

# PART - II

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## CHAPTER I

## FOREWORD

- 1.1 By virtue of the decision of Govt. of West Bengal through Finance Dept. resolution no. 8070F(p) dated 27.11.2015, the 6th Pay Commission for state govt. employees and certain other categories of employees has been constituted.

The 6th Pay Commission through a notice invited all concerned associations and representative organizations to send memoranda within 90 days from the publication of the notice, with specific terms of reference as stated with the notice itself and given below

1.2 TERMS OF REFERENCE of 6th Pay Commission

- a) Cadre strength, Men-in-position as on 01-01-2016, present pay structure (scale- wise distribution of posts) and existing condition of service; Vide Chapter - III
- b) Suggestion for changes in Pay structure and condition of service which in their views are desirable and also feasible, keeping in view, inter alia, the needs for more people - orientation, social accountability and efficiency of the administration and the need of benefits for the employees; Vide Chapter - IV
- c) existing promotion policies and other related issues and suggestion for changes, which they may feel desirable and feasible, after taking into consideration the norms of efficiency/productivity, wherever relevant, and having special regard to the priority for improving people-orientation, social accountability and efficiency of the administration; Vide Chapter - V
- d) Special pay and other allowances, concessions including Leave, travel concession and benefits in kind which are available to the employees in addition to the pay and suggestions for changes which may be desirable and feasible. Vide Chapter - VI
- e) Issues relating to retirement benefits Vide Chapter - VII
- f) A brief synopsis of the salient points should be given at the end of the Memorandum. Vide Chapter - VIII

## CHAPTER -II

## Introduction

2.1 With reference to the aforesaid context our association viz. Association of Land & Land Reforms Officers, West Bengal, representing the officers of Land & Land Reforms Dept. Govt. of West Bengal [viz. West Bengal Subordinate Land Revenue service Gr-I Spl. Revenue Officer Grade-II (SRO-II) & Spl. Revenue Officer Gr-I (SRO-I)] takes the privilege to submit this memorandum before the honourable Chairman and members of 6th Pay commission. Our cadres are placed in different wings of L & LR Deptt. and UD Deptt.

Land and Land Reforms Department of Govt. of West Bengal consists of several wings under Land Reforms Commissioner (LRC) and the Principal Secretary to the Govt. of West Bengal as follows.

Wings under L& LR Dept and ULC Deptt.	Controlling Authority
Integrated Set Up (ISU)	Director of Land Records and Surveys and Jt. LRC
Land Compensation (EA Act)	Jt. Secy. L & LR Dept.
Land Acquisition	Jt. Secy. L & LR Dept.
Kolkata & Howrah Thika Tenancy	Controller
Rent Control (Premises Tenancy Act)	Rent Controller
Calcutta Survey	DLRS & Jt. LRC
Boundary (Indo Bangladesh)	Jt. Secy.
Stamp Revenue	Stamp Collector
URBAN LAND CEILING (under UD Dept.) Manned by Land officers	Pr. Secy UD Dept. and competent authorities

Apart from stamp revenue, all the wings are manned by officers belonging to the Land and Land Reforms Dept. : viz WBSLRS Gr-I / SRO-II / SRO-I. Our association represents these three cadres.

This memorandum is prepared keeping in view of the recommendations of the 7th Pay Commission for the Central Govt. employees and the legacy of the principles of the earlier Pay Commissions of the state with respect to the basic salary structure and rate.

- 2.2 While considering the demands and proposal of our association, we request the commission to consider the benefits which ought to have been offered to our cadres much earlier keeping in view of the terms of reference and the future of the Land Reforms Administration of the state of West Bengal.
- 2.3 The entire mid-level officers comprising WBSLRS Gr-I and SRO-II have gained a transient state whereby the entire department is plagued by dearth of officers on one hand and by exodus of efficient officers to other department by way of promotion.
- 2.4 Our association also proposes to consider the pensioners who should be given the proportionate benefits.

### CHAPTER III

#### DISCOURSE WITH REFERENCE TO CHAPTER 1.2 (TERMS OF REFERENCE )

##### 3.1.1 CADRE STRENGTH

WBSLRS Grade I	-	1554
SRO-II	-	861
SRO-I	-	170

This is the maximum number of SRO I who have officiated at a time in the posts which could be manned by SRO I and/or WBCS (Exe) cadre [viz. DyDLLRO, SDLLRO, etc.). There exists no firm sanctioned strength at present. This flexibility and elasticity benefits the department and the cadre to fulfill the requirements during crisis situations which arise in absence of sufficient inflow of WBCS (Exe). Certain posts are exclusively earmarked for SRO-I e.g. District Compensation Officer (DCO)

##### 3.1.2 Men in position as on 1.1.2016

Cadre	As on 1.1.2016	Strength	Vacancy
WBSLRS Gr I	828	1554	726
SRO II	642	861	219
SRO I	155	170	15

## 3.1.3 Pay Scale wise distribution of Posts (existing)

Cadre	Pay Scale	Post	Pay Band	Grade Pay	Condition
WBSLRS Gr I	14	1554	4	4700/-	66.66% Recruited through WBCS (Exe) Gr-C examination's merit list and rest filled by way of Promotion from Revenue Inspector
SRO II	15	861	4	4800/-	100% Filled up from WBSLRS Gr-I by Promotion
SRO I	16	170	4A	5400/-	100% Filled up from SRO-II by Promotion

