



STATE FISHERY OFFICERS' ASSOCIATION, WEST BENGAL

(Registration No-SO20 1220)

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Purba Bardhaman District



Ref. No.:07/SFOAWB/Pr BDN

Date: 17th August, 2023

To
The Assistant Director of Fisheries
Purba Bardhaman District

Sub: Submission of Deputation

Sir,

You are well aware that the State Fishery Officers' Association, West Bengal is a registered Officers' Association of 50 years in the Fisheries Department, Govt. of West Bengal and is dedicated to (1) Overall development of the Fisheries & Aquaculture sectors of West Bengal, (2) Socio-economic upliftment of fishermen/fish farmers and (3) Safeguard the right, interest, and dignity of the Officers working in the Fisheries Department, Govt. of West Bengal as a whole and its proud Members in particular.

Today i.e. 17th August, 2023; Team SFOAWB, Purba Bardhaman District is submitting the Deputation before you with the following demands for necessary action immediately:-

1. **Revoking the Cancellation Order vide No. 1794-Fish/C-VI/4E-6/2015(Pt.) Dated 03.07.2023 in connection with the Promotional Notification vide No. 1773-Fish/C-VI/4E-6/2015(Pt.) Dated 28.06.2023 from WBJFS Gr-II (FEO & its equivalent posts) to WBJFS Gr-I (DFO & its equivalent posts)**

You are well aware that promotional notification from WBJFS Gr-II cadre to WBJFS Gr-I cadre vide No. 1773-Fish/C-VI/4E-6/2015(Pt.) dated 28.06.2023 with the kind concurrence of West Bengal State Election Commission vide its letter No. 1649-SEC/4D-14/2023 dated 27.06.2023 has been cancelled vide No. 1794-Fish/C-VI/4E-6/2015(Pt.) dated 03.07.2023. Such painful and humiliating order (Cancellation of promotional notification) icw the very Senior Officers of the Department has not been issued in the glorious long history in our Department. This order has not only deprived the concerned Officers financially but also the self-respect, dignity and prestige as well as natural justice have been greatly affected. It also bears huge painful impact to the family members of the concerned Officers. The painful impact has also been noticed from societal point of view. Huge frustration and demotivation among the entire cadre are the obvious result which surely affects the departmental activities.

This is for your kind note that **Smt. Mamata Banerjee, the Hon'ble Chief Minister, Govt. of West Bengal is very much sympathetic regarding the award of promotion to the Govt. Employees of the State.** In this regard, Sate Govt. has issued a press release that all pending promotional notification must be made at an early date.

You are also well aware that the DFO & its equivalent posts are statutory in nature and carries huge responsibilities for execution, monitoring and evaluation of departmental activities. Keeping these posts vacant for a long time brings a huge vacuum in implementing departmental works.

We strongly condemn the views of the present authority of the Department that if the said promotion is given, some Block FEO posts may be vacant. Failure in the recruitment by the authority of the Department in time must not be the justification to deprive and humiliate another cadre. This is also to report that during the Block posting as the FEO; many of us have to take the responsibility of adjacent vacant Block/Blocks as additional charge with extreme care respecting the Job Responsibility of the FEOs as notified by the Department.

Under this huge crisis, we strongly demand to revoke the above stated cancellation order excluding the Block assignment with the effect from 28th June, 2023 to safeguard the natural justice within the purview of our Constitutional right as well as the right of the Government employees as per the WBSR.

(2) Restructuring of the Directorate of Fisheries, Govt. of West Bengal

The Great visionary, Smt. Mamata Banerjee, the Hon'ble Chief Minister, Govt. of West Bengal constituted one very high powered "Special Task Force on Fisheries" in April, 2013 vide No. 6(7)-Cab.Sectt./Task Force dated 11.04.2013. The said Task Force recommended for the restructuring of the Directorate of Fisheries, Govt. of West Bengal at par with Agriculture and ARD Departments. It is really pathetic to report that the authority of our Department fails to make it in reality though a decade crossed away. We strongly demand to complete the restructuring process immediately for overall development of the Department.

