

## **General Secretary's report placed in the AGM, 2014**

Dear Members,

At the outset I would like to welcome you all from the core of my heart for coming all the way to this venue to attend this Annual General Meeting. We deeply lament the sad and untimely demise of Late Dawa Sherpa of 2012 Batch. He was working in the capacity of Block Development Officer, Kaliaganj. We also deeply mourn the losses of Shri Kamalendu Dakshit and Shri Sisir Kanti Sur who passed away last year. Shri Kamalendu Dakshit belonged to the 1966 Batch and was the General Secretary and subsequently the President of the erstwhile W.B.C.S(Executive) Association. Shri Sisir Kanti Sur was the General Secretary of the erstwhile W.B.C.S Association. The contributions of both of them in respect shaping vibrant, transparent and active organisations of the members of our service were priceless. Let us observe one minute's silence in reminiscence of the departed souls.

The Annual General Meeting held on 26<sup>th</sup> February' 2012 evidently happened to be a phenomenal departure from those in the past few years in course of which we were entrusted with the responsibility of forming the new State Executive Committee having secured a thumping mandate in the Election contested between two different panels. We felt deeply honoured by the trust and confidence exhibited by our colleagues on us and the aspirations of our fellow members had increased our responsibility manifold which we were ready to shoulder. In course of our journey towards formation of this new SEC we met our members across the State by extensively visiting the districts and were overwhelmed by the extent of participation, involvement as well as substantial contribution of our members in building the road map towards our dreamt destination. I would like to briefly depict the efforts rendered by the SEC in respect of the commitments made by us during the course of our campaign in favour of our panel before the said AGM two and a half years ago.

The last Annual General Meeting was held on 2<sup>nd</sup> February' 2013 at this venue which was adorned by the august presence of the Hon'ble Chief Minister and Hon'ble Finance Minister of West Bengal. Besides them Shri H.K. Dwibedi, Principal Secretary, Finance Department and Shri A.R. Bardhan, Principal Secretary, Personnel and Administrative Reforms Department also attended the AGM.

As per Constitutional provision as mentioned in the Memorandum of Association, the State Executive Committee is supposed to meet at least once in two months but our objective has been not to confine ourselves within the mandatory requirement of the minimum number of meetings supposed to be held. Since the last AGM in February 2013 till July 2014 we could hold 11(Eleven) formal meetings of the Committee and we sat together for more number of times informally. We transacted at length on all the relevant issues and the attendance rate was satisfactory. It is very much pertinent to mention here that this General Meeting was supposed to be held in February' 2014 as the State Executive Committee elected in the last AGM held on 2<sup>nd</sup> February' 2013 was scheduled to complete its term after expiry of one year. But on account of preoccupations of our officers in the months of February to May' 2014 owing to the Parliamentary General Election, the same could not be held in time. In this regard, a meeting of the State Executive Committee was held in an extended form on 15<sup>th</sup> February' 2014 in which, it was unanimously decided to hold the AGM after the Parliamentary General Election.

A brief report on the activities of the Sub Committees of SEC in the past months may be noted as follows:-

- a) Finance sub-committee:** Pending audits for the years 2012 - 13 and 2013 – 14 were complete. It is indeed a fundamental criterion in respect of membership of the Association for an officer to deposit monthly subscription in time. The position of subscription can be termed paltry during the last one year till the preparation of this report though a good amount of subscription has been deposited by some district units during the Delegate Session held on 23<sup>rd</sup> of August' 2014. The matter of enhancement in the rate of subscription was under consideration of the SEC from sometime past and a proposal was adopted by the SEC to refix the same @ Rs 500/ per year (if paid at a time) or Rs 50/ per month. The house passed a resolution in the last Annual General Meeting in respect of the said enhancement. Accordingly, subsequent to the said decision the position of subscription was supposed to be substantially rejuvenated but the result has been far behind our expectation. However, recently, considerable efforts have been rendered by the members of the State Executive committee by keeping in regular touch with the District Units for collection of due subscriptions. We hope for improvement of the financial health of the Association.
- b) Legal sub-committee:** Discussions were held regarding the matter of the case lodged by the officers promoted to the Service provided with the year of allotment of 1991 in view of the following fact.

Prior to the amendment made on 10.01.2012 in the WBCS (Executive) (Determination of Seniority) Rules, 2008 the definition of year of allotment meant for the officers on promotion attracted the respective year in respect of which vacancies used to be reported to the WBPSA and for the Direct Recruits it meant year of recruitment examination held by the WBPSA.