## 3.1.4 Existing Condition of Service

Cadre	Strength & Recruitment	Promotion / Scale
WBSLRS Gr I	Strength : 1554 Recruitment : Through WBCS Exe Gr (C) examination's merit list 66.66% Pay Scale no. 14 33.33% Recruitment through promotion from Revenue Inspector	WBSLRS Gr-I promoted to SRO-II eligibility - 5 Yrs. of continuous service as WBSLRS Gr-I
SRO II	Strength : 861 Recruitment - 100 % from WBSLRS Gr-I Pay Scale no. 15 largest feeder to WBCS (Exe)	SRO-II has 2 promotional channels i) WBCS (Exe), ii) SRO-I both in Pay Scale no. 16 Eligibility : For WBCS (Exe) - total Six (6) yrs of service in combined capacity of WBSLRS Gr-I & SRO-II of which at least 1 yr of service in the capacity of SRO-II. Age - Below 54 yrs as on 1st day of January in the year of vacancy. For SRO-I promotion : 3 Yrs' continuous and satisfactory service in the cadre of SRO-II

## CHAPTER - IV

## SUGGESTIONS (Vide (b) of Terms of Reference)

## 4.1.1 Change in Pay Structure

Before proceeding to the suggestions regarding desirable change in pay structure we would like to put forward our views regarding

- i) more people orientation
- ii) social accountability
- iii) efficiency of administration
- iv) need for benefit of the employees

## 4.1.2 More people orientation

The West Bengal Land Reforms Act, 1955 (WBLR ACT'55) in the present form is the embodiment of the aspiration of the agricultural peasants, landless labourers, share croppers, marginal farmers who have struggled against the British raj as well as the zaminders to fulfill the dream of land to the tillers. The other Acts of Land Reforms such as Homestead Act for Artisans etc., Kolkata Thika Tenancy Act, Restoration of Alienated Land Act has created the scope in its very preamble for the depressed and the poor people both in urban and rural areas of entire West Bengal to become the beneficiaries.

Barga recording along with patta distribution in various forms had been a flagship program for every Government in West Bengal since 2nd & 3rd Amendment of the WBLR Act.

West Bengal Estate Acquisition Act, 1953 as well as West Bengal Land Reforms Act, 1955 arms the Govt. with driving force to vest the ceiling surplus land as well as to distribute it to the beneficiaries to fulfill the goals as envisaged under Article 39(b) and Article 39(c) of the constitution of India.

At present there is a shift in the land use whereby due to rapid urbanization, industrialization as well as demand for real estate, the challenge is coming up to deal with causes of non-agricultural use of agricultural land. This is a worldwide phenomenon.

Land is also being increasingly viewed as a commodity and an area for secured investment for finance capital. Hence, the protection of beneficiaries is also a challenge faced by our cadres who are entrusted with providing the cadastral licenses.

Apart from the Health Department, this Department of Land Reforms of West Bengal is the most people oriented and dedicated to cater the entire population of rural poor as well as to the urban rich and is the catalyst to industrialization and urbanization of the country resulting rapid economic development and growth.

#### 4.1.3 SOCIAL ACCOUNTABILITY

Land reforms form the bedrock and cornerstone of the Panchayati Raj in West Bengal.

The society is now enmeshed through this horizontal administration system of 3-tier panchayet.

Social accountability is the gauge of the degree of land reforms of both agricultural and non-agricultural land in the State.

The report & returns of every month mostly accounts the list of beneficiaries under Act & schemes.

The growth of the middle class in our society has increased the pressure on speedy disposal of mutation and conversion cases.

Hence, the department has to meet the challenge of every section of our society - be it rural poor to the middle class and the urban rich.

Land Reform Department, used to issue information sheet under Evidence Act much before the promulgation of the RTI Act, 2005.

The entire process of preparation of the record of rights involves a direct interaction with the grass root of the Society by providing to file objections in every stage of preparation of record of rights.

The statute itself empowers the rayats, bargadars as well as the people to view the draft and finally published record of rights and file instant objections.

It not only provides Social accountability but also provides social empowerment particularly to the SC/ST and women, whose names are written along with their spouses in joint pattas.

Land reforms is a key tool for poverty alleviation of the society.



#### 4.1.4 Efficiency of Administration

To do the right things and to do the things right is the keyword of the cadre who are entrusted with the work of land reforms and preparation of record of rights which forms the historical evidence of the Social Structure.

Effectivity and efficiency is the only key to the criteria to measure the degree of land reforms.

The present challenge of increasing demand for non agricultural use of agricultural land as well as other demands for land has left no option but to computerize the entire process of land reforms as well as works of other wings of Land Reforms Department.

This rapid and discrete application of computers in preparation of land records as well as maps have also enriched the cadres with increasing job horizons through learning of application of high quality and high definition apparatus for drawing the maps with the help of satellite images and pushing through the program of digitization of maps.

It is a synchronized program aided by the Govt. of India and form a part of computerization of land records all over India.

Though land primarily belonging to the state subject, we are proud of our predecessors and the existing working force who have been able to create a mark in the National and International level as per as land reform is concerned.

This love's labour is being lost due to exodus of the cadre in view of the bleak prospects in this department that exists for these three cadres. The efficient and deft hands only wave a goodbye, keeping the department to grueling task of constantly producing further more deft hands and waiting for more goodbyes. The matter will be elaborately dealt in the chapter of need and benefit of the employees.

