



ASSOCIATION OF LAND AND LAND REFORMS OFFICERS', WEST BENGAL

এ্যাসোসিয়েশন অব্ ল্যান্ড এন্ড ল্যান্ড রিফর্মস অফিসার্স, ওয়েষ্ট বেঙ্গল

Regd. No. : S/59306/88-89

MOULALI PLAZA, 4TH FLOOR, 113/A, Acharya Jagadish Chandra Bose Road, Kolkata- 700 014

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CENTRAL COMMITTEE

Memo No.16/ALLO/2023

Date: 15.06.2023

To,

The Secretary

&

Land Reforms Commissioner, West Bengal

Land & Land Reforms & Refugee Relief & Rehabilitation Department

NABANNA, Howrah-711102.

Subject: Charter of Demands as adopted unanimously in the Extraordinary General Meeting held on 03/06/2023 at State Youth Centre, Moulali, Kolkata.

Our Ref: Memo 14/ALLO/2023 Dt. 29/05/2023

Your Ref: 1587--Appt/1M--03/22 Dt 17/6/2022.

Respected Madam,

With the subject under reference, gladly, I would like to inform that the scheduled meeting was held successfully 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.

In view of the notifications issued on 29/03/2023 regarding the constitution of WBLR Service and subsequently the **Press Release** by the Govt. of West Bengal dt. 31/05/2023 has created a perspective for raising these just demands. The press release had augmented our method of thinking which we had been pursuing all through 36 years of our existence as a responsible and beholding organization of the concerned cadres of this department.

Since 1990 we had relentlessly fought to realize the demands, tirelessly, and which resulted in upgradation of scales of WBSLRS Gr-I and SRO-IIs and conversion of 301 posts of WBSLRS GR-I to SRO-II paving the way to creation of service in the form of WBLRS. Our assessment of the newly formed service has been stated in our reference as quoted above.

Based on our experience of LR work, we always strived for retention of the expertise in LR work in our department, which was the point of departure of our thought in framing of our scientific and achievable demands.



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Every success had brought its own contradiction which we analyzed on the basis of the concrete situation and had put forward to the department our views and demands on various issues regarding Land Reforms, building of the ISU set-up, fighting the court cases safeguarding state interest in WBLR&TT as well as other Courts of law, transfer and posting guidelines of the cadres and the demands concurring career, scales of pay and formation of much coveted service in this department.

We acknowledge the contribution of our elders and seniors who had longed and contributed to their longdrawn struggle in many forms and ideas for creation of service in this department which actually started in the seventies of the previous century. Hence, the notification of creation of service on 29/03/2023 is a historic event.

However, we found that though the department once upon a time had suggested for creation of service with 1044 cadres comprising of existing SRO-II and SRO-I entirely and submitted their valued opinion to the 6th Pay Commission, the notification on 29/03/2023 regarding service has been deleterious to 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 Govt. of West Bengal. Moreover, the suppression and not mentioning the very existence of WBLRS in the press note of the Govt. of West Bengal dt. 31/05/2023, further puts to askance the very intention and the view point of the Govt. towards WBLR Service.

Further, as per your reference quoted above Spl. Secretary stated to DLRS & Jt. LRC WB, that the total number of SRO-I & SRO-II taken together to be existing on that date was 1084 (869+215).(copy attached).

In this perspective, we 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 Govt. 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 cadres which needs 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 has given rise to more problems than it has achieved to solve. Withholding of Scale No. 19 and 21 is distressing for the cadres purposefully distort the aim of formation of a service.



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Land and Land Reforms, like Home & Finance, is a controlling department and arm of the Govt. and any adverse mindset will not only curb the interest of the cadres but also of the government and the State interest. We believe that, here the Land & Land Reforms department has a great role to play to turn the tide with the help of land utilizations and reforms both in Agricultural Sector and Industry. But, without a well-staffed machinery in this department, this is not ought to be. A suboptimal service structure can never deliver what is needed at this juncture.

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 03/06/2023 apart from the service notification our association adopted the charter of demands which is attached herewith.

To mention the salient features are as follows: -

(A) For WBLRS

It appears from the correspondence as referred above, the total strength of SRO-II and SRO-I are cited 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 be recasted as follows with designation at par with the press release of 03/05/2023.