In the perspective of the vertical mobility to erstwhile Scale of Pay no 19 the contents of Para 2(xvi) of G.O. 6075-F Dated 21.06.1990 (Career Advancement Scheme, 1990) and item 15 of the Annexure thereto as well as that of Para 4(i) of G.O. No 3015-F Dated 13.03.2001 (Modified Career Advancement Scheme, 2001) provide that for attaining scale no 19 (coterminous with the rank and status of Joint Secretary) a period of 20 years of total service in erstwhile scales 16, 17 and 18 and 3 years in erstwhile scale No 18 are mandatory preconditions.

In this regard it is pertinent to mention that as per Govt Order on CAS 90 the movement from scale No 16 to 17 and thereafter from scale No 17 to 18 used to take place after 10 and 20 years of service respectively and the status of Ex Officio Assistant Secretary and Ex Officio Deputy Secretary were also linked with the respective scale Nos 17 & 18. Subsequently in accordance with the G.O. on MCAS 2001 the movement from scale No 16 to 17 and from scale No 17 to 18 has been made effective after 8 and 16 years of service respectively, though conferring of the status of Ex Officio Assistant Secretary and Ex Officio Deputy Secretary was not linked with the respective scale Nos 17 & 18 and the periods of 10 and 20 years of service respectively remained in vogue as the prerequisites.

The matter of linking the status of Ex Officio Assistant Secretary and Ex Officio Deputy Secretary with the scales 17 & 18 respectively as per MCAS 2001 was pursued with the Government by us from time to time and by the active intervention from the highest echelon of the State Government the P&AR Department issued G.O. No 2421-PAR (WBCS)/1D – 164/12 Dated 2<sup>nd</sup> July 2012 and G.O. No 2474-PAR (WBCS)/1D – 164/12 Pt Dated 6<sup>th</sup> July 2012 whereby the status of Ex Officio Assistant Secretary and Ex Officio Deputy Secretary was linked with the scales 17 & 18 respectively i.e. after 8 and 16 years of service respectively.

Accordingly, we strongly felt that it would be rational on the part of the State Government to reconsider the mandatory requirement of 20 years of total service for Career Advancement to scale no 19 by way of reducing it to 19 years with the existing requirement of 3 years of service in scale no 18 as the requirement of 3 years of service in scale 18 is met after 19 years of service (attaining scale no 18 after 16 years of service and 3 years in the said scale).

We therefore requested for lowering of the minimum requirement of period of service from 20 years to 19 years with the existing requirement of 3 years of service in scale no 18 in respect of Career Advancement to scale no 19.

The Finance Department has neither agreed to this proposal nor has the said proposal been conclusively rejected.

During the course of the above circumstances enhancement in the number of posts in erstwhile scale Nos 19 & 21 was granted by the State Government and the same was a remarkable achievement of the Association. As a consequence, the duration of service of 26-28 years for attaining the status of Joint Secretary, which was prevalent a few years ago in respect of batches of 1979-1986, came down to 21 years or even less for the batches of 1989 and 1990.

The Direct Recruit officers of 1991 batch joined the Service in September' 1992 and completed 20 years of service in September' 2012 whereas the promottee officers of the 1991 batch joined service during February – March' 1994 and they have completed 20 years much later i.e. in February – March' 2014. In the mean time, by the time immediately after completion of 20 years in service the officers of the 1991 Direct Recruits became eligible as per CAS 90 and MCAS 2001 for entry into the zone of Joint Secretary as all the eligible officers of the immediately senior batch of 1990 had already been elevated to Scale No 19. At the said juncture the officers of 1991 promottee batch being senior in the civil list moved the State Government for waiving the precondition of mandatory length of 20 years of service apprehending that the Direct Recruit batch of 1991 might get the CAS to Scale 19 prior to they get the same. The said prayer was rejected by the Finance Department and the Direct Recruit batch of 1991 got CAS to Scale 19 in 2013. Being aggrieved by the said decision a few officers of the 1991 promottee batch moved the Learned West Bengal State Administrative Tribunal and an order was passed directing the State Government to condone the shortage of length of service to attain 20 years of service of the officers of 1991 promottee batch and to accommodate them in Scale No 19 without affecting the CAS of 1991 Direct Recruit officers which had already taken place. During this course the Direct Recruits of the 1992 batch have also completed 20 years of service in September 2013 i.e. earlier than the officers of 1991 promottee batch. Now the government is learnt to have been contemplating to go for a review of the said order before the appropriate forum having the appellate jurisdiction. In the mean time due to retirement, promotion to the IAS and career advancement to scale No 21 nearly 40(forty) vacancies have been generated in the pool of 165 posts of Joint Secretaries of our Cadre. The Association is pursuing the matter time and again with the government for speedy disposal thereof in order to end this stalemate.