#### 4.1.5 Need and Benefit of the employees (WBSLRS Gr-I, SRO-II & SRO-I)

The basic condition of service is dealt in terms of mode and method of recruitment, eligibility for promotion, emoluments and the imbalance thereof.

The other part that needs to be covered is the service condition with respect to the ambience of the Service place/office.

The service of the lions share of the cadre is placed under integrated set-up and posted at the block level. The condition of the most of block offices (BLLRO) is absolutely unhygienic and devoid of any modern and standard conditions. Our association had to pursue the demand of providing refreshment rooms/toilets for ladies in block offices. Apart from this the extreme rural areas from Bay of Bengal to the Dooars and Terai are covered on foot by officers. Prior to 1994 this service was barred to the ladies for such inhospitable working condition. Even after so many years, the improvement had been far from expectation.

Now we would to deal with the job description of WBSLRS Gr-I, SRO-II & SRO-I.

WBSLRS Gr-I : Revenue officers (WBSLRS Gr-1) are allotted works related to Law and land reforms. It involves work of survey & settlement management of land and quasi judicial functions under WBEA Act, 1953 and WBLR Act, 1955.

The Revenue Offices are also entrusted with pursuing the files related to Civil and High Court Matters involving huge state interest. They also conduct enquiry to determine thika tenants in Kolkata and Howrah .

After having been imparted with special training the Revenue Officers become qualified to function as Technical Advisors (TA). They are entrusted with the supervision of the works of cadastral survey, fixation of traverse points. At present, they are the cornerstone of the programme of digitization of maps. This entails high degree of precision and use of high definition and precision apparatus which requires special training and enrichment of job.

Land records of West Bengal is now set for 100% computerization to ensure e-governance. The record of rights are now being computerized under CLR programme (Computerization of land records) The Revenue Officers posted in every Block, subdivision and district are specifically entrusted with this job of preparation of the CLR which will form the bed rock of the e-governance in future in this department. E-Bhuchitra is being introduced in the Blocks.

WBSLRS Gr-I forms the base cadre of the officers of the L&LR deptt. who are to deal with and dispose of mutation and conversion of Land, preparation of RORs and cadastral survey maps, Issuing certified copies under Indian Evidence Act, Revenue collection

through Khajna Camp, monitoring of the extraction of minor minerals like sand morrum, earth etc under minor mineral Act & rules, field level enquiry of plots, preparation of pattas under WBLR Act 55 as well as pursuing “Nijo Griha Nijo Bhumi” – the flagship scheme of the Government vesting of ceiling surplus land, management of Tea Gardens in North Bengal Districts and other works at Block level directly dealing with the rayats / public at large. They have to pass and pronounce order to the public after disposal of cases under Sec 51 of WBLR Act 55. They determine barga as well as act as “Bhagchas Officers” involving the disputes between rayat and bargadar. The village level adjudication over land and tenure disputes are mainly dealt by Revenue Officers all over West Bengal. Pay scale no 14 is allotted to WBSLRS Gr-I Cadre. (Proposed Rs. 61,800/- at the minimum E.P.) It has a cadre strength of 1554 only. They are posted in different wings as follows :

Wings of L & LR Dept.	Designated as
i) Integrated set up under Directorate of Land Records & Surveys.	i) Revenue Officer / Technical Advisor
ii) Thika Tenancy office in Kolkata and Howrah	ii) Enquiry Officer & Kanungo Gr - I
iii) L & LR Secretariat	iii) Enquiry Officer & Kanungo Gr - I
iv) Compensation EA	iv) Assistant Compensation Officer
v) Rent Control	v) Inspector
vi) Indo-Bangladesh Boundary cell	vi) Revenue Officer / Technical Advisor
vii) Khasmahal	vii) Revenue Officer

SROIIIs (special revenue officers Gr-II) :

861 SROIIIs form the pivot of the land administration. They when posted as BLLRO also act as the convenor of the Bon o Bhumi Sanskar Sthayee Samity (BOBSS) at Panchayat Samity Level of the Panchayati Raj. This committee is the statutory Body empowered with the distribution of vested agricultural land to the weaker sections of the society including Scheduled Tribes / Castes and minorities. The Rayati Settlement (Pattas) of the vested agricultural land creates the objective reality for poverty alleviation and is the primary face of the Government's peoples orientation and social accountability.

Existing Conditions of Service :

SRO-II are awarded with pay scale no. 15. This cadre is filled up entirely by way of promotion from WBSLRS Gr-I. They are posted in different wings of L & LR administration as follows :

Wings of L & LR EDeptt.	SRO-IIIs designated posted as	Remarks
Integrated setup	1) BLLROS 2) Drawing and Disbursing officers of SDLLRO + DLLRO officer incharges of different Sections at SDLLRO & DLLRO  SRO-IIIs at Dte. level at law cell, computer cell, peshkar serestaand survey section as Technical advisors	Posted at Block, subdivision, District levels and at DLRS and L & LR Dept.
Kolkata Thika Tenancy	O/C of Regional Thika Tenancy offices of Kolkata Thika Tenancy	Related to Thika Tenant.
Indo Bangla Boundary	SRO-II at Indo Bangladesh Boundary	International Boundary demarcation.
Compensation	SDCO (Sub Divisional Compensation Officer)	Work related to Estate Acquisition compensation
Urban Land Ceiling Deptt.	AULCO - Asst. Urban Land Ceiling Officer	Work related to Urban Land Ceiling
Land Acquisition	Asst LAO - Asst. Land Acquisition Officer	Works related to Land Acquisition
Land Reforms Tenancy	Govt Representative (GR)	Deals with all Court cases at LRTT
State Administrative Tribunal	Govt Representative (GR)	Deals with all Court cases at SAT

SRO-I Special Revenue Officer Gr-I Pay Scale No. 16 :

This cadre is manned through 100% Promotion from SRO-II on the basis of seniority. This is the highest tier of the Officers of L & LR Deptt.

