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ASSOCIATION OF LAND AND LAND REFORMS OFFICERS', WEST BENGAL
113/A, A.J.C. BOSE ROAD, KOLKATA-700 014
CENTRAL COMMITTEE

Registration No. S/59306/88-89

Email: gsallo1987@gmail.com

Memo. No. 12/ALLO/2018

Date: 05/07/2018

To

The Private Secretary to

Hon'ble Minister-in-Charge,

Land & Land Reforms and Refugee Relief & Rehabilitation Department,

Government of West Bengal,

NABANNA,

325. ,SaratChatterjee Road,

Shibpur, Howrah,

PINCODE - 711102.



Sub: 'Apostles Maneuvering' with respect to curtailment of Quota for promotion to WBCS(Exe) Cadre of the feeder cadre Special Revenue Officer(SRO-II) of the L&LR Department, Government of West Bengal.

Ref: Memo. No. 8/ALLO/2018 Dated 18/05/2018 of our association to the Principal Secretary L&LR and RR&R Department.

Most Humbly,

I on behalf of our beloved association would like to the kind office, to express our grave concern, in view of the proposed curtailment of the posts earmarked for the largest feeder SROII to the WBCS(Exe.) cadre along with the safe-guarding the future of the West Bengal Sub-Ordinate Land Revenue Service, Gr-I(WBSLRS Gr-I) cadre; WBSLRS GR-I/Revenue Officer is thereby point of the officers belonging to the L&LR and RR&R Department and is the sole feeder to SRO-II. The diagram below will give the profile of the three cadres of this Department.

SL No.	Cadre	Sanctioned Strength	Men in Position	Vacancy 2018	Grade Pay	Posted as
1	WBSLRS GR-I	1554	1239	315	4700/-	Revenue Officer/ Enquiry Officer etc.

Ratio of direct and promote in WBSLRS Gr-I

Cadre	Mode of Recruitment		Feeder(Only)
WBSLRS Gr-I 1554	Direct 66.67%	Promotee 33.33%	Revenue Inspector

SL No.	Cadre	Strength	Scale	Grade Pay	Posted as
1	SRO-II	861(working 801 as per Gr. List published on 01-01-18)	15	4800/-	BL&LRO/ SDCO/ Asst. LAO/ Government Representative at WBLR&TT & WBSAT etc.
2	SRO-I	Undefined: working 175(as per Gr. List published on 01-01-18)	16	5400/-	SDL&LRO/ Dy. DL&LRO/ Dy. Controller Thika Tenancy/ DCO/ G.R. at WBLR&TT etc.

These three cadres form the spine of the L&LR and RR&R Department.

Cadre Status:

There is no constituted service of the cadres in this Department. The middle tier i.e. SRO-II can exercise option to be promoted to WBCS (Exe.). SRO-II (861) is the largest feeder cadre to WBCS (Exe.). The other two feeder cadres are Jt. BDO and ACRO. The strength of SRO-IIs unfixed as because the posts manned by SRO-I are also, to some extent mentioned in the cadre schedule of WBCS (Exe.). At present about 204 SRO-I are working. The figure varies from 170-200 more or less. The non-availability or unwillingness of the WBCS(Exe.) to come to the L&LR Department, enable the Department to man the posts like SDLLRO by SRO-I in general.

Promotional Status:

WBSLRS Gr-I is the sole feeder to SRO-II.

SRO-II can opt for WBCS (Exe.) or remain in the Department to be promoted to SRO-I on seniority and availability of the berth in SRO-I cadre.

The WBSLRS Gr-I is recruited through WBCS Examination Group-C. Jt. BDOs are also recruited through Group C of the WBCS Examination. The modes of recruitment are same for WBSLRS Gr-I and Jt. BDO.

WBSLRS Gr-I have to wait for a longer period of time and become eligible to get promoted to SRO-II first after 5 years of service. Then they, working as SRO-II for 1year

become eligible to opt for WBCS (Exe.). Though the eligibility is for 5+1=6 years, the actual waiting time for an entrant as WBSLRS Gr-I is 14 years before getting promotion to WBCS (Exe.) via SRO-II. Jt. BDO gets direct promotion to WBCS (Exe.) earlier though both are recruited from the Group-C of the WBCS Examination.

