



ASSOCIATION OF LAND AND LAND REFORMS OFFICERS', WEST BENGAL

এ্যাসোসিয়েশন অব্ ল্যান্ড এন্ড ল্যান্ড রিফর্মস অফিসার্স, ওয়েষ্ট বেঙ্গল

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CENTRAL COMMITTEE

Memo No.: 14/ALLO/2025

Date: 30/05/2025

To

The Hon'ble Additional Chief Secretary

&

Land Reforms Commissioner

Department of Land & Land Reforms and

Refugee, Relief and Rehabilitation,

Nabanna, 6th Floor. Howrah.



Subject: Charter of Demands as unanimously adopted in the General Meeting held on 24-05-2025 at the Kala Kunj (Kala Mandir) Auditorium, Kolkata.

Our Ref: Memo 13/ALLO/2025 Dt. 16/05/2025.

Respected Sir,

With due respect to your kind self, on behalf of our association, I would like to express that the scheduled assemblage has been successfully organised in presence of more than three hundred members of our beloved association and concluded with a unanimous decision regarding the charter of demands for the departmental cadres of L&LR&RR&R Dept. of Govt. of West Bengal.

Sir, since the inception of the WBLR Service, we have knocked several times to raise the pertinent issues that haunt the cadres of the department. The promotion of Revenue Officers, the promotion of the SRO-II in the feeder posts of WBCS (Exe), fulfillment of the vacant posts of the WBLR Service along with the promotion of the Revenue Inspectors to the vacancy at WBSLRS, Gr-I, are the most noteworthy.

Since the nineties of the last century, our association has relentlessly been fighting to realize the demands, tirelessly, and which resulted in upgradation of pay scales of WBSLRS Gr-I (RO) and SRO-IIs and conversion of 301 posts of WBSLRS GR-I to SRO-II paving the way to creation of departmental service in the form of WBLR Service. Our assessment of the newly formed service has also been stated in our several communications addressed to your kind perusal.

Based on our experience of LR work, we always strive for retention of the expertise in LR work in our department, which is the utmost basis of our thought in framing of our scientific and achievable demands.

Sir, it is a common fact that every success is followed by its own contradiction which has to be neutralised on the basis of the concrete situation analysis. After the promulgation of the WBLR Service we have put forward our view in our several communications even in our earlier charter of demand as adopted in our Extraordinary General Meeting (EGM) held on 03/06/2023. We may also recall that on 06/09/2024 we have got opportunity to meet you at your chamber to raise our concern in a number of issues such as Land Reforms, fighting the court cases, safeguarding state interest as well as the officers' interest in the Courts of law, transfer and posting guidelines of the officer cadres and the demands concurring career, scales of pay and formation of much coveted service in this department. Even obeying your concern, we have sorted out our priority and consequently have submitted our demand list once on 11/09/2024 vide No. 22/ALLO/2024.

This is noteworthy to mention here that though the department once had suggested for creation of service with 1044 cadres comprising of SRO-IIs and the then existing SRO-Is entirely and submitted their valued opinion to the 6th Pay Commission, the notification of creation of WBLR Service on 29 March 2023, is not in that tune resulting deleterious effect upon the interest of cadre on many grounds as well as non-congruent in structure as compared with all other State-Services so far constituted by Government of West Bengal.

In this perspective, we have resolved that the incompleteness and incongruence in the structure of the WBLRS vis-à-vis other services ought to be brought to the notice of the Government as fundamentally it hits the constitutional provisions of equality. Further, the need of the different wings including ISU can never be satisfactorily fulfilled with 734 no of posts which need immediate expansion. There is clearly a contradiction of the content and form as laid down in WBLR Service in the department. The principles adopted in framing of the WBLR service, have given rise to more problems than it has achieved to solve. Withholding of pay level 21 and 22 is distressing for the cadres purposefully distort the aim of formation of a service.

Land and Land Reforms, like Home & Finance, is a controlling department and an arm of the Government and any adverse mindset will not only curb the interest of the cadres but also the interest of the government and the State particularly

with respect to land utilizations and reforms both in Agrarian and Industrial sector. But, without well-equipped machinery the development programme will greatly be affected. A suboptimal infrastructure from the block level to the higher tier of the department can never deliver satisfactorily.

Our struggle for the realization of our demands is based not only on the cadre interest but that of the state as a whole, as well.

Hence, unanimously on 24/05/2025, our followers have adopted the charter of demands. The salient features are as follows:-

(A) For WBSLRS Gr-I & SRO-II

A.I) Absorb the entire WBSLRS Gr-I into the cadre of SRO-II allotting Scale No. 15 to WBSLRS Gr-I i.e. 347 (present sanctioned strength of SRO-IIs) + 1585 (present sanctioned strength of WBSLRS GR-I) = 1932.

A.II) Thus formed SRO-II will be directly recruited from WBCS Gr 'C' examination and will retain the feeder status to WBCS (Exe) with the existing quota of 53%, along with the feedership to WBLRS.

