

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



**পশ্চিমবং
ভূমি ও ভূমি সংস্কার
আধিকারিক সমিতি**

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Date : Kolkata, **16th April**, 2025

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

Sub: Allowing 24/15 years MCAS'01 benefit of WBLRS Officers, who have joined in the W.B.S.L.R.S. Gr.-I in the year 2000, 2001, 2009 & 2010

Respected Sir,

At the outset we give you our heartfelt thanks for taking good initiative for allowing the benefit of MCAS'01 through the Finance Department in favour of those WBLRS Officers, who have joined in the WBSLRS Gr.-I in the year 1998, 1999, 2007 & 2008 by considering their past service.

Now we as association highlight the same issue of those WBLRS officers, who have joined in the WBSLRS Gr.-I in the year 2000, 2001, 2009 & 2010 are losing financial benefit for not getting the benefit of MCAS'01.

The present pay structure of an officer who have joined in WBSLRS Gr.-I in the year 2009 after being absorbed in the WBLRS are give below for reference :

Present Situation of WBLRS :

Date	Pay Structure
28-03-2023	At pay level 15(Pay Scale 42600-109800) in cell no.12 with Basic Pay Rs. 59,000.00 (as SRO-II)
29-03-2023	Fitted at pay level 16 (Pay Scale 56100-144300) in cell no. 3 with Basic Pay Rs. 59,500.00 (as Assistant Director, WBLRS)
01-07-2023	Fixed at pay level 16(Pay Scale 56100-144300) in cell no.4 with Basic Pay Rs. 61,300 (as Assistant Director, WBLRS) with Normal Increment.
01-07-2024	Fixed at pay level 16(Pay Scale 56100-144300) in cell no.5 with Basic Pay Rs. 63,100 (as Assistant Director, WBLRS) with Normal Increment.

If MCAS'2001 benefit is allowed to WBLRS :

Date	Pay Structure
28-03-2023	At pay level 15(Pay Scale 42600-109800) in cell no.12 with Basic Pay Rs. 59,00.00 (as SRO-II)
29-03-2023	Fitted at pay level 16 (Pay Scale 56100-144300) in cell no. 3 with Basic Pay Rs. 59,500.00 (as Assistant Director, WBLRS)
01-07-2023	Fixed at pay level 16(Pay Scale 56100-144300) in cell no.4 with Basic Pay Rs. 61,300 (as Assistant Director, WBLRS) with Normal Increment.
01-07-2024	Fixed at pay level 16(Pay Scale 56100-144300) in cell no.5 with Basic Pay Rs. 63,100 (as Assistant Director, WBLRS) with Normal Increment.
01-07-2024	Fixed at pay level 16(Pay Scale 56100-144300) in cell no.6 with Basic Pay Rs. 65,000 (as Assistant Director, WBLRS) with MCAS'01 benefit.

If MCAS'2001 benefit is allowed as SRO-II :

Date	Pay Structure
28-03-2023	At pay level 15(Pay Scale 42600-109800) in cell no.12 with Basic Pay Rs. 59,00.00 (as SRO-II)
01-07-2023	Fixed at pay level 15(Pay Scale 42600-109800) in cell no.13 with Basic Pay Rs. 60,800 with Normal Increment.
01-07-2024	Fixed at pay level 15(Pay Scale 42600-109800) in cell no.14 with Basic Pay Rs. 62,600 with Normal Increment.
01-07-2024	Fixed at pay level 15(Pay Scale 42600-109800) in cell no.15 with Basic Pay Rs. 64,500 with MCAS'01 benefit (as due with their respective date of joining as WBSLRS Gr.-I).
01-07-2024	Fitted at pay level 16(Pay Scale 56100-144300) in cell no.6 with Basic Pay Rs. 65,000 with level change as MCAS'01 benefit.

The same picture as also applicable for those officers who have joined in the WBSLRS Gr.-I in the year 2010. That the officers of 2009 batch (in the pay level 15 under ROPA, 2019) was

absorbed and appointed in the rank of Assistant Director on 24-11-2023 in the West Bengal Land Reforms Service (WBLRS) in the Pay Level 16 under ROPA,2019 w.e.f. 29-03-2023 vide your good office Notification No. 3845-Estt./1M-01/2023-Appnt. Dated, Howrah, the 24th November, 2023. Accordingly their scale of pay has been fitted at higher scale vide Rule No.-7 of the West Bengal Land Reforms Service Rules,2023 **without allowing any additional increment.** From the above, it is very much clear that because of denial to provide MCAS'2001 benefit to an officer who is absorbed in WBLRS w.e.f 29-03-2023 vide your good office Memorandum No. 2759-Estt.LR-11011/25/2023-Estt. Sec Deptt. Dated Howrah, the 8th August,2023 that the officers of 2009 & 2010 batch are **in a significant financial loss.**