WBCS Examination for Group C	----→	WBSLRS Gr-I	7-8 Yrs -----→	SRO-II	6-7 Yrs -----→	WBCS(Exe.) at Scale No. 16
	----→	Jt. BDO	7-9 Yrs -----→			

Flow Chart:

66.67 % directly from WBCS Examination for Group C	-----→	WBSLRS Gr-I at Scale No. 14, No. of posts 1554	---→	SRO-II at Scale No. 15	-----→	WBCS (Exe.)
33.33 % promotion from Revenue Inspector	-----→				-----→	SRO-I

Hence, it is clear that although recruited from the same group of the WBCS Examination, the WBSLRS needs 13-14 years to be promoted to WBCS (Exe.) via SRO-II whereas Jt. BDOs are directly promoted to, within 7-9 years. This is the first handicap that has to be faced by a WBSLRS Gr-I.

Expected Recipient of MCAS upto 2018-19

Cadre	8 Years	16 Years	25 Years
WBSLRS Gr-I	19	4	4
SRO-II	672	211	22
SRO-I	175	175	131

The vacancy created in the cadre of WBSLRS GR-I, benefit its feeder cadre, Revenue Inspector to a great extent. The vacancy in the upper tier acts as a multiplier in the lower levels. Any shrinkage or constraints in the movement of the SRO-IIs to the upper tier i.e. WBCS(Exe.)/SRO-I will not only harm the prospect of WBSLRS Gr-I but also the Revenue Inspectors. This vertical integration with respect to the cadres starting from R.I. ->RO->SRO-II->WBCS (Exe.)/SRO-I needs to be brought into the paradigm while thinking of restricting the cadres. Any initiative by any Department is expected to be a step positive and forward rather than being negative and backward.

Change of Policy for promotion to WBCS(Exe.)

The policy was changed in 2011-12 which itself was another blow to the SRO II cadre. Being a promoted cadre, the list of eligible candidates from SRO-II, Jt. BDO and ACRO was based on the inter-se-seniority rules. Hence, SRO-II used to come at the top of the list. After the change, SRO-IIs are treated at par with Jt. BDO and ACRO, though being a promoted cadre. Apparently, based on the cadre strength, the quota for promotion to WBCS (Exe.) was fixed in the ratio of 53:45:2 for the SRO-II, Jt. BDO and ACRO respectively. Hence the advantage of SRO-II to get promoted to 50% of the WBCS (Exe.) i.e. $1767/2=883$ was reduced in comparison to what the SRO-IIs had during the days of inter-se-seniority. Keeping in mind of the situation our association went along with the 53:45:2 formulae till date.

Present Crisis:

At present, it is perceived by our association, that a proposal has been mooted by the P&AR Department to curtail the entire quota for promotion from 50% to 33% on the whole i.e. 33% of 1767 = 583. Moreover the existing ratio of the feeder cadres is also proposed to be changed from 53:45:2 to 38:60:2 for the SRO-II, Jt. BDO and ACRO respectively.

From the simple arithmetic it can be seen that it is just robbing Peter to pay Paul.

	SRO-II WBCS (Exe.) Berth		Jt. BDO WBCS (Exe.) Berth	
At Present	53 % of 883 =	468	45% of 883 =	397
Proposed	38 % of 583 =	222	60% of 583 =	349
Net Loss		246		48

We fail to understand our fault for expecting such negative and biased treatment or how can such a naive proposal, totally devoid of any natural justice, be proposed from any government department.

We have also perceived that the alibi behind such contemplation is the non-availability of eligible SRO-IIs, willing to join in the cadre of WBCS (Exe.).

Kind attention is sought to our reference attached herewith which will explain why such apparent phenomenon of non-availability arose, though there are more than 500 willing SRO-IIs, waiting and eager to get promoted to the highest and esteemed service of WBCS (Exe.). The problem lies with the zone of consideration which is 5(five) times the vacancy declared to be filled by the respective cadres per year. As the SRO-IIs have to exercise their option, but the list is sent taking into consideration the number of unwilling SRO-IIs and as such, depriving young and eligible SRO-IIs who are willing to

join WBCS (Exe.). Had the list been prepared on the basis of eligible and willing SRO-IIs, there would have been flood of SRO-IIs proving the reality that there is no dearth of eligible candidate in the cadre of SRO-II. This is also another kind of deprivation catered to SRO-IIs for no meaningful reason.

The eligibility of SRO-IIs for promotion to WBCS (Exe.), is calculated by considering 5(five) years of continuous service as WBSLRS Gr-I/RO added to 1(one) year of service as SRO-II. At any point of time, there exist not more than 100 SRO-IIs whose tenure is less than one year. Hence, always there are more than 500 SRO-IIs standing in the waiting line. The reality of the issue of non-availability lies here which have never been looked into after repeated requests and appeal to the authorities.