Designation	Pay-Scale	No. of Post	Remarks
Asst. Director	16	650	60% of 1084
Dy Director @ Ex-officio Dy. Secretary	17	325	30% of 1084
Jt. Director @ Ex-officio Sr. Dy Secretary	18	109	10% of 1084
Addl. Director @ Ex-officio Jt. Secretary	19	22	20% of 109
Addl. Director @ Ex-officio Spl. Secretary	21	11	10% of 109
TOTAL		1117	



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So, the excess no of cadres i.e. (1117-734 = 383) will have to be taken from Cadre strength of SRO-II.

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

a. Absorb the entire WBSLRS Gr-I into the cadre of SRO-II allotting Scale No. 15 to WBSLRS Gr-I i.e. 347 (SRO-II's) + 1585 (WBSLRS GR-I) = 1932. The ultimate strength of SRO-II will be 1549 (1932– 383) .

b. Thus formed SRO-II will be directly recruited from WBCS Gr 'C' examination and will retain the feeder status to WBCS (Exe) with the present ratio of 53%, alongwith 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 WBCS(Exe) promotion. The 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 many WBSLRS Gr-I waiting for 9 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 service 347 SRO IIs have been left out. This triggered the Jt. BDOs to attack the cadre by demanding of snatching away 53% quota of SRO II as a feeder to WBCS(Exe). The formidable no. 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. They are complaining of headache without a head.

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 exchquer. We crave leave to explain and elaborate it in future.

IV There is not much change in the number of total cadre strength of officers of this department. Even none of any other cadre schedule is 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.



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Further we are really pained to state that there must have been some hands of God working at our peril by suggesting 8 years waiting time for eligibility to be promoted to WBLRS whereas it remains 6 years to be promoted to WBCS (Exe) for the same cadre, SRO-II. Ironically, WBLRS stops at Scale No. 18 whereas WBCS (Exe) continues to Scale no 21. It is like asking more fare for a lesser distance to travel. Unique idea could easily have fascinated Woodhouse or Sukumar Ray had they been able to see the absurd light of this day.

We have pointed this out in our assessment letter dt. 04/05/2023 and demand immediate correction of this from 8 years to 6 years at par with the eligibility criteria of promotion of SRO-II to WBCS (Exe). 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 5 years of waiting time which we demanded to be brought down to 3 years. Further, we state that, as the notification has given a holiday of 3 years for direct recruitment in WBLRS, the existing cadre may be fitted to the vacant post of Deputy and Joint Levels according to seniority, waiving the eligibility bar. Otherwise, it will be difficult to immediately man this huge set up with so many vacant posts in scale no. 17 and 18 at present. As per the **Press Release** of 31/05/2023 this exercise may please be taken up within 3 months to revamp the L&LR&RR&R Dept.

By expulsion of all absurdities and inhibitions let the WBLRS 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.

This is for your active and kind consideration.

With regards,

Encl:- As stated above

Yours sincerely,

Krishanu Deb

Krishanu Deb
General Secretary

Government of West Bengal
Land & Land Reforms and Refugee Relief & Rehabilitation Department
Section B1, Appointment Branch
Nabanna, 325 Sarat Chatterjee Road, Howrah – 711 102

No. 1587- Apptt./1M- 03/2022

Dated: 17/06/2022

From : The Special Secretary to the
Government of West Bengal

To : Director of Land Records & Surveys and Joint L.R.C, West Bengal
35, Gopal Nagar Road, Alipore, Kolkata-700 027.

Sub: Status of SRO I & SRO II

Madam,

A meeting of newly formed Departmental Committee was held on 2nd May, 2022 to propose several parameters including rationalization of posts of SRO I & SRO II in different set up of this Department.

Now, I am directed to forward herewith the present status of SRO I & SRO II and to request you to kindly offer your views/comments in respect to the proposal of sanctioned strength of SRO II in different set up of this Department after rationalization of the same.

Encl: As stated.

