

**west bengal
land & land reforms
officers' association**



**পশ্চিমবং
ভূমি ও ভূমি সংস্কার
আধিকারিক সমিতি**

(Registered under the Societies Registration Act, XXVI 1961)

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Date : Kolkata, 12th June, 2024

To
The Additional Chief Secretary
&
The Land Reforms Commissioner
L. & L.R. & R.R. & R. Department
West Bengal

**Sub:- Demand for allowing absorption/promotion as soon as possible
for smooth cadre management**

Respected Sir,

The process of absorption/promotion of our cadre members took a jolt obviously due to the Parliamentary General Elections 2024. Now that the election process is over we request your authority to get it done as early as possible such that the new set of officials in the different tiers of land administration in different set ups take charge and starts delivering citizen services with minimum wastage of time.

Now we take the opportunity to present some data:-

Joint Director

Sanctioned Strength in W.B.L.R.S.	74
Present Functional Strength	34
The date on which next set of officials may be allowed promotion in this post	Oct'2024
Functional strength on such date	30
Promotion may be allowed to	19
Number of officials if absorption allowed on such date	30+19=49
Number of Joint Directors as on 01.01.2025	44
Vacancy as on 01.01.2025	30

Deputy Director

Sanctioned Strength in W.B.L.R.S.	220
Present Functional Strength	176
The date on which next set of officials may be allowed promotion in this post	July'2024
Functional strength on such date	170
Promotion may be allowed to	19
Number of officials if absorption allowed on such date	170 + 19 =189
Number of Deputy Directors as on 01.01.2025	176
Vacancy as on 01.01.2025	44

Assistant Director

Sanctioned Strength in W.B.L.R.S.	440	
Present Functional Strength	378	
Vacancy reserved	26	
Pending Departmental Proceedings	19	
Pending S.A.R	7	
The date on which next set of officials may be allowed promotion in this post	As on date	July'2024
Functional strength on such date	378	359 (if no absorption / promotion allowed)
Absorption/Promotion may be allowed keeping reserve vacancy	38	19
Number of officials if absorption allowed on such date	416	416
Number of Assistant Directors as on 01.01.2025 if no one is cleared from reserve vacancy	416	
Vacancy as on 01.01.2025 if no one is cleared from reserve vacancy	24	

S.R.O-II

Sanctioned Strength	347
Present Functional Strength	324
Promotion to W.B.C.S.(Exe)	43
Promotion to W.B.L.R.S. as on date & July'24	38 + 19
Promotion that may allowed from R.O. to S.R.O.-II in July'24	23+43+38+19=123

Now our submissions

- Departmental proceedings for these 19 officers are pending for more than a year. Though not allowing absorption only because Departmental proceedings have been drawn is not mentioned in the WBLR Rules that has been framed. Decision may be arrived at within 2 months' time and reserve vacancy cleared.
- Pendency of SAR if not arising out of the latches of the incumbent official then the process of absorption should not be delayed and reserve vacancy cleared.
- About 85 officials submitted their willingness to accept promotion for W.B.C.S.(Exe) and about 43 are likely to get promoted. So 42 officers who have submitted one time option for accepting W.B.C.S.(Exe) will remain as S.R.O.-II. The existing rule says that any officer willing to accept promotion to W.B.C.S.(Exe) has to spend 5 year as R.O. and 1 year as S.R.O.-II. Now whether option afresh to be taken from all existing S.R.O IIs may be decided by the Department. We request that option be taken afresh and promotion in W.B.C.S.(Exe) be allowed to the remaining. Also while considering the vacancy position in W.B.C.S.(Exe) the vacancy as on 1st January of each year and those who have served as S.R.O II since 1st January of the preceding year is taken into consideration. Now due to long drawn process the promotion to W.B.C.S.(Exe) it is found that officers actually willing to get promoted to W.B.C.S.(Exe) gets the chance of such promotion after serving in the post of S.R.O.-II for more than 5 years. Now our question is why one individual officer's career will suffer due to this tedious and cumbersome rule and procedure of the Department and why it will not be simplified. Our proposal is that the Department be kind enough to consider the cumulative vacancy position as on 01.01.2024 and allow all such officers who functioned as

S.R.O-II on or before 01.01.2023 by taking option from them then more than 70-80 officials will get chance for promotion and serve in that position. This will cater well both for our Revenue officers and also for the W.B.C.S.(Exe) cadre who will be enriched in terms of strength.

- d) Another submission is that while considering absorption in the post of Assistant Director the Association will request your authority to allow the absorption of the S.R.O IIs from the date in which the vacancy in the post of Assistant Director was generated and not the date on which they will be absorbed/promoted. This may be continued till 29.03.2026.
- e) As we have stated earlier we are reiterating that merger of 347 S.R.O.-IIs is quintessential for better cadre management.
- f) It has been seen of late that our Hon'ble Chief Minister is keen on creating/opening promotional avenues for existing Government employees and She gives value to experience. Pursuant to her line of thinking the Association demands that :-

As on date an officer born as Revenue Officer may move up to the post of Deputy Secretary whereas it is found that the promotional avenue is wide open for many other cadres. We as a cadre are obliged to her because of creation of WBLR Service. Now we pray that posts in the level of Joint Secretary be created for members of our cadre.

Thanking you.

Sincerely yours,

Sumit Mukherjee

(**Sumit Mukherjee**)

General Secretary

West Bengal Land & Land Reforms Officers' Association

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