### **c) Welfare Sub Committee:-**

The State Executive Committee, through its Welfare Sub-committee took active part in removing bottlenecks in individual cases of CAS, confirmation and WBHS related issues. That apart, a compilation has been made on the status of submission of Asset Declarations in the last five years, as it recorded in the PAR, for all officers of our cadre. Officers have been requested to submit those for the missing years along with condonation prayer for delay; or the department may be approached with proof of submission for rectification of records, in cases of mistakes in their records.

During the 16 years CAS of 1996 batch, the Welfare Sub-committee assembled the SAR status of all the officers and informed them to take initiatives to fill up the gap, if any.

During January to April each year, the Sub-committee tried to sensitize the members through mail and social media to submit their Asset Declarations and SARs timely. Editable soft copies of such forms were also made available to them.

I am happy to announce here that we have arrived at a package in consultation with and concurrence of the Desun Hospital & Heart Institute on E. M. Bypass where our Cadre officers and their family members can avail of the facilities of Health Check-up at reduced rates. Officers may book the facilities by directly contacting the Hospital as per their convenience. We shall review this arrangement periodically to improve it further and expand it to other areas also. Package details are attached in the annexure in page 9

**d) Grievance Sub-committee:** After formation of the new SEC, till date four formal meetings of the Grievance Sub Committee have been convened. Members of this Committee have also met informally on numerous occasions to discuss various issues related with our Officers. During this period Grievance Sub Committee has received around 160 prayers from the members on various issues. The Sub Committee tried its best to give special emphasis upon transfer cases which were related with any major ailment of the incumbent or his/her family members, spouse posting (in case of Central/State govt employee) and posting of officers above 58 years as per their choice. Members of this Sub Committee diligently pursued the grievance related petitions with the appropriate authorities of the P& AR Dept. General Secretary along with the members of this sub committee had met the Cadre Controlling Authority on several occasions to resolve the burning issues. Some issues were redressed through negotiations at the appropriate forum. However, this sub-committee has so far not succeeded to clinch the withdrawal of the remaining BDOs of the 2006-D batch and transfer of BDOs who are serving in LWE block for almost three years.

**e) Study Cell:** The charter of demands and aspirations of our Association was prepared in the first meeting of the SEC. As assigned by the SEC, study cell prepared the background papers of each of the demands of our Association with proper justification. Those were placed before the highest authority of the Government. In the previous year the background papers helped a lot in achieving most of the demands of our Association. Government has set up a Cadre Review Committee. It is needless to mention that the role of the cadre in developmental administration as well as in general administration has changed a lot over the years. Keeping in mind the changing scenario and growing need of the administration, Study Cell, after much endeavour and brain storming, prepared the base paper with justification about each of the posts to be dropped from the existing Cadre Schedule and new posts to be included in the same. In the year 2013-14, Study Cell also prepared the base paper submitted to the Cadre Review Committee with justification about the demands. This is learnt to have been under active consideration of the Government.

Let us now focus on the aspects relating to our achievements during the period under consideration of this report.

1. After prolonged persuasion to empower the Block Development Officer administratively for exercising effective control over the implementation of Government programmes and playing the role of the Chief Co-coordinating Officer at the Block level, the Government has taken explicit decision in this direction. The SEC reiterated the issue before the Hon'ble Chief Minister and Hon'ble Chief Minister assured us of acting upon it while acknowledging the responsibilities discharged by the BDOs in her address in the convention held on 21<sup>st</sup> April, 2012. The Administrative Reforms wing of the Personnel and Administrative Reforms Department has issued a Memorandum on 22.05.2012 and endorsed it to the

heads off 14 Departments (P&AR, Disaster Management, M&SSI&T, BCW, Fisheries, Co-operation, Labour, Women Development & Social Welfare, Mass Education Extension & Library Services, Finance, Youth Services, Food & Supplies, Public Health Engineering, Water Resources Investigation and Development Departments) under which the BDO has been declared as the Reporting Officer in respect of the Annual Confidential Report and Leave Sanctioning Authority (in respect of Casual leave) and Recommending Authority in respect of other kinds of Leaves for the Block Level Extension Officers. So far, matching Government Orders in respect of SAE(RWP), C.I., PDO, PA&AO, WDO, BLDO (A.P.O.), B.I.O., EOME, LEOME, FEO, SAE (RWS) and SvDO have been issued by the respective Departments being the Controlling Authorities of the said Extension Officers. We will keep on pursuing the matter with the rest of the Departments to get the G.O.s. issued in this regard.

