

Govt. of West Bengal
Irrigation & Waterways Department
Jalasampad Bhawan, 3rd Floor, Western Block
Bidhannagar, Salt Lake
Kolkata – 700091

No 2009 – IE – 2T – 03 / 2014

Dated, Kolkata, the 25th September, 2014

MEMORANDUM

Regarding : Policy for Posting & Transfer of Engineer Officers in the Department of Irrigation & Waterways

The Governor is pleased in the interest of public service to issue a policy of posting and transfer of Engineer Officers in the Department of Irrigation & Waterways for smooth functioning of different activities of this Department, superceding all other previous orders in this respect.

1. Introduction:

The engineering setup in the Irrigation & Waterways Deptt. comprises West Bengal Senior Service of Engineers consisting of Superintending Engineers (Civil, Mechanical & Electrical) (including Joint Secretary, Director in Design & Research, Planning & Monitoring Wings attached officers to the Chief Engineers) ; Executive Engineers (Civil, Mechanical & Electrical) (including Deputy Secretary, Deputy Director in Design & Research, Planning & Monitoring Wings, Technical Assistant) ; and West Bengal Service of Engineers (Civil, Mechanical & Electrical) (including Assistant Secretary, Assistant Director in Design & Research, Planning & Monitoring Wings) and Sub-Assistant Engineers (Civil, Mechanical & Electrical) (including Estimators / Head Estimators).

Present System of Transfer :

At present, there is no specific / prescribed norms for transfer of different categories of Engineer Officers stated above. The normal practice is to transfer an officer after completion of some tenure at a particular office. For SAEs, Director of Personnel & Ex-officio Chief Engineer (DP&EoCE) prepares the list of officers liable to be transferred and submits it to Minister –in – Charge (MIC) through Secretary. A committee of Chief Engineers prepares the list of officers of other categories and submits it to the MIC through Secretary.

3. Modification in the System :

There is need to bring in rationality, predictability, fairness and transparency in the transfer and posting mechanism to improve the overall efficiency, provided wider exposure to the Engineer Officers which will in turn, improve the delivery mechanism.

4. Suggested Policy :

4.1 Posting

4.1.1. For the purpose of posting and transfer policy, a group of districts is designated as A and B zones as follows:

Zones	Districts
A	Malda, Murshidabad, Birbhum, Bankura & Purulia
B	Darjeeling, Jalpaiguri, Alipurduar, Coochbehar, Uttar & Dakshin Dinajpur

4.1.2. At the time of recruitment, Officers will be posted necessarily in A or B zones. Only when no vacancy is available in this zones, can then be a newly appointed officer posted outside this zones.

4.1.3. Every Engineer Officer must serve at least two (2) tenures in terms of completed years in A or B zone in his entire service career.

4.1.4. Special consideration and preference should be made for posting officers in their home districts / having permanent residents, two (2) years prior to retirement, if prayed for.

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4.2

Tenure:

4.2.1. Each of the following categories of officers will be liable to be transferred after completion of tenure of period at any particular place of posting as specified below:

Category of Officer	Tenure
Superintending Engineer & Executive Engineer	3 (three) years
Assistant Engineer & Sub-Assistant Engineer	4 (four) years

4.2.2. The above mentioned tenure will not apply in case of promotion. Thus if an Officer is promoted from Executive Engineer to Superintending Engineer and has not completed the tenure of three (3) years, even then the Officer will be transferred.

4.2.3. Notwithstanding anything stated above, Assistant Engineers and Sub-Assistant Engineers posted at Massanjore (at Jharkhand) Dam site will be considered for transfer after completion of three (3) years of service, prayed by such Officer.

4.2.4. It is desirable to ensure that an Executive / Assistant Engineer holding Bachelors degree should have atleast one (1) tenure / term in design / planning / monitoring wing.

4.3

Deputation Posting:

4.3.1 Deputation to other Department / Government / Organization would be allowed for a maximum period of five (5) years for a particular posting in any work. Also normally Officers will allowed be deputation for a maximum of five (5) years outside the Irrigation & Waterways Deptt.