Construction of LR Service:

Our association consistently, striving hard and raised the demand for merger of SRO-IIs & SRO-I cadres into a single cadre of Special Revenue Officer (SRO) as follows:

As per our memorandum to the 6th Pay-Commission, West Bengal we proposed conversion of 200 posts of WBSLRS Gr-I to SRO (Special Revenue Officer) i.e. the integrated cadre of SRO-II & SRO-I. At that point of time there were 170 SRO-I working in the L&LR Department.

As per our cadre composition, we proposed **1354(1554-200)** WBSLRS Gr-I. On the other hand we proposed 1231 SROs as follows

$861 + 170 + 200(\text{posts brought from WBSLRS Gr-I}) = 1231 \text{ SRO}$

Now the proposed distribution of SROs is given below

Proposal for Distribution of SROs(Scale & Post wise):

Scale 16	Scale 17	Scale 18	Scale 19
BL&LRO-345	SDL&LRO-64	Addl. DL&LRO-18	OSD at DLRS -02
ADDL. BL&LRO-345	Addl. LAO- 67	Spl. LAO-23	OSD in L&LR Dept. 02
SDCO -64	Dy. DL&LRO36	PA to DLRS- 01	
Asst. LAO - 177	DCO-19	Dy. Director of Land Record & Surveys -05 (4 in DLRS & 1 in Indo-Bangla Boundary)	
Kolkata Thika- 04	ULCO-05		
WBLR&TT- 08	Dy. Thika Controller- 02		
WBSAT-04	Asst. Director of Land Records -08		
DLRS, Law Cell- 06	OSD Kolkata Land Revenue- 11		
ULC- 06			
DLRS, Survey Section- 04			
L&LR Dept.-05			
Total- 968	Total-212	Total 47	Total 04

Estimated cost of burden on Government Exchequer:

- 1. For conversion of 200 posts of WBSLRS Gr-I(Sc. 14) to SRO(Sc. 16) will cost the exchequers ~ Rs.. 14,28,000/-(Rupees Fourteen Lakhs Twenty Thousands only).***
- 2. Formulas for fitment of SRO-II after 7 years to Scale no. 16 from Scale No. 15 differ in Basic Pay (21000-18480/-)=2520/-. So. 801(No. SRO-II) x (2520/-+15%HRA+100%DA)=Rs. 43,39,818/-which is flat burden on exchequer i.e. per SRO-II burden Rs. 8418/-.***

No. of Retirement in SRO-II and SRO-I

<i>Cadre</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
<i>SRO-II</i>	<i>04</i>	<i>03</i>	<i>06</i>	<i>00</i>	<i>10</i>
<i>SRO-I</i>	<i>17</i>	<i>12</i>	<i>14</i>	<i>19</i>	<i>25</i>

Hence, we again reiterate our demand to merge the two cadres i.e. SRO-II and SRO-I and create pre-condition of service. This will pave the way for constructing the LR Service most scientifically as per the present cadre status of the officers safe-guarding the interest of the cadre as well that of the L&LR and RR&R Department. The cost to the State exchequer is minimal. Our association craves leave to adduce the details if favour the opportunity in near future.

Prayer & Appeal:

In a nut-shell, we have raised our anxiety and concern about the catastrophic consequence of such proposal for curtailment of the posts in the cadre of WBCS (Exe.) for the feeders.

We also envisage that our department will be more pro-active in safe-guarding the interest of its officers who are endangered by such appalling and ruthless proposals.

We earnestly look forward for an audience by our Hon'ble Minister-In-Charge in order to enable us to explain the matter and seek kind intervention.

The unbiased and balanced view of our Hon'ble Minister-In-Charge is highly appreciated and thus we pray to save our souls from such ignominy by defending the existing avenues and facility of career available to a member of WBSLRS Gr-I/Revenue Officer and SRO-IIs.

Encl: As referred herein above.

Yours faithfully,

Chanchal Samajder
CHANCHAL SAMAJDER
General Secretary



Memo. No. 12/1(6)/ALLO/2018

Date: 05/07/2018

Copy forwarded to:-

1. The Private Secretary to the Chief Secretary, Government of West Bengal, for kind information.
2. The Chairman, Public Service Commission, Government of West Bengal, for kind information.
3. The Private Secretary to the Principal Secretary and Land Reforms Commissioner, Government of West Bengal, for kind information.
4. The Joint Secretary, P&AR Department, Government of West Bengal for kind information.
5. The Special Secretary, Finance Department, Government of West Bengal for kind information.
6. The Director of Land Records & Surveys and Jt. Land Reforms Commissioner, Government of West Bengal, for kind information and for necessary action as the cadre controlling authority.

Chanchal Samajder
CHANCHAL SAMAJDER
General Secretary