2. Our demand was for 02 (two) Additional increments to our officers at 3 (three) stages i.e. at the entry level, in the pre-revised Scale No.16 and subsequently at the respective junctures of MCAS in pre-revised Scale No.17 & 18 to recognise the edge of WBCS (Exe) over other Group-A Constituted Services. We have not succeeded in achieving this goal but as a significant token of recognition. Special pay @ Rs 950/- for the BDOs, SDOs and ADMs and @ Rs 1000/- for the Joint. Secretaries. & Special. Secretaries have been introduced by the govt.
3. On account of our concerted effort the Government had increased the sanctioned posts of Special Secretaries (in the pre-revised super time scale of 21) from 18 to 25 in 2012-13 and from 25 to 50 in 2013 – 14 and that of Joint Secretaries. (in the pre-revised scale no 19) from 145 to 165. In the mean time the promotional quota in the IAS from the state has increased. As a consequence the vertical mobility of our Cadre Officers has substantially furthered and presently the officers of 1991 batch are enjoying the status of Joint Secretary i.e. after 21 years of their service.
4. Previously the ex-officio status of Assistant Secretary and Deputy Secretary used to be linked with CAS-90 i.e after respectively 10 & 20 years of the Service. The same have been delinked with the said tenures and linked with the MCAS-98 i.e. after rendering 8 & 16 years of Services respectively. This achievement has very important implication. For example, the offices of 1994 Batch are now posted as Additional District Magistrates. If they are withdrawn from the districts they are now in a position to be accommodated in the capacity of OSD & Deputy Secretary in the Secretariat as they have completed 18 years of Service. Had this not been achieved they would have been working as Asst. Secy. in the Secretariat.
5. Previously our members have served as District Magistrates in the Districts of Purulia, Uttar Dinajpur, Dakshin Dinajpur and Birbhum. At the end of the year 2010 the practice of placing our members was gradually done away with. Since then we have been striving for posting of our officers as District Magistrates. During the revision of the Cadre Schedule in 2010 an entry of 3 posts of District Magistrate was made therein with a proviso of ratification by finalisation of the Cadre Schedule of the IAS. When the finalisation of the Cadre Schedule of the IAS was made by DOPT, GOI it was found that the entry in respect of the number of DMs belonging to the AIS was 23 in anticipation of bifurcation of certain districts. However, in spite of that the State Government has been bountiful to provide the berth of District Magistrate, Dakshin

Dinajpur to Shri Tapas Chowdhury of 1987 batch of W.B.C.S(Executive). We are optimistic that the State Govt will place a few more of our members as District Magistrates.

We have rendered our sincere efforts to achieve these goals and we will be tirelessly striving for maximizing the interests of our fellow members.

### **Regional Conventions and AGMs of the District Units.**

The Annual General meetings of many district Units have been held during the last one year. Almost on all such occasions Office bearers/Members of the SEC remained present and I personally attended quite a few. Some districts have been visited more than once. Being inspired by the North Bengal Convention covering six districts of the Jalpaiguri Division held on 1<sup>st</sup> and 2<sup>nd</sup> of December, 2012 we organised 02(two) Conventions of the Southern and Central Regional Committees on 21<sup>st</sup> and 28<sup>th</sup> December' 2013 at Haldia and Krishnanagar respectively covering the districts of Burdwan and Presidency Divisions respectively. A substantial number of officers of the said districts participated in the said Conventions. A sizeable delegation of SEC including the President and the undersigned attended the conventions. The new Regional Executive Committees were formed.

**Now let us focus on the fresh Charter of demands placed before the government. As per announcement of Hon'ble Chief Minister in our Last Annual General Meeting a Cadre Review Committee headed by the Hon'ble Finance Minister was constituted by the State Government exclusively for our Service and all the following demands are learnt to have been under consideration by the said committee. We are hopeful that the State Government has arrived at a decision on the matters under the purview of the said committee.**