The present pay structure of an officer who have joined WBSLRS Gr.-I in the year 2001 after being absorbed in the WBLRS are give below for reference :

Present Situation of WBLRS :

Date	Pay Structure
28-03-2023	At pay level 16 (Pay Scale 56100-144300) in cell no. 13 with Basic Pay Rs. 80,000.00 (as SRO-II)
29-03-2023	Fitted at pay level 17 (Pay Scale 67300-173200) in cell no. 7 with Basic Pay Rs. 80,300.00 (as Deputy Director, WBLRS)
01-07-2023	Fixed at pay level 17 (Pay Scale 67300-173200) in cell no. 8 with Basic Pay Rs. 82,700 (as Deputy Director, WBLRS) with Normal Increment.
01-07-2024	Fixed at pay level 17 (Pay Scale 67300-173200) in cell no. 9 with Basic Pay Rs. 85,200 (as Deputy Director, WBLRS) with Normal Increment.
01-07-2025	Fixed at pay level 17 (Pay Scale 67300-173200) in cell no. 10 with Basic Pay Rs. 87,800 (as Deputy Director, WBLRS) with Normal Increment.

If MCAS'2001 benefit is allowed to WBLRS :

Date	Pay Structure
28-03-2023	At pay level 16 (Pay Scale 56100-144300) in cell no. 13 with Basic Pay Rs. 80,000.00 (as SRO-II)
29-03-2023	Fitted at pay level 17 (Pay Scale 67300-173200) in cell no. 7 with Basic Pay Rs. 80,300.00 (as Deputy Director, WBLRS)
01-07-2023	Fixed at pay level 17 (Pay Scale 67300-173200) in cell no. 8 with Basic Pay Rs. 82,700 (as Deputy Director, WBLRS) with Normal Increment.
01-07-2024	Fixed at pay level 17 (Pay Scale 67300-173200) in cell no. 9 with Basic Pay Rs. 85,200 (as Deputy Director, WBLRS) with Normal Increment.
01-07-2025	Fixed at pay level 17 (Pay Scale 67300-173200) in cell no.10 with Basic Pay Rs. 87,800 (as Deputy Director, WBLRS) with Normal Increment.
01-07-2025	Fixed at pay level 17 (Pay Scale 67300-173200) in cell no.11 with Basic Pay Rs. 90,400 (as Deputy Director, WBLRS)) with MCAS'01 benefit(as due with their respective date of joining as WBSLRS Gr.-I).

If MCAS'2001 benefit is allowed as SRO-I after promoted from SRO-II :

Date	Pay Structure
28-03-2023	At pay level 16 (Pay Scale 56100-144300) in cell no. 13 with Basic Pay Rs. 80,000.00 (as SRO-II)
01-07-2023	If promoted to SRO-I: Basic Pay will be Rs. 84,900 (One promotional increment + one normal increment) at pay level 16 (Pay Scale 56100-144300) in cell no. 15 (Functional Promotion)
01-07-2024	Fixed at pay level 16 (Pay Scale 56100-144300) in cell no. 16 with Basic Pay Rs. 87,400 with Normal Increment.
01-07-2025	Pay level on that day after allowing MCAS'01 Basic Pay = One increment at Level 16 and fitment to Level 17 and one normal increment i.e, Rs. 87,400 -- 90,000 --90,400 --- 93,100. (as due with their respective date of joining as WBSLRS Gr.-I).

The same picture as also applicable for those officers who have joined in the WBSLRS Gr.-I in the year 2000. That the officers of 2001 batch (in the pay level 15 under ROPA, 2019) was absorbed and appointed in the rank of Deputy Director on 24-11-2023 in the West Bengal Land Reforms Service (WBLRS) in the Pay Level 16 under ROPA, 2019 w.e.f. 29-03-2023 vide your good office Notification No. 3844-Estt./1M-01/2023-Apptt. Dated, Howrah, the 24th November, 2023. Accordingly their scale of pay has been fitted at higher scale vide Rule No.-7 of the West Bengal Land Reforms Service Rules, 2023 **without allowing any additional increment**. From the above, it is very much clear that because of denial to provide MCAS'2001 benefit to an officer who is absorbed in WBLRS w.e.f 29-03-2023 vide your good office Memorandum No. 2759-Estt.LR-11011/25/2023-Estt. Sec Deptt. Dated Howrah, the 8th August, 2023 that the officers of 2000 & 2001 batch are **in a significant financial loss (by losing two increment)**.