Yours faithfully,



Special Secretary
to the Government of West Bengal

STATUS OF SRO-I

District	SRO-I (DY DL&LRO)			SRO-I (SDL&LRO)			SRO-I (LA)				SRO-I (DCO)			SRO-I (Other)		
	Sanctioned Strength	Existing Strength	Vacancy	Sanctioned Strength	Existing Strength	Vacancy	Sanctioned Strength of SRO-I in LA as per District Information (A)	Sanctioned Strength as per file (B)	Existing Strength (C)	Vacancy (D) =B-C	Sanctioned Strength	Existing Strength	Vacancy	Sanctioned Strength	Existing Strength	Vacancy
Alipurduar	1	1	0	1	1	0	1	2	1	1	1					
Bankura	1	1	0	3	3	0	4	3	2	1	1					
Birbhum	1	1	0	3	3	0	6	3	2	1	1					
Dakshin Dinajpur	1	1	0	2	2	0	3	2	2	0	1					
Darjeeling	1	1	0	4	4	0	3	1(HQ)+2(Teesta)=3	3	0	1	1	0			
Howrah	1	1	0	2	2	0	5	3(HQ)+2(HIT)=5	6	-1	1	1	0			
Hugli	1	1	0	4	4	0	8	5	3	2	1	1	0			
Jalpaiguri	1	1	0	2	2	0	2	3	2	1	1	1	0			
Jhargram	1	1	0	1	1	0	1	2	1	1	1					
Kalimpong	1	1	0	1	1	0	2	1	2	-1	1	1	0			
Kochbehar	1	0	1	5	5	0	5	2	1	1	1					
Kolkata			0			0	5	5	5	0	0					
Malda	1	1	0	2	2	0	6	3	1	2	1					
Murshidabad	1	1	0	5	5	0	3	3	2	1	1					
Nadia	1	1	0	4	4	0	4	3	4	-1	1	1	0			
North 24 Parganas	2	1	1	4	4	0	8	7	10	-3	1	1	0			
Paschim Bardhaman	1	1	0	2	2	0	2	2	2	0	1					
Paschim Medinipur	1	1	0	3	3	0	3	3	2	1	1					
Purba Bardhaman	1	1	0	4	4	0	11	5	4	1	1					
Purba Medinipur	1	1	0	4	4	0	9	5	3	2	1					
Purulia	1	1	0	4	4	0	5	3	2	1	1					
South 24 Parganas	2	2	0	5	5	0	6	5	7	-2	1	1	0			
Uttar Dinajpur	1	1	0	2	2	0	3	3	1	2	1					
Total	24	22	2	67	67	0	105	78	68	10	22	8	14	24	21	3



Sanctioned Strength SRO-I at L&LR DEPT =3

Existing Strength SRO-I at L&LR DEPT =3

STATUS OF SRO-II

District	SRO-II (ISU)									Sanctioned Strength in LA as per G.O. No. LL/N-5E-82/95 No. 4068-Estt, Dated : 23.09.1996	SRO-II (LA)			Sanctioned Strength (SDCO+Thika+Circuit Bench+Rent Control+KMDA+ULC+UDMA+ EO+IBBD)
	Projected Rationalised Sanctioned Strength in DL&LRO	Existing Strength in DL&LRO	Projected Rationalised Sanctioned Strength in SDL&LRO	Existing Strength in SDL&LRO	Projected Sanctioned Strength in BL&LRO	Existing Strength in BL&LRO	Total Sanctioned Strength in District	Existing total Strength in District	Vacancy		Projected Rationalised Strength (LA) (A)	Existing Strength (LA) (B)	Vacancy (LA) (C) =A-B	
Alipurduar	5	4	3	0	7	7	15	11	4		2	1	1	SDCO 7 + Thika 6 + Circuit Bench 3 + Rent Control 2 + KMDA 1 + ULC 7 + UDMA 8 + EO 6 + IBBD 2 + Others 2 (Which may be accommodated in LA set up in different districts as per requirement.
Bankura	5	2	9	5	26	20	40	27	13	5+1(Mejhia)=6	3	4	-1	
Birbhum	8	8	9	4	22	19	39	31	8	5	3	2	1	
Dakshin Dinajpur	5	3	6	1	6	7	17	11	6	6	2	0	2	
Darjeeling	5	3	12	4	10	12	27	19	8	3+1(Teesta)=4	2(HQ)+2(Teesta)=4	2	2	
Howrah	8	12	6	4	20	15	34	31	3	10	2(HQ)+2(HIT)=4	4	0	
Hugli	8	12	12	11	22	18	42	41	1	9	2	0	2	
Jalpaiguri	5	4	6	3	5	7	16	14	2	5	2	1	1	
Jhargram	5	4	3	1	9	9	17	14	3		2	1	1	
Kalimpong	4	2	3	0	3	3	10	5	5		2	1	1	
Kochbehar	5	3	15	3	7	12	27	18	9	6	4	1	3	
Kolkata(DLRS, ARTI, LMTC, WBAT, WBLRTT)		0	0	0	41	44	41	44	-3	5	2		0	
Malda	5	2	6	5	15	15	26	22	4	8		2		
Murshidabad	7	6	15	7	30	27	52	40	12	6	4	3	1	
Nadia	7	14	12	16	21	21	40	51	-11	8	3	3	0	
North 24 Parganas	10	16	12	18	28	32	50	66	-16	17	3	2	1	
Paschim Bardhaman	7	7	6	3	12	11	25	21	4	3	4	3	1	
Paschim Medinipur	7	5	9	7	24	21	40	33	7	14	3	1	2	
Purba Bardhaman	7	7	12	10	23	23	42	40	2	4	3	2	1	
Purba Medinipur	7	7	12	1	30	25	49	33	16	7	3	3	0	
Purulia	7	8	12	1	16	20	35	29	6	12	3	4	-1	
South 24 Parganas	7	7	15	11	35	35	57	53	4	14	3	3	0	
Uttar Dinajpur	5	5	6	1	8	10	19	16	3	9	3	0	3	
Total	139	141	201	116	420	413	760	670	90	158	67	45	22	

