

Synopsis of Memorandum to 6th Pay Commission

**West Bengal Junior Social Welfare
Service Association**

4th January 2017

Brief Introduction

- **West Bengal Junior Social Welfare Service Association represents:-**
 - Officers belongs to West Bengal Junior Social Welfare Service and
 - Officers promoted from West Bengal Junior Social Welfare Service
- We represent the West Bengal Junior Social Welfare Service Officers since inception in the year 1970**

**Women and Child Development
&
Social Welfare Department**

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graph TD; A[Women and Child Development & Social Welfare Department] --> B[Directorate of ICDS]; A --> C[Directorate of CRT]; A --> D[Directorate of Social Welfare]; A --> E[Controller of Vagrancy]; B --> F[DPO (ICDS)]; F --> G[CDPO at Block]; D --> H[DSWO]; H --> I[Super of Homes]; E --> J[Manager of Vagrants Homes];
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**Directorate of
ICDS**

DPO (ICDS)

**CDPO at
Block**

**Directorate of
CRT**

**Directorate of
Social
Welfare**

DSWO

**Super of
Homes**

**Controller of
Vagrancy**

**Manager of
Vagrants
Homes**

Recruitment Rule and Present Scenario

- Officers to the Service is recruited through WBCS (Executive) Group 'C' Examination
- There is only single pay scale i.e. scale no – 14 (ROPA'98) to all the Officers (Grade Pay – 4700/-)
- But the Officers function in three tiers, namely Block, District and State
- Present sanctioned strength 633 and available promotion post is only 34

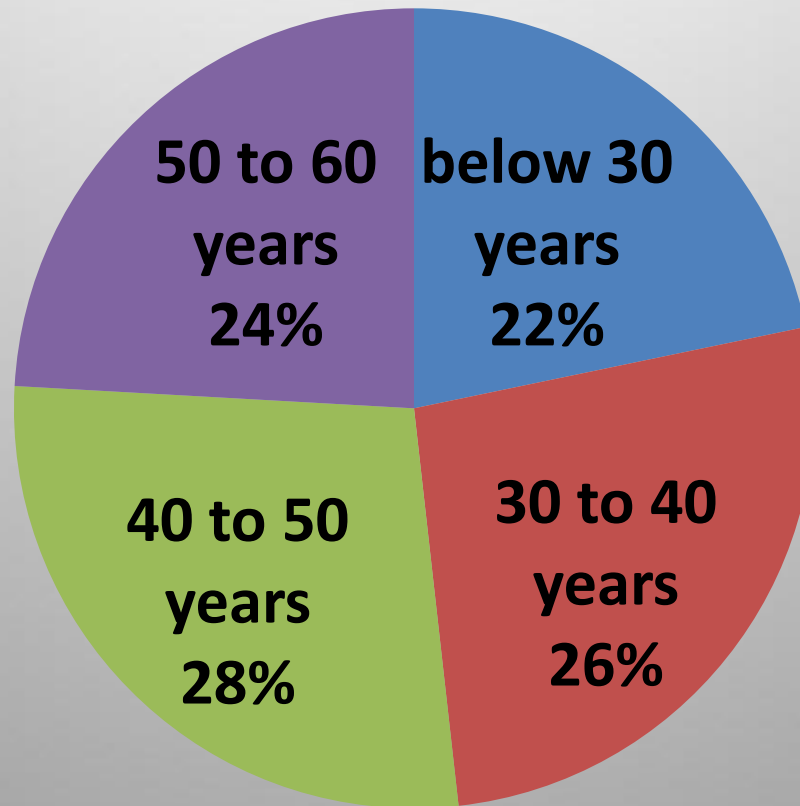
Distribution of Posts of WBJSWS

• CDPO at Additional Project	158
• CDPO at Block Level	401
• Super / Managers of Homes	032
• DPO / DSWO at District Level	037
• Other Posts at State level	005
• Total	633