4.3.2 Officers serving more than the period specified above should be reverted / brought back to the Department and new set of Officers should be deputed.

4.3.3. Officer on deputation would not be promoted until they return to the Department. Their promotion and pay fixation would be governed as per Government rules.

5. Implementation of the Policy:

5.1. Complete database for all category of Engineers along with their previous places of posting (on last four occasions including promotion or since his joining in the service, whichever is less) should be prepared by the Director of Personnel & Ex-officio Chief Engineer at the earliest.

5.2. Committee of Chief Engineers will examine the database of Engineer Officers stated above and prepare the list of Superintending Engineers and Executive Engineers liable to be transferred along with their proposed places of posting on the basis of above stated norms and submit their recommendations to the Secretary by October every year. Secretary / Additional Chief Secretary will place the matter to the Hon'ble MIC for approval. Orders of transfer of such Officers will be issued by November and entire movement will be completed by December every year.

5.3. Assistant and Sub-Assistant Engineers, who will be completing the specified tenure in December in a particular, will be allowed to submit options indicating three (3) places of posting within the purview of the norms by October every year to the DP&EoCE. The DP&EoCE will place the matter in the committee of Chief Engineers and submit recommendation to the Secretary for following similar process as stated in 5.2. above. Orders of transfer of such officers will be issued by December and entire movement will be completed between January to April in the following calendar year.

5.4. Government in the Irrigation & Waterways Deptt. reserves the rights to make exemptions to this policy on administrative grounds without giving reasons.

6. The above noted transfer policy is applicable to all Engineering Officers borne on the roles of this Department either serving in the Department or on deputation. The posting and transfer policy will take immediate effect.

sd/-
OSD & Ex-officio Deputy Secretary
to the Govt. of West Bengal

Dated : 25th September, 2014

No. 2009 / 1 (23) - IE - 2T - 03 / 2014

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23 | Director of Personnel & Ex-officio Chief Engineer, I&W Dte.
Chief Engineer I&W Dte.
FA / JS(R) / JS(W) / DS(W) - I / DS(W) - II / AS(W) - I / AS(W) - II, I&W Deptt.
P.A. to Additional Chief Secretary, I&W Deptt.
P.A. to Secretary, I&W Deptt.
P.S. to Hon'ble MIC, I&W Deptt.
P.S. to Hon'ble MOS, I&W Deptt.
Executive Engineer, DVC Study Cell, I&W Dte., Jalasampad Bhawan, Salt Lake.
Director, BG Press, Alipur for Gazette Notification.
Guard File. |
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OSD & Ex-Officio Deputy Secretary
to the Govt. of West Bengal

Dated : 25th September, 2014

No. 2009 / 2 (2) - IE - 2T - 03 / 2014

Copy forwarded for information and necessary action to the:

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| 1
2 | Sr. P.S. to Chief Secretary, West Bengal, Nabanna, 325, S.C. Street, Howrah
Sr. P.S. to Secretary to Hon'ble Chief Minister, West Bengal, Nabanna, 325, S.C. Street, Howrah |
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sd/-
OSD & Ex-Officio Deputy Secretary
to the Govt. of West Bengal

Dated : 25th September, 2014

No. 2009 / 3 (5) - IE - 2T - 03 / 2014

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5 | P.A. to Secretary, PW Deptt., Nabanna, 325, S.C. Street, Howrah
P.A. to Secretary, PHE Deptt., 1. K.S. Roy Road, Kolkata - 700001
P.A. to Secretary, Housing Deptt., 1. K.S. Roy Road, Kolkata - 700001
P.A. to Secretary, ME, Calcutta Municipal Corporation
P.A. to Secretary, WRID Deptt., 11A, Mirza Ghalib Street, Kolkata - 700087 |
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sd/-
OSD & Ex-Officio Deputy Secretary
to the Govt. of West Bengal