<p>SRO-I SRO-II WBSLRS Gr-I</p>
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SRO-I are posted in differnt Wings as follows :

Wings	Posted as	Remarks
ISU	SDLLROS Dy. DLLROS SRO-I at DLR&S Office	Sub Divisional Level District Level
Land Acquisition	Addl Land Acquisition Officer	District Level
Thika Tenancy	Dy. Thika Controller	Kolkata
LRTT / SAT	Govt. Representative	
ULC	Addl Urban Land ceiling Officer	Kolkata, Barackpore & Salt Lake

This is the highest cadre of officers recruited to serve the Land department & Placed at per with the pay scale no. 16 awarded to WBCS (Exe) cadre at the entry level. (proposed Rs. 88,000/- at the minimum EP).

But this cadre is devoid of any upward movement in terms of functional promotion. This cadre holds the pristine experience of on facts land reform which has no parallel nor can be availed from any institution apart from going through the gruesome toiling years in this department. But, this cadre holds in despair the deadlock situation where even they are devoid of any further benefits. This cul-de-sac diverts the young SRO-IIs to opt for WBCS (Exe) rather than opting for their mother department. This is the prime reason for the exodus which we would like to break through in order to save the department at large.

We believe that the commission would be able to grasp the quintessence of the crisis and the challenge that is faced by the land administration of this state at present. Under such condition there remains no other alternative but to suggest the desirable changes in the most scientific manner which would be most desirable, feasible and economic and will save the administration from the on going crisis that is existing in the L & LR department.

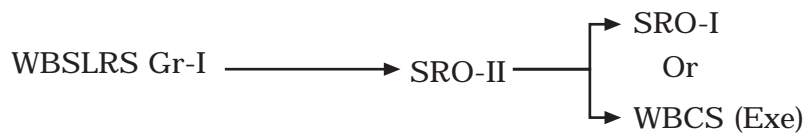
## CHAPTER - V

## 5.1.1 Promotion

The policy and the real waiting time of a cadre belonging and born in the cadre of WBSLRS Grade -I before getting promoted stands as follows -

Policy: WBSLRS Gr - I should render at least 5 years of continuous and satisfactory service to be eligible to be promoted to the rank of SRO-II which is the largest feeder post of WBCS (Exe).

SRO-II will have to render minimum 3 years of service to be eligible for promotions to the rank of SRO-I.

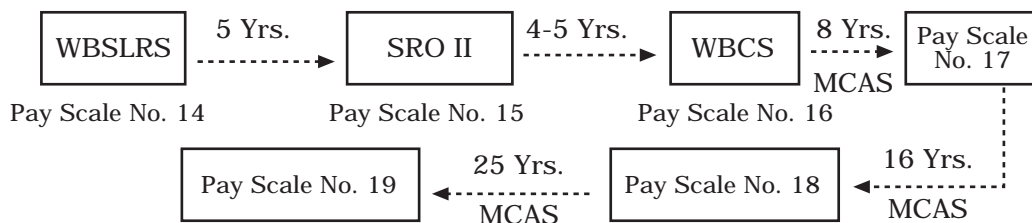


They must render at least 1 Year of Service as SRO-II to fulfill the criteria of 6 years of continuous and satisfactory service taking into account total service tenure as WBSLRS Gr - I and SRO-II in combined capacity to be promoted to WBCS (Exe) and should be below 54 years on the 1st of January of the year of vacancy of WBCS (Exe) i.e. 6 years of combined (WBSLRS Gr-I & SRO-II) service with minimum 1 year experience as SRO-II. This is applicable for general as well as SC/ST candidates.

