

# ASSOCIATION OF LAND AND LAND REFORMS OFFICERS WEST BENGAL

113/A, Acharya Jagadish Chandra Bose Road, Kolkata-700 014  
4th Floor, Moulali Plaza • Phone No. : 033-2227-5580

CENTRAL COMMITTEE

Memo No. 91/ALLO/WB/08

Date : 17.11.2008

To  
The Member Secretary  
Fifth Pay Commission  
West Bengal  
Tantuj Bhavan, 8th floor  
DD-18/4, Sector I  
Salt Lake City  
Kolkata - 700 064

Received  
(CONTENTS NOT VERIFIED)  
FIFTH PAY COMMISSION  
GOVT. OF WEST BENGAL  
TANTUJA BHAVAN (8th floor)  
DD-18/4, Sector-I  
Salt Lake City  
Kolkata-700064

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Kolkata-700064

**Sub. : Submission of Memorandum**

**Ref. : Your notification in ABP dt. 18.09.2008**

Sir,

On behalf of our Association viz. Association of Land and Land Reforms Officers, West Bengal, I submit herewith eight copies of Memorandum containing Part I and Part II to differentiate the contents thereof.

Part I of the Memorandum deals with our views to adopt the principle of pay determination, date of effect, method of pay fixation within the revised pay Scale in conformity with central 6th Pay Commission and central Govt.'s decisions thereafter; it also deals with suggestions in respect of major allowances and other fringe benefits including retirement benefits which are put forward also by the State Co-ordination Committee in general.

Part II of the memorandum deals with problems and positions with specific issues relating to the cadres viz. i) West Bengal Sub-ordinate Land Revenue Service Grade I, II) Special Revenue Officer - Grade II and iii) Special Revenue Officer, Grade I. Whom the Association represents. This part also deals with specific proposals for granting pay scale with Pay Band and Grade Pay for three cadres within the broad parameter as formulated in the Part I of the memorandum and deals with specific suggestions for extension of promotional avenues for three cadres following the terms of reference of the 5th Pay Commission.

Kindly accept these copies of memorandum and call on us in an interview.

With respect.



Yours faithfully,

*Ajit Kr. Datta*

(AJIT DATTA)

GENERAL SECRETARY

Association of Land & Land Reforms Officer's

General Secretary  
Association of Land and  
Land Reformes Officers, W.B.

# **ASSOCIATION OF LAND AND LAND REFORMS OFFICERS**

**WEST BENGAL**

113/A, Acharya Jagadish Chandra Bose Road, Kolkata-700 014  
4th Floor, Moulali Plaza • Phone No. : 033-2227-5580

## **MEMORANDUM**

**TO THE  
FIFTH PAY COMMISSION  
WEST BENGAL**

**NOVEMBER 2008**

**MEMORANDUM  
TO THE  
FIFTH PAY COMMISSION  
WEST BENGAL**



66  
17/11/08  
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GOVT. OF WEST BENGAL  
TANTUJA BHAVAN (8th floor)  
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**PART - I**

**BY  
ASSOCIATION OF LAND & LAND REFORMS OFFICERS  
WEST BENGAL  
113A, A.J.C. BOSE ROAD, KOLKATA - 700 014  
MOULALI PLAZA, 4<sup>TH</sup> FLOOR, Ph. : 033-2227-5580**

## Chapter X

### SYNOPSIS

- Introduction** : Terms of reference (Para 1.1 to para 1.3)
- Foreward** : Prayer for justice or benefit not granted in earlier occasion – Appeal for reconsideration of the same (Para 2.1 to 2.3)
- Preface** : Agro based society – nature of unequal distribution of land – planning for removal of structural anomalies – major changes in last three decades – enhancement of self respect of rural poor.

Pivotal role of three cadres representing our Assam – a share of the glory of successful Land Reforms work along with long cherished peasant movement and the political will of the State Govt.

Appreciating gesture of the commission to consider the issue of efficiency in administration – question of efficiency switched over to the junior strata of functionaries – It needs to be discussed encompassing all categories functionaries, irrespective of status.

Works in connection with land acquisition, Kolkata Land Revenue, Kolkata and Howrah Thika Tenancy are gradually becoming complex.

Efficiency and Social accountability of the Cadres relates to educational qualification and selection through P.S.C., W.B. – nature of responsibility : administrative, financial, technical and quasi-judicial – far reaching effect in Socio-economic arena. (Para 3.1 to 3.6)

#### **Present Structure of Pay and condition of service with proposals and suggestions.**

:

Design of existing set up :

- a) District level – headed by DL & L.R.O.
- b) Sub division level – headed by S.D.L. & L.R.O.
- c) Block level – headed by B.L. & L.R.O.
- d) Gram Panchayet level – headed by Revenue Inspector.