During such “**absorption**” procedure **no option** was taken and/ or exercised from the entitled Officers like me as the eligible SRO-II as per seniority of gradation list was “**inducted**” in ‘ West Bengal Land Reforms Service’ vide point no 3 of Notification No. 1201-Estt/1E-02/2020-Apptt Dated, Howrah, the 29th March 2023.

After constitution of WBLRS, some officials were “**re-designated**” with the term ‘Assistant Director’ and their Pay was fixed vide point no 7 of the Notification No. Notification No. 1200-Estt/1E-02/2020-Apptt Dated, Howrah, the 29th March 2023.

That vide your good office Memorandum No. 2759-Estt.LR-11011/25/2023-Estt. Sec Deptt. Dated Howrah, the 8th August, 2023 it is mentioned there in Sl. No.-2 that in terms of the observation made at N.B. below Para 3(a)(ii) of Finance Department’s Memo No.-6042-F(P2) Dated, 7th November, 2019, the period of 8/16/25(modified as 15 years & 24 years as per vide Memorandum No. 5100-F(P1)/FA/O/2M/46/23(N.B) Dated, Howrah, the 31st August, 2023 of Audit Branch, Finance Department, Government of West Bengal) years need be counted afresh from the date of their **absorption/entry** in the WBLRS for the purpose of MCAS. But the actual observation is at N.B. below Para 3(a)(ii) of Finance Department’s Memo No.-6042-F(P2) Dated, 7th November, 2019, in the case of State Constituted Service other than WBSS, the period 8 years, 16 years and 25 years (modified as 15 years & 24 years as vide Memorandum No. 5100-F(P1)/FA/O/2M/46/23(N.B) Dated, Howrah, the 31st August, 2023 of Audit Branch, Finance Department, Government of West Bengal) of service in respect of a member shall count from the date of joining such State Constituted Service either **by direct**

recruitment or by promotion irrespective of the fact that such promote member has got any promotion or movement through CAS/MCAS in his feeder service. That means that the instant memorandum no. is silent regarding the word used as '**Absorption**'.

However, the concept of "**Promotion**" was emphasized in the Notification No. 406/1E-02/2020-Apptt dtd. 11.02.2021 of LRC & Principal Secretary to the Govt. of West Bengal (please see point nos. ii & iii) to minimize the complicity.

Due to Rule 10 of WBLRS Rule, 2023 (notified on 29/03/2023), for first 3 years i.e. up to 29/03/2026, the officers who were and who will be absorbed in WBLRS did not get and will not get any financial benefit in the form of increment except pay fixation benefit i.e. the affected batches are 1998,1999,2000,2001,2007,2008,2009 & 2010. But it was compensated for the officers of batches of 1998, 1999, 2007 & 2008 by allowing MCAS'01 benefit vide Memorandum No.- I/ 586227 / 2024 Dated : 17/12/2024 of L&LR&RR&R Department.

This absorption in the WBLRS may not be treated as either functional or non-functional promotion to the 2nd / 3rd higher pay level since no incremental benefit has been accorded due to such absorption.

When a Govt. employee has got benefit of only one promotion or advancement to a scale similar to the second higher scale before sixteen years of service, he will not get any further advancement under the scheme of MCAS'01 on completion of sixteen (modified as 15 years & 24 years as per vide Memorandum No. 5100-F(P1) /FA /O/ 2M /46/23(N.B) Dated, Howrah, the 31st August, 2023 of Audit Branch, Finance Department) years of service, but he will be eligible for fixation benefit u/r. 42A (1) of WBSR, Pt. I on completion of sixteen years of service. He will get advancement to the third higher scale with reference to the feeder post on completion of total service of 25 years without any further promotion/appointment to higher scale of pay.

When a Govt. employee has got benefit of only one promotion or advancement to a scale similar to or above the third higher scale before twenty five years of service will not get any further advancement under the scheme of MCAS'01 except fixation benefit u/r. 42 (1) of WBSR. Pt. I on completion of 25 (modified as 15 years & 24 years as per vide Memorandum No. 5100-F(P1)/FA/O/2M/46/23(N.B) Dated, Howrah, the 31st August, 2023 of Audit Branch, Finance Department) years of service. If the promotion or advancement to higher scale mentioned in this clause takes place before 16 years of service, he will get two fixation benefits the first on completion of 16 years and the second on completion of 25 years total service.

Thus due to absorption many officials have suffered loss in pay because of non-grant of MCAS'01 benefit on one hand and non-application of Rule 11 of WBS(ROPA)Rules 2019 on the other. The Association urges that such cases be taken up individually and dealt on case to case basis to minimize the curtailment of existing benefits of those officers.

Thanking you.

Sincerely yours,

Sumit Mukherjee

(Sumit Mukherjee)

General Secretary

West Bengal Land & Land Reforms Officers' Association

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