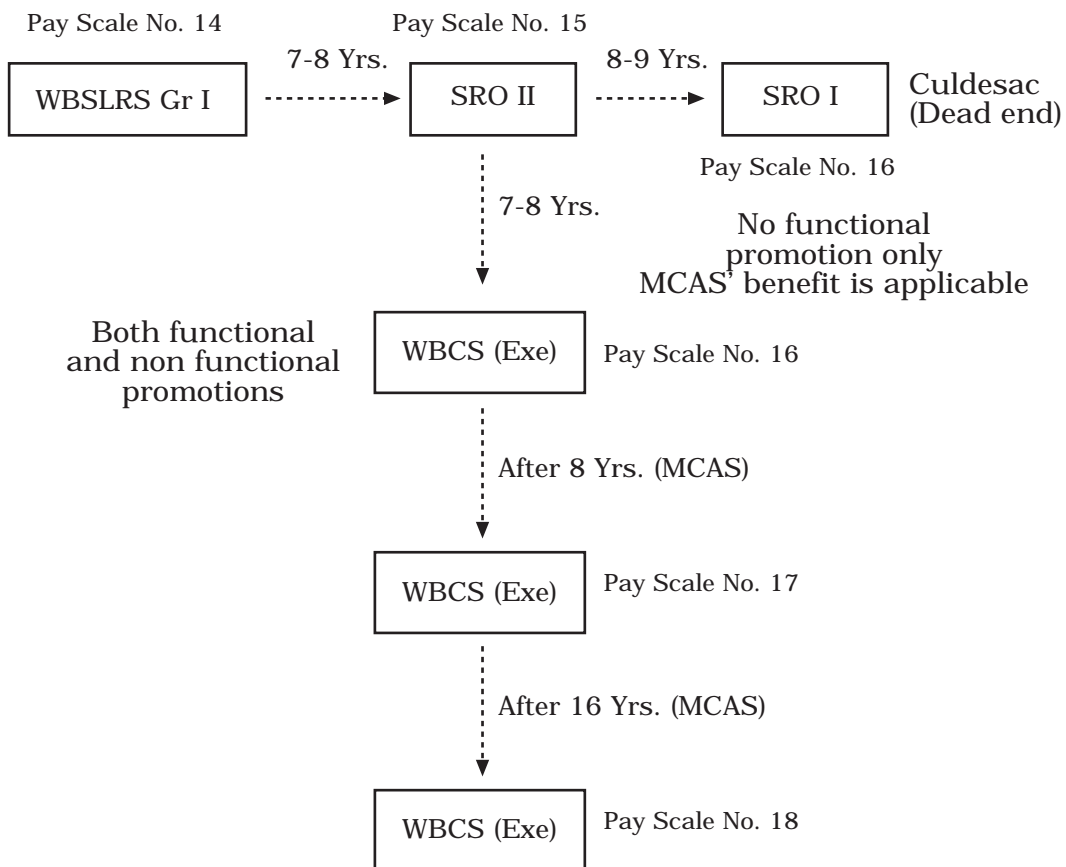
Real time : The real waiting time for general candidates, is much more prolonged. In actuality, one WBSLRS Gr-I is to wait 7 to 8 years before getting promotions to SRO-II. Again, he/she is to wait for at least 8 to 9 years to be promoted to SRO-I, if at all he/she opts for it, and 6 to 8 year to be promoted to WBCS (Exe).

Depending on age, one who opts for WBCS (Exe) will be able to avail modified career advancement scheme (MCAS) and to reach pay scale no. 18 as WBCS (Exe) after completion of 16 yrs.

5.1.2 For SC/ST candidates who starts their career at a younger age (say 22-24 yrs.) has a comparatively brighter prospect as follows.



5.1.3 The foregoing waiting time analysis vis-a- vis policy time clearly shows that at present a WBSLRS Gr-I could easily reach pay scale no. 18 (for general candidate) and pay scale no. 19 (for SC/ST candidate) if he/she opts the route of WBCS (Exe) whereas he/she gets stuck to pay scale no. 17 if he/she stays at home department (L & LR dept). Here lies the essence of the crisis.



#### 5.1.4 Desirable and feasible suggestive changes

Considering the present pay structure, condition of service, existing promotion policy, actual waiting time, social accountability, efficiency, peoples' orientation, productivity, efficiency of administration.

and over and above to save this L& LR administration which is quasi judicial and para military in nature.

And

to behold the expertise as well as the experience of the cadres belonging to WBSLRS Gr - I , SRO-II and SRO-I

And

to realize the condition which will pave the inevitable way to constitution of a service at state level in the department

And

to mitigate the age long imbalance and unjustified odds against these three cadres -

5.1.5 our association is of the view to submit this suggestive proposal for active consideration of the 6th Pay Commission of West Bengal.

1. WBSLRS Gr-I

- i) No change is suggested regarding method and mode of recruitment i.e. 66.66% direct recruitment through merit list W.B. of WBCS (Exe) Group C examination held every year by Public service commission. 33.33% to be filled up by way of promotion from Revenue Inspector.
- ii) WBSLRS Gr-I should be awarded Pay Scale no. 14 (as it is at present) being the highest scale of pay as existing in the WBCS Group C
- iii) 200 posts to be converted to the proposed SRO cadre as given below in details.

2. SRO-II

This entire cadre should be merged with SRO-I to form a new Cadre SRO (Special Revenue Officer) with the Scale of pay 16.

3. SRO - I

This cadre should also be merged with SRO-II to form new cadre SRO.

5.1.6 SRO (Special Revenue Officer)

This new cadre SRO will be constituted by merging of SRO-II & SRO-I and added with 200 more posts which are to be converted from WBSLRS Gr-I; and obviously such SRO cadre should be awarded with the befitting Pay scale no. 16 i.e. equivalent to entry level Pay Scale meant for other state level service cadre.



Thus the cadre strength will become as follows :

Cadre	Existing	Proposed
WBSLRS Gr I	1554	1354 (1554-200)
SRO	861 (SRO-II) + 170 (SRO-I) = 1031	861 + 170 + 200 = 1231 (SRO-II) (SRO-I) (WBSLRS Gr-I)

Further ample Scope for availing higher Pay Scales No. 17, 18 & 19 against some designated Posts for such SRO cadre requires to be considered as suggested below :

SRO	No of Posts
Pay Scale No. 16 (Proposed Rs. 88,000/- as minimum)	968
Pay Scale No. 17 (Proposed Rs. 1,02,000/- as minimum)	212
Pay Scale No. 18 (Proposed Rs. 1,20,000/- as minimum)	47
Pay Scale No. 19 (Proposed Rs. 1,39,000/- as minimum)	4
Total	1231

#### 5.1.7 Date of Effect of Promotion

Only in Group 'A' posts the effect of fixation at benefits on promotion is granted not earlier than the date of joining to promotional post. But due to inordinate delay caused for no fault of officers awaiting promotion to issue promotion orders. We are inclined to demand the effect of fixational benefits on promotion to higher grade/post should to granted from the date Vacancy occurs.

