

**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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Ref : **11** / WBLROA / 2024-25

Date : Kolkata, **6th July**, 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,

In the video conference dated 05.07.2024 with the officials of this Department your kind authority has laid stress upon honesty, transparency and simplicity. As an Association we warmly acknowledge your guidance.

You have clearly stated that mere change of place of posting is no solution for a wrong doing and the Departmental will assess the extent of wrong doing and take action accordingly. This is indeed our demand for long. We want your personal intervention while taking a final call in individual cases and we will also request you to strengthen the mechanism of identification of wrong doers personally.

Going on by your guidance we will request you to ensure free and fair transfer norms and ensure posting of officials according to norms. The Association may provide one scheme for reference if opportunity is given. If the transfer posting becomes transparent then a lot of wrong doing may get arrested.

Now we take the opportunity to present some data and which we have presented in our letter dated 12.06.2024 with some minor modifications.

Joint Director

| | |
|---|----------|
| Sanctioned Strength in W.B.L.R.S. | 74 |
| Present Functional Strength | 33 |
| 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 promotion allowed on such date | 30+19=49 |
| Number of Joint Directors as on 01.01.2025 | 43 |
| Vacancy as on 01.01.2025 | 31 |

Deputy Director

| | |
|---|---------------|
| Sanctioned Strength in W.B.L.R.S. | 220 |
| Present Functional Strength | 173 |
| The date on which next set of officials may be allowed promotion in this post | July'2024 |
| Functional strength on such date | 173 |
| Promotion may be allowed to | 19 |
| Number of officials if promotion allowed on such date (July, 2024) | 173 + 19 =192 |
| Number of officials as of December 2024, assuming 5 Assistant Directors are promoted to Deputy Director in December 2024, and 19 Deputy Directors are promoted to Joint Director in October 2024. | 192+5 -19=168 |
| Number of Deputy Directors as on 01.01.2025 | 168 |
| Vacancy as on 01.01.2025 | 52 |

Assistant Director

| | | |
|--|-------------------|---|
| Sanctioned Strength in W.B.L.R.S. | 440 | |
| Present Functional Strength | 378 | |
| Vacancy reserved | 26 (19+7) | |
| 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 | 378 (if no promotion allowed from AD to DD) |
| Absorption/Promotion may be allowed keeping reserve vacancy | 38 | 359 (if 19 promotion allowed from AD to DD) |
| Number of officials if absorption allowed on such date | 416 | 397 |
| Number of Assistant Directors as on 01.01.2025 if no one is cleared from reserve vacancy | 392 | |
| Vacancy as on 01.01.2025 if no one is cleared from reserve vacancy | 48 | |

S.R.O-II

| | |
|--|----------------------|
| Sanctioned Strength | 347 |
| Present Functional Strength | 280 |
| Promotion to W.B.L.R.S. as on date & July'24 | 38 + 19 (DD) +7(SAR) |
| Promotion that may allowed from R.O. to S.R.O.-II in July'24 | 67+38+19+7=131 |

We are reiterating our submissions:-

- In terms of rule 10 of the W.B.L.R. Service rules only appropriate benchmark in ACR/SAR, integrity certificate and vigilance clearance are laid down as criteria to be fulfilled for absorption. Needless to say that absorption in constituted service is not any reward of service career unlike promotion. But, to our utter astonishment we observed that absorption of as many as 19 S.R.O.-IIs has been held up on the plea of pendency of D.P. This issue may kindly be resolved
- 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.

- c) About 85 officials submitted their willingness to accept promotion for W.B.C.S.(Exe) and 44 officers had got promoted. So 41 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 into W.B.L.R. Service 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 W.B.L.R. Service. Now we pray that posts in the level of Joint Secretary be created for members of our cadre.
- g) The department issued two transfer orders dated 05.01.2024 for 412(24+388) officers in the ranks of Deputy Director, Assistant Director, and S.R.O.-IIs vide Notification Nos. 76-Estt./1E-01/2024 and 77-Estt./1E-01/2024 which had multiple anomalies. However, these orders were kept in abeyance by Order No. 104-Estt/1E-01/2024 dated 08.01.2024 for unknown reasons. Subsequently, only one order dated. 21.02.2024 vide Notification No. 641/Estt./1E-01/2024 for 17 officers was issued to comply with the Election Commission of India's directives.
- h) It has been observed that a significant number of officers, who are close to the authority or otherwise, have remained posted in the same zone for years. We reiterate that transfers and postings should be conducted based on the published norms of the Department.
- i) Since the constitution of the WBLR Service on 29.03.2023, no Cadre Schedule for this cadre has been notified, leading to anomalies in postings.

Lastly we want to add that if the Government decides to place Assistant Directors as B.L.&L.R.O.s then considering the fact that:-

- a) Only 440 is the sanctioned strength of Assistant Directors.
- b) Out of which only 378,(378-19=359) is available.
- c) Total number of posts for B.L.&L.R.O.s in West Bengal is 349.
- d) And so the L.A. & L.R. set up in the Districts along with the Directorate and Department will be manned only by Deputy and Joint Directors. The existing strength in the post of Deputy and Joint Directors combined is 203 out of 294.
- e) We thus point out the scarcity of manpower in manning the posts.

The Solution as we have stated before:-

- 1) Absorption of 347 posts of S.R.O-II into W.B.L.R. Service.
- 2) Reducing the cap of 5 years in absorption to 3 years till the posts in higher level are filled up and thereafter restoring it to 5 years again.

Thanking you.

Sincerely yours,

Sumit Mukherjee

(Sumit Mukherjee)

General Secretary

West Bengal Land & Land Reforms Officers' Association

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