Available Post on Promotion to WBJSW Service:-

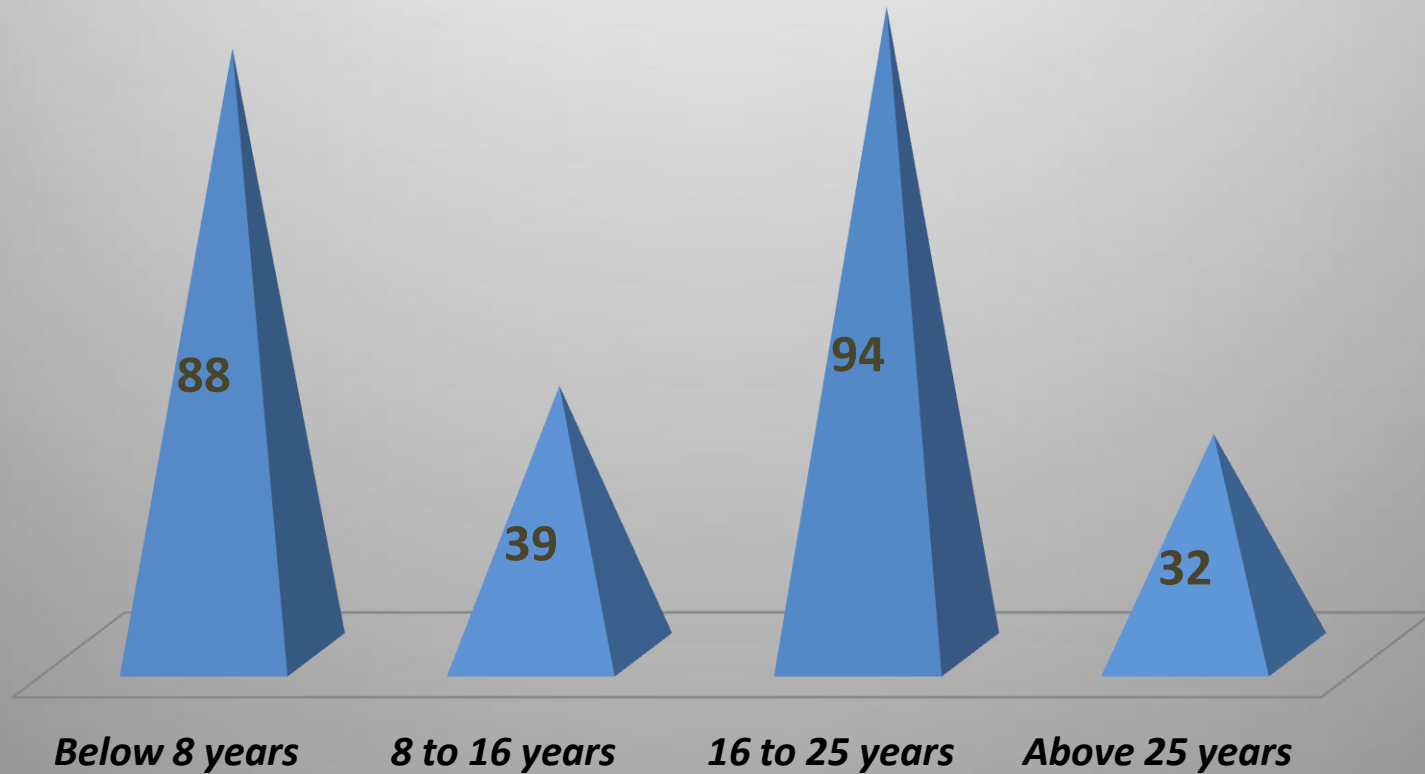
• Assistant Director / Deputy Director	032
• Joint Director	002

Age Range of Present Officers
Total no of Officers in position 253



Service Length wise No of Officers

■ No of Officers



Rationale of Up-gradation

- **Administrative reason:-**
 - To bring better coordination for implementation schemes of the Department
 - For better coordination with other Department for smooth implementation of different Projects like ICDS, Kanyashree, ICPS
 - To retain better work force who desert the service in search of better prospect
 - Introduction of one-line administration under the Department

Rationale of Up-gradation (2)

- **Other reason:-**

- To bring better dedicated trained workforce within the Service
- To bring better prospect of promotion in the service to end stagnation
- To bring parity with the Officers at the horizontal level of service of other Department
- To retain parity with the job undertaken vis-a-vis Scale awarded

Rationale of Up-gradation (3)