(3) Publication of Promotional Notification from DFO to ADF & ADF to DDF

Each post of the Department carries huge responsibility. So at the time of creation of vacancy mainly due to retirement of the Officer, the post must be filled up immediately. Just after completion of Agenda No. 1, we strongly demand for immediate steps for promotional notification for filling up the vacant posts of ADF from DFO and DDF from ADF. We also demand for necessary step for next promotional notification from FEO to DFO. As there is very huge responsibility for each post and also very limited scope for promotion as per existing sanctioned posts of the Department, we strongly demand to publish promotional notification as and when vacancy is created.

(4) 100% promotion from DFO to ADF and ADF to DDF

As per the existing Recruitment Notification, 80% of total posts of ADF are filled up through promotion from the post of WBJFS Gr-I (DFO) and 60% of total posts of DDF are filled up through promotion from the post of ADF. In the present form of the said rules for the post of Assistant Director of fisheries (ADF) and Deputy Director of fisheries (DDF), the problem of inadequacy in the promotional scope of WBJFS Gr-I (DFO) & WBFS (ADF) cadre should be addressed sympathetically.

We strongly demand for needful to fulfill our long standing demand that 100% promotion from

- i) WBJFS Gr-I (DFO/TS etc.) To WBFS (ADF/CEO-FFDA etc.) and**
- ii) ADF/CEO-FFDA etc. (WBFS) to DDF (WBFS).**

This will not create any financial burden to the Government rather it will reduce financial burden to the Government because non-functional promotion will match functional promotion of existing departmental officers and there will be only direct appointment at WBJFS Gr. II which is much lower scale than ADF and DDF. Moreover, this will help to create a pool of experienced District and Zonal level Officers who have performed more dynamic Block Level duties for several years. This policy will equip the Department to fill up vacant posts at District and Zonal level more promptly. As a result, transmission of higher authority's instruction and monitoring of schemes will get momentum.

(5) Retrospective Effect during Promotion

In the Fisheries Directorate, the bottom level officers join in the Government service as WBJFS Gr-II (FEO, AFO, ARO, etc.) and in general after completion of 20 to 30 years in the same post, they get the 1st opportunity to have a promotion in the cadre of WBJFS Gr-I (DFO, TS, FM, YM etc.) as there is only 128 promotional posts in WBJFS Gr-I against 559 posts in WBJFS Gr-II. As a result, most of the Officers under WBJFS Gr-I reach superannuation within a short span of time. If Department decides to award promotion to each cadre only once in a year, then many Officers will be deprived of getting a promotion before their superannuation though clear vacancies exist in the next promotional post. Moreover, a good number of Officers (from FEO to Addl. Director of Fisheries) are being deprived of getting financial benefits from the date of creation of vacancy in the promotional post. A Government servant has the full right to be considered for promotion because it is true that his entry into the Government service as a pleasure of the Hon'ble Governor, so

they can't be restrained from the rule of natural justice by a stay of execution of not pronounce for promotion or denial of his/her promotional right though there is clear vacancy existed. Considering the above-mentioned facts, our Association strongly demands that retrospective effect must be given to the promoted Officers from the date of creation of vacancies.

(6) Fresh Recruitment of Officers under WBJFS Gr-II Cadre

As the Block level Officers are the pillar of the Department, we strongly demand that all vacant posts under WBJFS Gr-II must be filled up immediately without any further delay. Our Association also strongly demands that recruitment for all posts under WBJFS Gr-II cadre should be made 100% direct for the candidate having the degree of B.F.Sc (4 years). It is for the kind notice that B.F.Sc (4 years) degree is the only approved UG level degree programme by the University Grant Commission in the Fisheries Science.