Total SRO II sanctioned 869



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Central Committee

Memo. No. 14/ALLO/2023

Date: 29/05/2023

To
 The Land Reforms Commissioner & Secretary,
 Land & Land Reforms and Refugee Relief & Rehabilitation Department,
 Nabanna, Howrah- 711 102.

Sub: Extra-Ordinary General Meeting to be held on 03/06/2023 (Saturday) at State Youth Centre, Moulali.

Madam,

We are glad to inform that our association is going to hold an Extra-Ordinary General Meeting as mentioned in the subject.

All our members are invited to attend the meeting.

Hence, though it is a Saturday, being a Government Holiday, I, humbly request you to kindly allow our officers, intending to attend the said meeting, if under any circumstances they are expected to be on call on that day by any authority of districts under your kindness.

The matter is submitted for your kind consideration and be treated as urgent.

Yours faithfully,

Krishanu Deb
 Krishanu Deb
 General Secretary

Memo. No. 14/1(/ALLO/2023

Date: 29/05/2023

Copy forwarded for kind information to:

1. The Director of Land Records & Jt. Land Reforms Commissioner, West Bengal.
2. The Divisional Commissioner
3. The District Magistrate and Collector
4. The Additional District Magistrate and District Land & Land Reforms Officer
5. The Additional District Magistrate (Land Acquisition)
6. The Collector, 1st L.A.C., Kolkata.
7. The Controller, Thika Tenancy
8. The Competent Authority, U.L.C and S.D.O.
9. The Sub Divisional Land & Land Reforms Officer

Krishanu Deb
 General Secretary



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CENTRAL COMMITTEE

Memo No.08/ALLO/2023

Date: 04.05.2023

To,

The Secretary

&

Land Reforms Commissioner, West Bengal

Land & Land Reforms & Refugee Relief & Rehabilitation Department

NABANNA, Howrah-711102.

**Subject: Constitution of WBLR Service and our assessment of the situation
aftermath**

Ref: Notification No. 1200-Estt./1E-02/2020-Apptt at Howrah, 29/03/2023

Madam,

On constitution of much awaited WBLR Service, our association has taken a stock of the situation, some of which needs to be brought to your kind attention.

I) The WBLR Service which was much coveted, published through the memo under reference has been welcomed with mixed reaction throughout the existing three cadres, SRO I, SRO II & WBSLRS Gr I.

II) The said service was formed with only three (3) categories in the pay scale of 16, 17 & 18 with respective posts of 440, 220 and 74. Although the departments like I&CA, Excise was gifted with a service having four categories i.e Additional, Joint, Deputy and Assistant levels. Hence, we are of the opinion that it is an incomplete service.

III) Our age-old demand was to constitute a state level service by merging together the entire strength of SRO I and SRO IIs existing and sanctioned, respectively. However, the matter ended with a severe blow by excluding 347 SRO IIs in scale no. 15 from the service thus formed with the strength of 734 service cadres, spread over only three categories as mentioned above.