- **Other reason Continued:-**

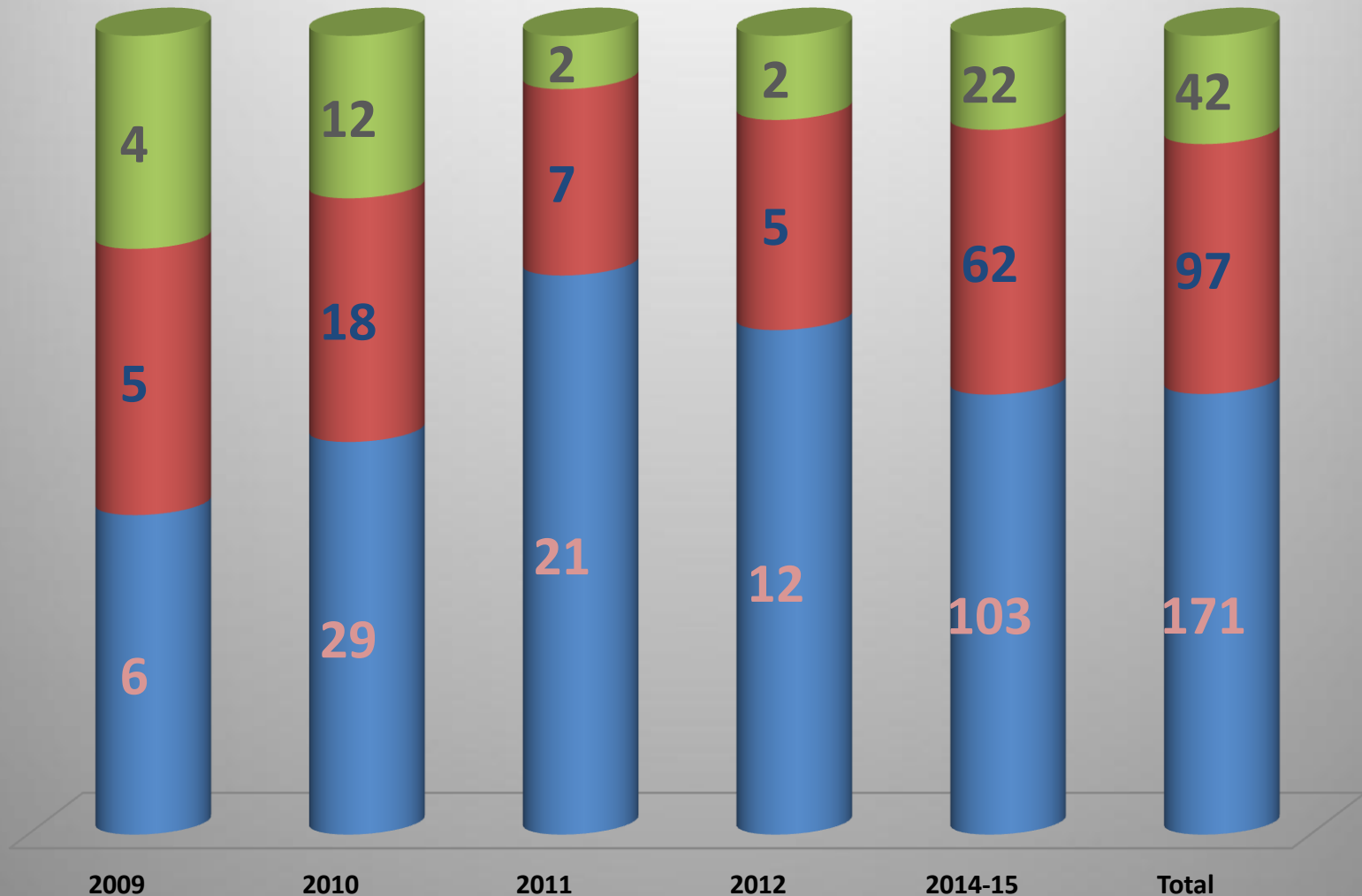
- To bring parity among Officers recruited in same manner
- To add field experience with the policy making of the Department
- To make the departmental administration more people oriented
- To bring more stability within the administration due to availability of trained workforce up to the level of decision making

Stagnation and Promotional Prospect

- Available effective 34 promotion posts for 633 cadre Officers (Page - 16)
- There are 32 posts of GP – 5400/- and 2 posts of GP – 7600/- (Page -16)
- All other Services recruited through WBCS Gr – C has opportunity to avail Scale No – 21 (P18)
- Sub Ordinate Service and Junior Service Officers have been put in same scale of pay

No of Officers Deserted Service

■ No recommended by WBPSC ■ No of Candidates joined ■ No of candidates left services



Proposal Summary

- We strongly demand that the name of the only Constituted Service of the Department may be renamed as **West Bengal Social Welfare Service** and all the Posts of Departmental Officers from CDPOs to that of Joint Director may be included in the Service.
- Pay Scale of Block level to State level to be elevated to Scale No – 16, 17, 18 and 19

(Page – 23)

Proposal for Recruitment Rule

- Regarding recruitment rule of the reviewed **West Bengal Social Welfare Service** we propose that 50% of posts at the initial level are to be filled up by direct recruitment by conducting special examination for the purpose.
- Only the candidates having **post graduate degree** in Social Work / Sociology / Population Studies / Child Development / Nutrition or having experience in Social Work field for more than five years will be eligible for the posts of the West Bengal Social Welfare Service.
- West Bengal Public Service Commission may be requested to conduct special examination for the purpose. (Page – 25)

Proposal for Recruitment Rule Contd.