Existing method of recruitment :

- a) W.B.S.L.R.S. - Gr-I – 67% direct recruitment through W.B.C.S. and other allied services Exam (Group - C) conducted by P.S.C., W.B. – 33% through promotion from the feeder (Revenue Inspector)
- b) S.R.O.- II – by means of promotion exclusively from W.B.S.L.R.S. - Gr. I
- c) S.R.O - I – by means of promotion exclusively from S.R.O.-II.

Existing structure of Pay :

- a) W.B.S.L.R.S. Gr. - I Scale No. 14 (Rs. 5500/- – 11,325/-)
- b) S.R.O. - II Scale No. 15 (Rs. 6000/- – 12,000/-)
- c) S.R.O. - I Scale No. 16 (Rs. 8000/- – Rs. 13,500/-)

After long deprivation scales of pay for W.B.S.L.R.S. Gr. - I and S.R.O. II have been upgraded vide G. O. No. 5238F dated 28.07.2008 from Scale No. 12 and Scale No. 14 respectively.

(Para 4.1 to 4.4. (d) (xii))

**Existing promotion policies & related issues – Proposals and Suggestions for suitable changes :-**

As per existing promotion Rules W.B.S.L.R.S. Gr.-I are to get promotion to the rank of S.R.O.-II after 5 yrs'. of successful service, but in reality it takes 12/14 years (recent development)

Point of deprivation lies in the fact that they get promoted from Scale No. 14 to Scale No. 15, although Joint B.D.O., having the same recruitment method are directly promoted to scale No. 16.

S.R.O.-IIs are feeder to W.B.C.S. (Ex.) to the post of S.R.O.-I – As per promotion Rules they are to get promotion to the rank of S.R.O.-I after completion of 3 years of successful service and to the rank of W.B.C.S. (Exe.) after completion of 6 years of successful service – but the reality is bleak – Many of the S.R.O.-IIs fail to avail promotional prospect due to age bar (54 years) – due to shortage of berths for S.R.O. - I, Promotion prospect for S.R.O. - II to the rank of S.R.O.-I is meaningless – As such many of the S.R.O.-IIs retire from service without any promotion. Our Suggestion – Increase of the higher post in the rank of S.R.O.-I is very essential. (Para 5.1 to 5.5)

**Specific Suggestions for fitment by proposed S.R.O. :**

- i) Formation of S.R.O. (New nomenclature) through merger of S.R.O.-II and S.R.O.-I – such merger is imperative for total interest of administration and career prospects of the cadres.
- ii) Promotion of W.B.S.L.R.S Gr.-I to the rank of S.R.O. or Special Revenue officer (after merger) in Scale No. 16. (Pay band 5, with Grade pay of Rs. 5,400/-)
- iii) S.R.O. should have sufficient avenue for promotion to Scale No. 17 and Scale No. 18 (Pay band 5, with grade pay of Rs. 6,300/- & 7,200/- respectively) (Para 6.1 to 6. G)

**Other Related suggestion :** (i) Nomenclature of W.B.S.L.R.S.-Gr. would be R.O. (Revenue Officer) in Scale No. 14 ( Pay band 4 with grade pay Rs. 4,700/-)

(ii) R.O.s would exclusively be feeder of S.R.O. – no direct recruitment in S.R.O.

(iii) M.C.A. benefit would be available for all irrespective of scale or band.

**Special Pay / allowance :**

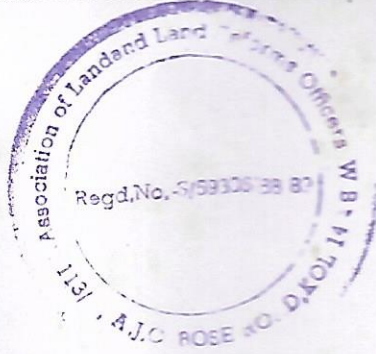
Special pay of T.A. should be at least Rs. 100/- from existing Rs. 40/-- Special Pay for E.O. (L.R. Deptt.) should at least be doubled from existing Rs. 150/- (Para 7.1 to 7.2)

**Other Fringe Benefit :**

Same suggestion as enunciatd in Part - I of Memorandum submitted by State Co-ordination Committe (made part II of our Memorandum) (Chapter VIII)

**Conclusion :**

Crave leave to submit addendum or corrigendum if rēquired. (Chapter IX)



Submitted by

*A.K. Datta*  
(A.K.Datta) 17/11/08

**General Secretary**

**Association of Land & Land Reform's Officers**

**West Bengal**

*General Secretary*

*Association of Land and  
Land Reformes Officers, W.B.*