IV) Moreover we demanded a waiting time of 3 years for eligibility for promotion, between the scales of the service which has been drawn for 5 years, instead of three years, ss per our demand.

V) Astonishingly, the waiting period for eligibility to be promoted to WBCS(Exe) from feeder cadre of SRO II, in combined capacity of SRO II + RO remains 6 years while it has been raised to 8 years in the terms of eligibility to get promoted to WBLRS.

The authority must have thought that WBLRS is meant for much highly experienced cadres than WBCS (Exe) otherwise such mismatch_would never have crept in. But we fail to concur with such views which may contain certain intentions to inhibit the cadre of this department.

VI) The base cadre of WBSLRS Gr I has been facing deprivation since its induction in WBCS Gr (C). Our association through tireless effort and good will of the government had been able to secure the increase the scale of WBSLRS Gr I from 10 to 14 in two stages, which for time being had eliminated the discrenancv of scales in WBCS Gr C.st that time.



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However, by induction of another cadre of Correctional Service, the imbalance has crept again as they are allowed to enjoy scale 15 while WBSLRS Gr I still remains in scale 14, though the mode, manner and method of recruitment are the same, i.e. through WBCS Gr(C). We shall deal this matter of demand separately for upliftment of scale of WBSLRS Gr I. But it must be said that nothing has been thought of with respect to WBSLRS Gr I in the terms of their prospect, though they are the base cadre and recruited by PSC through WBCS examination. This violates the established theory of Maslow's hierarchy model, and hence, is thus unscientific in terms of HR management. This will, definitely going to create a sense of demotivation, desparation and consternation.

Aftermath-----

Now we would like to submit what had already occurred after 29/03/2023 i.e., the date of notification of WBLRS.

- a) Jt BDOs have already been hostile and had come up with their figment of imagination claiming 98% of the feeder post to WBCS(Exe) which is probably more than their existing posts of 750 cadres.(Copy attached)
- b) We are sure that the department will have to go haywire in manning their huge department comprising ISU (DLLRO, SDLLRO, BLLRO), Land Acquisition, Compensation, Thika Tenancy, Rent Controls, Urban Land Ceiling, Khasmahal, Indo Bangladesh and Bhutan boundary, LMTC, ARTI, WBSAT (3 benches), WBLRTT (4 benches), Directorate, Secretariat, leaving apart Tea Garden, PHE, Development Authorities, 1st Land Acquisition Collectorate, Teesta Barrage, IBBD, UDMA etc.
- c) As per our calculations, some berths in scale no 18 & 17 ie 74 and 220 respectively will remain vacant due to the stringency of waiting time, which could easily have been waived off and filled according to gradation list seniority, and taking into consideration of other eligibility criteria.
- d) The holiday of 3 years from direct recruitment could easily has been extended to 5 years to provide the existing cadres, the benefit of service.
- e) The entire myopic view will call for further resentment as the direct recruits in scale 16 will obviously reach scale 19 through MCAS. But there is no functional berth at this level in WBLRS. Probably, WBLRS will be the only service which will be recruited through WBCS Examination conducted by PSC in group (A) whereby, they will be offered only three category of functional berths, which is absolutely a denial of natural justice.

We do not fail to appreciate the positive side of the notification by virtue of which we can avail scale 18 and over and above, the recognition of the need for a service in this department, whereby, to some extent will help in preserving the expertise of the cadre in this department. However, any success is bound to follow with its certain problems. In this case the evidence of certain inhibition is very much palpable so as not to grant a service with four categories like other services and excluding a part of SROII s, from service. This has been deliberately made, without any rhyme or reason, to ensure hegemony of certain cadre, which needs no explanation.



ASSOCIATION OF LAND AND LAND REFORMS OFFICERS', WEST BENGAL

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CENTRAL COMMITTEE

Our association is soon going to put forth our new charter of demands in wake of such an incredulous situation, particularly for the base cadre and the left-out SRO IIs to remove the threats which are coupled with hostility of other cadres like Jt BDO etc. who have set their target to eliminate the feedership of SROII s, to the cadre of WBCS(Exe).

This submission to your kind self is made for consideration of the concrete situation, aftermath--

Yours sincerely,

Krishanu Deb

Krishanu Deb
General Secretary