- The rest 50% posts may also be recruited through promotion from the Officers with graduate degree and posted as ACDPOs / Supervisors of ICDS / Block welfare Officers for more than eight years
- West Bengal Public Service Commission may be requested to conduct selection of eligible Candidates for promotion through written examination followed by viva-voce.

Proposed Structure of Service

Name of the Posts	No of post	Scale of Pay
Sub Block level		
• CDPO of Addl. Projects	158	Scale no – 14
• CDPO of NGO Addl Project	002	Scale no – 14
	160	
Block level		
• CDPO of Projects	401	Scale no – 16
• CDPO of NGO Projects	016	Scale no – 16
• Manager & Superintendent	034	Scale no – 16
• Superintendent. Ananda Ashram	001	Scale no – 16
	452	
District level		
• DPO & DSWO	037	Scale no – 17
	037	

(P 25)

continued to next slide

Proposed Structure of Service (2)

Name of the Posts	No of post	Proposed Scale of Pay
State Level		
• Project Manager / Asst Manager etc.	004	Scale no – 17
• Asst Director / Commissioner	023	Scale no – 18
• Deputy Director	009	Scale no – 18
		(With higher initial at 5 th stage)
• Joint Director	002	Scale no – 18
• Secretary, WB WDU	001	Scale no – 18
• SPM, Kanyashree	001	Scale no – 18
• Secretary, WB SW Board	001	Scale no – 18
• PM, SARA & PM, SCPS	002	Scale no – 18
• SO I & Joint Director	001	Scale no – 19
• Additional Director	003	Scale no – 21
• SPO & Joint Secretary	001	Scale no – 21
	048	

It is proposed that 14 existing posts be included in the proposed service (details in the next slide) (P 25)

Proposed Inclusion in the Service

Name of the Posts	No of post	Proposed Scale of Pay
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State Level

• Project Manager / CO etc.	004	Scale No – 17
• Secretary, WB WDU	001	Scale no – 18
• SPM, Kanyashree	001	Scale no – 18
• Secretary, WB SW Board	001	Scale no – 18
• PM, SARA & PM, SCPS	002	Scale no – 18
• SO I & Joint Director	001	Scale no – 19
• Additional Director	003	Scale no – 21
• SPO & Joint Secretary	001	Scale no – 21

014

District Level

• Dist Child Right Officer Proposed post	020	Scale no – 17
• DCPO Consolidated pay*	020	Scale no – 17
• Protection Officer, Consolidated pay*	024	Scale no – 17

064

***It is proposed that the posts presently hold by Contractual Officers be included within the proposed service. (P 28)**

Proposal for Other Allowances

- **Commuted Leave** – Restriction on conversion from half pay to full pay be waived (Page – 40)
- **Leave Encashment** – ceiling may be enhanced to 365 days and there may be no upper limit of accumulation. In case of leave encashment Earned Leave and commuted leave may be considered
- **Leave travel concession** – Once in four years after 10 years of service

Proposal for Other Allowances (2)

- **Career Advancement Scheme** – (a) Career Progression for Officers of State Service having basic scale no 16 under MCAS also are different from Others. They have some posts of higher scale than the 2nd higher scale available as MCAS. Similarly the LDAs / Typists have also provision of promotion under 1:1 or 5:4:1 formula. Such provision for Officers from scale 12 to 15 may be proposed. (Page – 42)

Proposal for Other Allowances (3)

- **Career Advancement Scheme** – (b) Career Progression for Officers may be introduced for every five years and that may be restricted to five times only. One Officer may be allowed to move to his / her fifth higher scale. (Page – 42)
- **Extra Duty or Hazardous Duty Allowance for Super / Manager of Homes** – We propose that like Police and Jail the Supers and Managers of SW or Vagrancy Homes may be allowed Extra duty Allowance @ 10% of basic pay per month. (Page – 44)

Expectations from Commission

- From 2011 after setting up of New Government under active Leadership **Honourable Chief Minister**, Social Welfare has been highlighted through State Flagship Program like **Kanyashree** and got National and International appreciation.
- We strongly believe that the august Pay Commission will look into different facets of Our Department even at the field with people oriented mind and we will get **proper justice through West Bengal Social Welfare Service.**

Thank You