Our demand for combining the WBSLRS, Gr-I and SRO-II is of utmost importance in view of the cadre interest for the good reasons mentioned below-

I) WBSLRS, Gr-I is already considered in combined capacity with SRO-II as a feeder with a waiting period of 6 years to be eligible for promotion to WBCS(Exe) feeder posts. The WBLR Service notification implies that a cadre who has completed 6 years in WBSLRS, Gr-I will be eligible on the first day of his promotion to SRO-II as he has completed 6 years in combined capacity. The reality is that there exist a sizable number of WBSLRS, Gr-I waiting for more than 10 years without getting promoted to SRO-II. So, these tenure in WBSLRS, Gr-I is sufficient in actuality to be promoted to WBCS (Exe) through SRO-II.

II) By the creation of WBLR service, 347 number of SRO-IIs posts have been sanctioned. This reduced figure of sanctioned strength of SRO-II has triggered the Jt. BDOs to rob away 53% feeder quota of SRO-II as a feeder to WBCS (Exe). The formidable number of SRO-II if combined with WBSLRS, Gr-I by way of absorption i.e. $1585+347 = 1932$, cadres will be able to thwart the impromptu deleterious tactics of Jt. BDOs. In fact, the promotion to the feeder posts of WBCS(Exe.) from the SRO-II cadre for the vacancy till 2022, is perhaps in jeopardised state, the same vacancy status as on 01/01/ 2023 is devoid of the mention of SRO-II cadre, the status as on 01/01/2024, is yet to be published. As a compounding effect, the promotion from the post of RO to SRO-II

and from the post of RI to RO, is greatly affected. As a whole the picture is not at all positive one for our departmental cadres and as departmental cadre, we should not deserve to lose our legitimate right in this regard.

III) As regards to the burden on state exchequer, our just demands can be met with practically met with minimal and very insignificant burden on exchequer.

IV) There will be not much change as regards to the number of total cadre strength of officers of this department. Even none of any other departmental cadre schedule will be disturbed through our demands and hence, it is more economical and is able to give maximum benefit to the cadres as well as the Government.

(B) For WBLRS Cadre:

Before the formation of WBLR Service, we had the total strength of SRO-II and SRO-I as 869 and 215 respectively. Considering these two figures, the total strength of SRO-II & SRO-I in combine capacity is (869 + 215) 1084. Now, in the ratio of 6 : 3 : 1 the strength of cadre is deduced as 650 : 325 : 109 (rounded off).

The structure of the cadre is re-casted as follows with designation at par with the Government Press Release of 31.05.2023 and subsequent Government Notifications.

Designation	Pay Level	No. of Post
Assistant Director	16	650
Dy Director @ Ex-officio Dy. Secretary	17	325
Jt. Director @ Ex-officio Sr. Dy. Secretary	19	109
Addl. Director @ Ex-officio Joint Secretary	21	22
Addl. Director @ Ex-officio Special Secretary	22	11
Total		1117

Here, the excess number of cadres i.e. (1117-734) 383 will have to be taken from Cadre strength of SRO-II. The ultimate strength of SRO-II will be then 1549 (1932- 383).

Sir, we are really pained to state that the anomaly in the waiting period as eight (08) years waiting time for eligibility to be promoted to WBLRS whereas it remains six (06) years to be promoted to WBCS (Exe) for the same cadre, SRO-II. Unfortunately,

the promotional aspect of the cadres belonging to WBLRS stops at pay level 19 whereas for the other state service cadres continue to the pay level 22.

We have pointed out in our demand-charter an immediate correction of this from eight (08) years to six (06) years at par with the eligibility criteria of promotion of SRO-II to WBCS (Exe).

Sir, the salient features of our charter of demand placed for your kind perusal with a request to take liberal view and soften the criteria of five (05) years of waiting time down to three (03) years as the Notification regarding WBLR Service Rules dated 29/03/2023, has given a holiday of three (03) years for direct recruitment in WBLRS, the existing cadre may be fitted to the vacant post of Deputy Director and Joint Director Levels according to seniority, waiving the eligibility bar. Otherwise, it will be difficult to immediately man this huge set up with vacant posts in pay level 17 and 19 at present.

Further, we would like to request you to extend the scope of MCAS benefit for the officers belonging to the WBLR Service.

By expulsion of all absurdities and inhibitions let the WBLR Service as well as the feeder to the service, stand on its own feet for the sake of not only the cadres but the entire people of this State who deserves to be served by officers in this department belonging to a genuine State level service.

Thus, for the interest of the cadres of our department we crave leave to explain our demand elaborately at your convenience.

This is for your perusal and active consideration.

With regards.

Yours faithfully,

Krishanu Deb

(Krishanu Deb)

General Secretary

Date: 30/05/2025

Memo No.: 14/3/ALLO/2025

Copy to:-

1. The Hon'ble Secretary, P&AR Department, Government of West Bengal for kind perusal and necessary action.
2. The Hon'ble Secretary, Public Service Commission, West Bengal for kind perusal and necessary action.
3. The Hon'ble Director of Land Records & Survey, and Jt. LRC, West Bengal with a request to look into the matter.

Krishanu Deb

KRISHANU DEB

General Secretary