No. 02/27/Estt./IDA/12 Dtd. 15-09-2023)

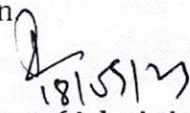
Sd/-

Director (Administration)

Memo No. S.183/ESH 02/27/Estt./IDA/12

Date 18/09/23

- Copy to:-
1. Sri Pramod Kumar, Junior Engineer (Civil) for information and necessary work.
 2. Sri Chandan Kumar Singh, Executive Engineer (P.D.A.) for information and necessary work.
 3. M.D. Cell/Administration section/ Accounts section/I/c Housekeeping/ Computer Programmer for information and necessary work.
 4. Director (Program Implementation), IDA for information


Director (Administration)