#### 5.1.8 Feasibility

The proposal of merging SRO -II (861) and SRO-I (170) added with 200 WBSLRS Gr-I converted post is not only feasible but also has a simile as per the merging of WBJCS and WBCS as per GO NO 4891 F dt 18.05.1979 where two sets of cadres were merged to form WBCS (Exe) in higher terms.

More over, this merging and creation of higher posts in the pay scales no. 17,18,19 would create an encouragement and attraction

amongst the cadre resulting in opting for mother department. This will be of immense benefit to the administration which is always kept wanting for the deft hands.

The economic burden is also minimal on the govt. exchequer, as it is evident that due to inordinate delay in actual time of promotion and compensated by the CAS & MCAS the Revenue Officer (WBSLRS Gr-I) who could not get in time promotion within 8 yrs or 16 yrs or 25 yrs do automatically attains the next higher scale.

It is rather beneficial to the govt. as it has to pay higher scale to a lower responsible post in absence of timely promotion. In actuality the newly promoted SRO-IIs normally get 1 or 1.5 incremental benefits which costs the exchequer not more than 2000/- at best.

By merging of SRO-II & SRO -I in pay scales no. 16 SRO-I will get no monetary benefit. Hence on merging and creation of 1231 SRO the govt. exchequer could at best be charged as follows.

5.1.8 (i) Estimated cost of Burdens on Govt. Exechequer due to creation of SRO (in existing pay scale)

200 WBSLRS post to be converted and filled by way of promotion

- a) Fixation benefits of basic pay due to Promotion of 200 WBSLRS to SRO in Pay Scale No. 16.

200 x Rs. 2,000/- = Rs. 4,00,000/- (Four lacs)

- b) Fixation benefits of basic pay due to merging of 861 posts for SRO-II to SRO in Pay Scale No. 16.

861 x Rs. 1,000/- = Rs. 8,61,000/- (Eight lacs Sixty One thousand)

- c) Fixation benefits of basic pay for 212 SRO in Pay Scale No. 17.

212 x Rs. 1,000/- = Rs. 2,12,000/- (Two lacs Twelve thousand only)

- d) Fixation benefits of BP of 47 SRO in Pay Scale No. 18.

47 x Rs. 1,000/- = Rs. 47,000/- (Forty Seven Thousand only)

- e) Fixation benefits of BP of 4 SRO in Pay Scale No. 19.

4 x Rs. 1,000/- = Rs. 4,000/- (Four Thousand only)

Total Rs. 15, 56, 000/- (Fifteen lacs Fifty Six Thousand only)

This coupled with 15% HRA & 75% DA would come to the Tune of

HRA : Rs. 15,56,000 x 15%	=	Rs. 2,34,000
DA : Rs. 15,56,000 x 75%	=	Rs. 11,67,000
TOTAL	=	Rs. 14,01,000

So BP + DA + HRA=Rs.15,56,000+Rs.2,34,000+Rs.11,67,000=Rs.29,57,000  
(Twenty Nine Lacs Fifty Seven Thousand only)

## 5.1.8 (ii) Proposed Fitment of cadre in L &amp; LR Deptt.

## WBSLRS Gr-I (Revenue Officer)

Proposed Strength 1354 including

Placements : -

## i) Integrated Setup

as Revenue Officer at BLLRO Office

345 Blocks x 3 = 1035

one addl Revenue Officer at every urban block 77

at Howrah town survey & ATM Kasba BLLRO which are not  
considered as development BLOCKS 2 x 6 = 12

as Technical Advisor (TA)

District level 19

Sub Division 64

## ii) Kolkata &amp; Howrah Thika Tanancy

Kolkata TT Regional Office

4 x 3 = 12

KTT Head Quarter

1 x 4 = 4

Howrah TT

2 x 1 = 2

18

## iii) L &amp; LR Deptt. E.O.

11

KGO-I

2

13

## iv) ACO / Assistant Compensation Officer

19

## v) OC Computer

at Dist. offices

19

Sub Division offices

64

83

Calcutta Survey

4

ARTI Shalboni

2

LMTC Berhampur

2

Survey Section at

DLR &amp; S office for

digitalization of Maps etc.

6

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 Total (One thousand three hundred fifty four only) 1354
 

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SRO : (861 + 170 + 200) = 1231

In Pay Scale no. 16 Post 968

In ISU - BLLROS	345
Addl BLLROS	345
Compensation : SDCO	64
Asst. LAO at LA	177
Kolkata Thika	4
LRTT	8
State Administrative Tribunal	4
DLRS Law cell	6
UL Ceiling	6
DLRS Survey Section	4
L & LR Deptt.	5
<b>Total (Nine Hundred Sixty Eight only)</b>	<b>968</b>

SRO at Pay Scale No. 17

SDLLRO	- 64
Addl Land Acquisition officer	- 67
Dy DLLRO	- 36
DCO	- 19
ULCO	- 5
Dy Thika Controller	- 2
Asst. Director of Land Record & Surveys	- 8
OSD Kolkata Revenue	- 11
<b>Total (Two Hundred Twelve only)</b>	<b>= 212</b>

SRO at Pay Scale No. 18
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Addll DLLRO	- 18
Spl LAO	- 23
PA to DLRS	- 1
Dy. Director of Land Record of Surveys (4 in DLR & S office, 1 in Indo Bangladesh Boundary)	- 5
<b>Total (Fourty Seven only)</b>	<b>= 47</b>

SRO at Pay Scale No. 19
-------------------------

OSD at DLR & S	- 2
OSD at L & LR Deptt.	- 2
<b>Total (Four only)</b>	<b>= 4</b>

### CHAPTER -VI

#### 6.1.1 Special Pay & other allowances :

We propose Rs. 1,000/- per month special pay for Technical Advisors and Enquiring Officers posted at L & LR Deptt. who are enjoying special pay at present. LTC and other allowances are dealt in Part - I of this Memorandum and in Chapter VIII of Part-II.