(7) Inclusion of Deputed Officers under FFDA and GTA in HRMS under IFMS Portal

Deputed Officers of all the FFDA's & GTA under the Directorate of Fisheries, Govt. West Bengal, are deprived of enjoying the benefit of disbursement of salaries and other withdrawals/reimbursements through HRMS under IFMS Portal of Finance Department, Govt. of West Bengal. This causes immense inconveniences to the deputed Officers for submitting as well as withdrawing funds to and from the Government especially for reimbursement of medical bill under Health Scheme, GPF withdrawal, Pay fixation etc. Situation becomes worst when a DDO could not able to draw the salary of an employee transferred from FFDA/GTA to normal establishment day by day due to non Transfer of employees' particulars in HRMS under IFMS.

After a long effort, the Finance Department, Govt. of West Bengal has approved the proposal vide Memo No. 1090-F(e-Gov.) dated 10.03.2023. A meeting has also been conducted by the Finance Department on 17.03.2023 in this regard. It is really painful to report that due to lack of proper steps of our Department, this very serious issue is still awaited for its implementation. We strongly demand for effective steps immediately for completion of the pending process.

(8) Notification of Transfer Policy

Transfer & posting is a very sensitive issue for one Govt. employee as it has direct impact on his/her family as well as service life. A suitable transfer policy must be framed and implemented to offer equal opportunity for every Officer with a hearty consideration both for office work and family life. All sympathetic as well as obligatory consideration respecting the WBSR should be made at the time of framing transfer policy. The existing transfer policy of Agriculture, ARD and other lined Departments may be reviewed as reference.

(9) Earmarking of 50% schematic contingency for the use of Block FEOs

Most important part of any developmental as well as welfare schemes of the Department including selection of beneficiaries, distribution, implementation, monitoring, reporting, evaluation etc. is being carried out by the Block FEOs. Block laboratory-cum-training centre is also maintained by the Block FEOs. It is very painful to report that no fund is being made earmarked for the Block FEOs. It totally depends on the mercy of the concerned District or Block administration. It creates huge frustration and mental agony to perform the duties. Our Association strongly demands to confirm the necessary support by earmarking 50% of the schematic contingency for the use of Block FEO. We also strongly demand for allotment of sufficient fund in each year for maintenance of the Block laboratory cum training centre. We also demand sufficient allotment for TA (Travelling Allowance) & DA (Daily Allowance) in each year for official tour as per WBSR.

(10) Formation of Fish Catchers' Group (FCG)

For maintaining fish biodiversity in the river, to increase the river productivity, to implement the Inland Fisheries Act more effectively and obviously to improve the socioeconomic condition of the riverine fishermen, formation of Fish Catchers' Group (FCG) by fixing right and responsibility to the fishermen engaged in capture fisheries to safeguard the riverine ecosystem is recommended by our Association.

(11) Creation of Necessary Posts in District and Block

District headquarters both for the establishment of the ADF/CEO-FFDA of Jhargram, Paschim Bardhaman, Kalimpong, Darjeeling are suffering from lack of posts of DFOs and FEOs/AFOs. The establishment of Additional Director of Fisheries (Tech), Uttar Banga; DDF, Northern Zone may also be reviewed for sufficient number of DDF/ADF/DFO/AFO for effective monitoring, reporting and evaluation of the huge number of departmental schemes. The post of FEO for newly created Pedong Block under Kalimpong District should be created at an early date. We are very happy that the **Hon'ble Chief Minister, Govt. of West Bengal** has already started initiation for creation of few new Districts. If it is done, the creation of sufficient number of Posts for District headquarters including ADF/CEO-FFDA, DFOs/TS, FEOs/AFOs and also sufficient clerical staffs should be confirmed for smooth functioning of the departmental activities.

We hope you will be agree to each of our above submitted demands and necessary as well as effective steps will be taken from your end for immediate implementation.

Thanking you.

Yours faithfully,

SALAM
17.08.23
District Secretary

SFOAWB, Purba Bardhaman District

Ref. No.: 08/1(3)/SFOAWB/Pr BDN

Date: 17th August, 2023

Copy forwarded for kind information and sympathetic consideration to

1. The Hon'ble MOS (IC), Department of Fisheries, Govt. of West Bengal.
2. The Secretary, Department of Fisheries, Govt. of West Bengal.
3. The Director of Fisheries, Govt. of West Bengal.

SALAM
17.08.23
District Secretary

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