- 1) Conferring **two additional increments** in successive three stages, i.e. during entry in the Service and after 8 & 16 years of Service respectively in the scale no 16, 17 & 18 in the analogy of conferring the same on IAS officers vis-à-vis other Central Services as per recommendation of the Central Pay Commission keeping in view the hazards which the IAS officers come across in field during their stay at the district level.
- 2) Government Notification may be issued declaring that WBCS (Exe.) officers belonging to unrevised **scale No. 17** to designate as **Deputy Secretary** if they are posted in the Secretariat and if they are posted outside Secretariat their post may be treated as equivalent to the post of Deputy Secretary. Same designation may continue till they get unrevised scale no.19 (now PB 5).
- 3) **Furtherance of the Coordinating role of the BDOs:** - Prior intimation regarding leaving the Block to the BDO by the Heads of other Block Level Offices should be made mandatory for all Line departments, with the name and contact number of the Officer who will remain in charge and in the event of occurrence of any natural calamity, the Relief Code should be made operational and the overall control of all the Officers should be vested with the BDO for the period.
- 4) Implementation of the decision already taken by the highest echelon of the government regarding posting of our Cadre offices in the post of **District Magistrate** in a few districts.

- 5) Conferring of independent charges of a few WBCS (Exe.) officers having attained the erstwhile supertime scale No.21. Further the anomaly created by introduction of the status of Additional Secretary of the AIS officers having completed 13 years of service may be eradicated by redesignating the SCS officers attaining erstwhile scale No 21 suitably, say as “Secretary in the department”. This will mitigate the frustration of the SCS officers especially who are senior in the Civil List [WBPSC Merit List] but not getting promotion to the IAS only because they are over 54 years of age as on 1<sup>st</sup> January of the year of vacancy in consideration where as some officers of the same SCS batch being junior in the Civil List [WBPSC Merit List] get promotion to the IAS with gigantic enhancement in the pay package because of their age being below 54 years as on 1<sup>st</sup> January of the said year of vacancy in consideration.
- 6) A systematic recruitment plan is proposed over the next ten years to improve the direct-promotee ratio, to avoid future stagnation and to attain the optimum batch strength over the years. In this regard a comprehensive study paper has been submitted to the Cadre Review committee.
- 7) To retain the improved vertical mobility, **number of posts** in erstwhile **scale 19** is proposed to be increased.
- 8) Compulsory mid-term trainings, short term mandatory trainings and revised plan for induction level trainings have been proposed to the Cadre Review Committee.
- 9) It is recommended that a thorough review of the 2005 transfer and posting policy be done by the Personnel and Administrative Reforms Department.

We will be moving the Government for considering our demands with due importance. I believe the next SEC will be actively pursue the same and will be successful in convincing the Government.

I extend my heartiest thanks and gratitude for your active support and cooperation.

Sincerely yours.

Sd/-  
(SOURAV CHAKI)  
GENERAL SECRETARY

**Annexure depicting the comparative study of rates of different diagnostic tests offered by The DESUN Hospital & Heart Institute exclusively for WBCS (Executive) Officers vis a vis the normal OPD rates as well as the rates for West Bengal Health Scheme prevalent in the said Hospital**

Sl No	Test Name	Hospital OPD Rate	WBHS Rate	Package-I	Package -II	Package - III	Child Pack
1	Hb, TLC, DLC, Platelet Count	150	230	Y	Y	Y	
2	Peripheral Smear	220	70	Y	Y	Y	
3	CPK,	420	270	Y	Y	Y	
4	CPK-MB	550	390	Y	Y	Y	
5	LDH	480	210	Y			
6	TSH	450	300	Y	Y	Y	
7	Urine R/E,	140	60	Y	Y	Y	Y
8	Albumin	180	60	Y	Y	Y	
9	Sugar (F, PP)	140	140	Y	Y	Y	
10	Lipid Profile	950	700	Y	Y	Y	
11	Liver Function Test	850	750	Y	Y	Y	
12	Urea	170	80	Y	Y	Y	
13	Creatinine	195	100	Y	Y	Y	
14	Uric Acid	190	110	Y	Y	Y	
15	Sodium,	200	240	Y	Y	Y	
16	Potassium	190	150	Y	Y	Y	
17	Calcium	230	120	Y	Y	Y	
18	X-ray Chest	230	130	Y	Y	Y	
19	USG-Abdomen	1200	950	Y	Y		
20	PSA-Total	750	500	Y			
21	ECG	150	140	Y	Y	Y	
22	Pap Smear-Female	500	240	Y			
23	CBC	290	180				Y
	<b>Hospital OPD Rate</b>			<b>8535</b>	<b>6805</b>	<b>5605</b>	<b>430</b>
	<b>WBHS Rate</b>			<b>5940</b>	<b>4990</b>	<b>4040</b>	<b>240</b>
	<b>Package Rate</b>			<b>3200</b>	<b>2500</b>	<b>2000</b>	<b>215</b>

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