### CHAPTER -VII

#### 7.1.1 Retirement Benefits

Issues Relating to retirement benefits are dealt in Part-I.

## CHAPTER -VIII

## Synopsis

- 8.1.1 Restructuring of Cadre : WBSLRS Gr-I, SRO-II, SRO-I
- i. SRO-II & SRO-I to be merged to form a new cadre special Revenue officer in Pay Scale No. 16. (SRO)
  - ii. SRO cadre should be allotted as per specific posts Pay Scale No. 17, 18, 19
  - iii. 200 post in the Cadre of WBSLRS Gr-I to be converted and merged in the Cadre SRO.
  - iv. SRO Cadre to be formed with 170 SRO-I + 861 SRO-II +200 (WBSLRS post converted to SRO) = 1231 post (at least)
  - v. RO or WBSLRS Gr-I cadre should be the only feeder to SRO
  - vi. Promotion to be effected from the date of Vacancy and not from the date of joining.
- 8.1.2 Special Pay
- Technical Advisors / Enquiry officer to be allotted Rs. 1,000/- per month special pay.
- 8.1.3 The following issues to be decided as per proposals laid down in Part - I of this memorandum.
- a) Principles of pay determination
  - b) Construction of pay scales
  - c) Fixation of Pay
  - d) Fixation of benefit on promotion.
  - e) Date of effect is January 2014
  - f) Rate of annual increment: 5% instead of 3%

- g) Annual Increment – 1st January & 1st July
- h) Stagnation increment
- i) DA – as per Central Govt. employees.
- j) Allowances:
  - i) HRA 20% instead of 15 %
  - ii) Medical Allowances & benefits (as per Part-I)
  - iii) TA & DA (as per Part-I)
  - iv) Other allowance (as per Part-I)
- k) Other benefits
  - i) EL – 450 days (max) (as per Part-I)
  - ii) Maternity leave (as per Part-I)
  - iii) LTC – (every 4 years) (as per Part-I)
  - iv) Leave encashment : Extension of facility up to 450 days + 50 % encashment (as per Part-I)
  - v) GPF : we offer contributory PF (as per Part-I)
  - vi) HB : (as per Part-I)
  - vii) Gratuity/motorcycle advance/4 wheeler advance (as per Part-I)
  - viii) Merger of Dearness Relief with basic pension. (as per Part-I)
  - ix) Automatic merger of DA /DR (as per Part-I)
  - x) Grant of Interim Relief (as per Part-I)
  - xi) 25% of basic pension to a minimum of Rs. 1000/- (as per Part-I)
  - xii) Winter allowance: (as per Part-I)
  - xiv) Sundarban and Hill allowance : to be retained (as per Part-I)

## CHAPTER - IX

## CONCLUSION

Our association is grateful to the commission to let us submit our memorandum.

We would like to suggest the commission to consider our view for merging the two cadres SRO I & SRO II along with converting and adding 200 additional WBSLRS Gr-I put into SRO at Pay Scale No. 16, 17, 18 & 19 to be allotted against the post as given in chapter 3 of this part - II. We believe that this is well within the ambit of the commission.

Further, after merging and formation of SRO, we place our views to constitute state level service with WBSLRS Gr-I as the sole feeder and basic cadre. The merging and formation of SRO will pave the corner stone of constituting such a service which is not only absolutely desirable but a fait accompli for the survival of the cadre as well as the land revenue administration. It will instill confidence and clear the air of despair which is looming large over the cadre. It will also generate a motive force which is essential to meet the future challenges of land reforms for investment as well as social benefits. Growth without land reforms is inconceivable. Land reforms without efficient and experienced and motivated revenue officials is also impossible. Hence, for the sake of the future of the state we consider our memorandum to be the most feasible, desirable and admirable. We also seek leave of the commission to place corrigendum, addendum if necessary in future.

(Chanchal Samajder)

