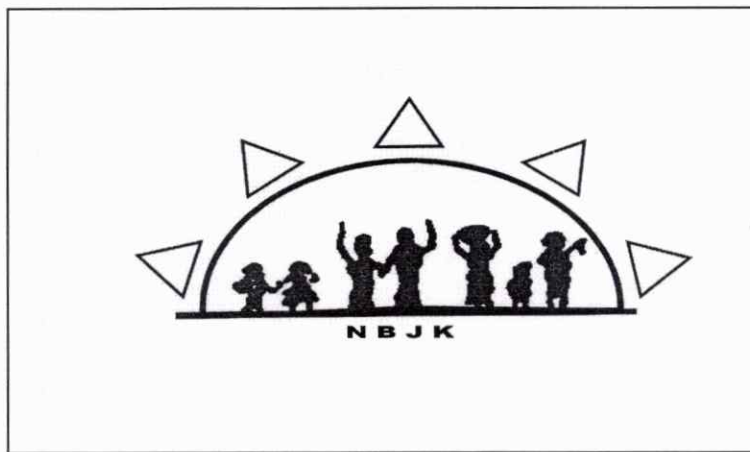


NAV BHARAT JAGRITI KENDRA

Putting the last first

NBJK POLICY ON **Conflict Of Interest**

(PERSPECTIVE, CONCEPT & ACTION)



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01. INTRODUCTION

NBJK a registered society since 1974 under Society Registration Act, XXI, 1860 from IG. Registration, Govt. of Bihar has being doing service in its rural development mission. The range of services of the organization range from education, sanitation, hospitals, healthcare, microfinance, credit plus, family counseling, and community mental health to name a few. Consequently, the competencies required for manning these services is diverse and eclectic.

In addition to the diverse competencies required as mentioned above three additional issues add to the complexity. The first being that most services offered by the organization are funded by donor agencies and trusts. Hence the services are project based. The projects typically range between one to three years in duration. Second, the services are required and are offered in rural interiors. It needs to be mentioned here that the two states in which the organization is operational are amongst the most backward in terms of any Human Resources Development indices. Third, NBJK being a development sector organization, and not being a commercial one, is unable to pay competitive salaries.

Given the varied specialized competencies required and the complexities involved as mentioned above, the issue of recruitment and selection to the organization becomes vexing. The organization has adopted a pragmatic solution of employing local people. NBJK has been successful in attracting talented and highly qualified women and men who are dedicated in working for a social cause.

It is the commitment of NBJK to provide equal employment opportunity for all applicants and to subscribe fully to the doctrine of non-discrimination in employment regardless of race, color, caste, creed, religion, sex or age. Also NBJK shall not discriminate in the administration of personnel actions, such as compensation, benefits or any other aspect, on the basis of race, color, caste, creed, sex or age.

02. THE VISION

To establish a progressive, peaceful, and a just society based on the values of equality, fraternity and mutual help.

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke, positioned at the bottom right of the page.

03. THE MISSION

To educate, organize and empower the rural poor to promote development as a liberating force, for achieving social justice, economic growth and self-reliance.

04. LEGAL STATUS

NBJK is a registered society since 1974 under Society Registration Act, XXI, 1860 from IG. Registration, Govt. of Bihar. It got FCRA status in 1976 from the Govt. of India for receiving foreign contributions and grants

Organization will follow the following Conflict of Interest policy :

This section includes the core elements that should be included in any workplace policy dealing with Conflict of Interest related issues.

Definition: A conflict of interest is a situation in which any staff of NBJK with a vested interest in an organization becomes unreliable because of the personal interest and engaged in illegal, unethical activities and unfair decision.

The potential for a conflict of interest arises when a staff /member has personal interests that could influence during the course of their organizational and professional roles, responsibilities and duty.

All Staff /members must ensure the misuse of influence to further personal, sexual and financial relationships whether with other staff/ members of the community; External private work including Use of confidential information.

NBJK Staff must not solicit any additional benefits that might in any way or influence them in their capacity as employees.

In accordance with the Policy and Procedures of NBJK a staff may give or receive a gift, Reward, Incentive which is offered as part of Organizational social, cultural or ceremonial practice.

In the situation where staff is working with family members or with persons with whom they develop a close personal relation- ships must be aware that this has the potential to create a conflict of interest.



In such cases the staff /member must bring the matter to the attention of their supervisor and seniors to take immediate steps to resolve the conflict.

When conducting work conflicts of interest may occur when staff /members responsibilities centralized with their private or personal interests who may raise questions of objectivity and improper gain. Other Staff/ members should advise their supervisor immediately. Most conflicts can be successfully resolved without impeding long investigation activity.

Any staff/ member who are unsure if a conflict of interest exists must seek advice from a responsible senior staff or NBJK management in writing.

Where there is a potential or real conflict of interest, staff must act in accordance with the policy.

In case of any staff of NBJK found to be in breach of the Policy may face disciplinary action to be framed by the NBJK organization management after applying different procedural approaches which can be noted as Collaborating, Competing, Compromising, Accommodating, and Avoiding Steps depending Upon the Nature of Conflict so that fair working environment can be made.

(GIRIJA NANDAN "GIRIJA SATISH")

President
NAV BHARAT JAGRITI KENDRA

(SATISH KUMAR "SATISH GIRIJA")

Secretary
NAV BHARAT JAGRITI KENDRA

Resolution passed by NBJK Executive Committee on 27th March, 2017, Resolution No. 12

Adopted by NBJK as per its General Body decision of 14th December, 2023 and accordingly Executive Committee resolution no. 8 as on 14th December, 2023.

