



ASSOCIATION OF LAND AND LAND REFORMS OFFICERS', WEST BENGAL

এ্যাসোসিয়েশন অব্ ল্যান্ড এন্ড ল্যান্ড রিফর্মস অফিসার্স, ওয়েষ্ট বেঙ্গল

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

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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 discrenancy 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.



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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