General Secretary



ANNEXURE - I

CADRE	EXISTING CONDITION			PROPOSAL TO 6 PAY COMMISSION	
WBSLRS Grade-I	Recruitment :66.66% through WBCS Gr-(C) examination. 33.33% by way of promotion from Revenue Inspector			Methoed & Mode of recruitment to be retained in pay scale no. 14 strength to be diminished by 200 i.e. esedtent strength 1554-200 = 1354 This 200 put to be converted and merged with SRO cadre.	Proposed Index 4.14 Entry point 61,800/- 9000-40500 GRP 4700
	Pay scale no. 14 PB4 (9000-4500) Gr pay 4700/-				
	Promotional Scope : To SRO -II				
	Strength	1554			
	Exiting	828			
	Vacancy	726			
SRO-II	Recuitment - 100% from WBSLRS Grade-I Existing scale - 15 PB4 9000-40500 Gr pay 4800/-			SRO-II & SRO-I To be merged with SRO-I to form SRO along with 200 WBSLRS Grade-I = 1231 proposed	SRO to be allotted postwise
	Strength	Exiting	Vacancy		
SRO-I	861	642	219	pay scale no. 16 of SRO - 968 posts	968 - $\frac{PB4}{5,400/-}$ Index 4.19 EP 78,000/-
	170	155	15	pay scale no. 17 of SRO - 212 posts	212 - $\frac{PB4}{6,600/-}$ Index 4.16 EP 1.02 Lacs
	Scale of SRO-I 16 9000-40500 Gr pay 5400/-			pay scale no. 18 of SRO - 47 posts	47 - $\frac{PB4}{7,600/-}$ Index 4.02 EP 1.20 Lacs
				pay scale no. 19 of SRO - 4 posts	4 - $\frac{PB5}{8,700/-}$ Index 3.71 EP 1.39 Lacs
				[861 (SRO-II)+170(SRO-I)+ 200(WBSLRS Gr-I)]	<u>1231</u>

## ANNEXURE - II

Chief Minsiter's Office

<http://wbcmo.gov.in/achieve.aspx?dept=3>

Land and Land Refpr,s

Collection of landrevenue and other Govt. dues has considerably increased. Till 2010, annual revenue collection was on an average of Rs. 230 crores. During the financial year 2011-12, revenue was collected to the tune of Rs. 380.14 crores, during the financial year 2012-13 it was to the tune of Rs. 319.15 crores, and it was Rs. 583 crores in 2013-2014. Revenue collected in the year 2013-14 was all time high in the history of the L & LR Department.

Nijo Griha Nijo Bhumi (NGNB) :

Total no. of homestead pattas distributed under NGNB (Nijo Griha Nijo Bhumi) a new scheme launched in October, 2011 during 2013-14 was 100684. Added with, 8449 Agricultural Patta has also been distributed in 2013-14. During the period 2011-12, agricultural pattas were distributed among 12745 beneficiaries together with 3157 NGNB pattas while during the period 2012-13, the total of 9588 no. of agricultural pattas together with 60193 NGNB pattas have also been distributed to the eligible beneficiaries.

Mutation :

Mutation cases disposed of during 2011-12, 2012-13 and 2013-14 were 1282830, 1214772 and 1490320 respectively.

Conversion :

Conversion cases disposed of during 2011-12, 2012-13 and 2013-14 were 67050, 53066 and 51634 respectively.

Certified Copy Issued :

Certified copies of ROR issued during 2011-12, 2012-13 and 2013-14 were 1747332, 1949206 and 1120221 respectively.

Initiatives taken for better service delivery during 2013-14.

Over the Counter (OTC) Service :

Other the Counter (OTC) service for information service is being provided in 345 BL & LRO Offices, Citizen can now get certified copies of RoR and plot information within 5-15 minutes.

Integration between Land Records and Registration :

In Howrah district a pilot project for e-integrating land records with property registration is running successfully and during the next financial year this facility will be rolled out throughout the State. Such integration will help in mutation on registration instantly.

#### Digitization of Maps & Records and Integration :

61072 map sheets out of 68,328 village map sheets are digitized and 40,196 mouzas out of 42042 mouzas are digitized and updated. The digitized map data are integrated with RoR. West Bengal is the first State to integrated digitized cadastral maps with corresponding RoRs, which has been accepted as a model by the Department of Land Resources, Govt. of India.

#### Acquisition of Land :

During the last two years, land has been acquired only for the Government to meet the public purposes. There was no forcible acquisition of land in any manner whatsoever. The acquisition of agricultural land, irrigated land and land having dense habitation have been avoided as far as possible. No land has been acquired for any private company. Emergency provision of acquisition of land has not been used excepting in the case of national security, natural calamity, construction for irrigation embankment, etc. Land acquired for different projects under LA Act during the period from May, 2011 to March, 2012 1065 acres, 2012-13 is 1497 acres and 2013-14 is 1808.6155 acres.

Vesting of land : 5177 acres of land have been vested in 2013-14.

Permission for holding Ceiling Surplus Land : 17 companies have been given permission u/s 14Y WBLR Act 1955 for acquisition and holding Land of 7740.282 acres.

New policies on rehabilitation / resettlement compensation for AI LA Project have been formulated.

The State Government has framed a comprehensive Land Allotment Policy, 2012 to streamline the settlement of Government land and to introduce uniformity and transparency in dealing with land settlement / allotment cases.

#### Transfer of land :

1. Long Term Settlement - a) No. of cases - 128, b) Area Involved (in acre) - 571.37, c) Amount involved (in Rs. 54,84,97,900
2. Inter Departmental Transfer - a) no. of cases - 295, b) Area Involved (in acre) - 875.73 c) Amount involved (in Rs.) - Not Applicable
3. State Government to Central Government - a) no. of cases - 15, b) Area Involved (in Acre) - 278.87 c) Amount Involved (in Rs.) 346,50,87,194

#### E-Governance :

The Website of this Department has been launched by the Hon'ble Chief Minister and Minister-in-charge of this Deptt. On 19.05.2012 at 'Milan Mela Prangan', The remarkable features on this Website are 'KNOW YOUR PROPERTY' in Bengal, different aspects of 'Nijo Griha Nijo Bhumi' Prokalpa, Citizen Centric Services, BHUCHITRA Software, BHU-ADHIGRAHAN software and various Govt. Order/Circulars/Notifications etc.