

# **Draft Project Report**

## **Cadre Review for the Office of Commissioner Land Records (CLR), Government of Madhya Pradesh**

**Submitted  
To  
Commissioner Land Records (CLR),  
Moti Mahal, Gwalior, MP**

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Table 23. Proposed cadre strength and the redistribution of Patwari posts in districts by the Office of C I R

| District          | Urban Popln     | Panchayats   | Current No of Patwari Halls |              |              | Proposed No of Patwari Halls |              |              | Current No of Patwari | Proposed No of Patwari | No of addl posts* |
|-------------------|-----------------|--------------|-----------------------------|--------------|--------------|------------------------------|--------------|--------------|-----------------------|------------------------|-------------------|
|                   |                 |              | Urban                       | Rural        | Total        | Urban                        | Rural        | Total        |                       |                        |                   |
| Indore            | 2427709         | 312          | 37                          | 313          | 350          | 54                           | 312          | 366          | 336                   | 371                    | 35                |
| Burhanpur         | 260287          | 167          | 7                           | 141          | 148          | 7                            | 167          | 174          | 118                   | 177                    | 59                |
| Badwan            | 197248          | 416          | 7                           | 390          | 397          | 9                            | 416          | 425          | 180                   | 434                    | 254               |
| Khargone          | 298856          | 594          | 8                           | 594          | 602          | 10                           | 594          | 604          | 383                   | 614                    | 231               |
| Dhar              | 413221          | 761          | 20                          | 760          | 780          | 15                           | 761          | 776          | 564                   | 784                    | 220               |
| Khandwa           | 259436          | 422          | 8                           | 403          | 411          | 9                            | 422          | 431          | 357                   | 456                    | 79                |
| Alirajpur         | 57074           | 288          | 3                           | 288          | 291          | 3                            | 288          | 291          | 180                   | 296                    | 116               |
| Jabhua            | 91983           | 375          | 4                           | 376          | 380          | 5                            | 375          | 380          | 236                   | 385                    | 149               |
| Gwalior           | 1273792         | 256          | 76                          | 252          | 328          | 30                           | 256          | 286          | 310                   | 291                    | -19               |
| Shivpur           | 295423          | 600          | 11                          | 615          | 626          | 10                           | 600          | 610          | 640                   | 619                    | -21               |
| Ujjain            | 312673          | 445          | 12                          | 503          | 515          | 8                            | 423          | 431          | 345                   | 412                    | 92                |
| Datta             | 181982          | 290          | 5                           | 281          | 286          | 7                            | 290          | 297          | 312                   | 302                    | -10               |
| Ashoknagar        | 153684          | 333          | 5                           | 333          | 338          | 6                            | 333          | 339          | 257                   | 346                    | 89                |
| Ujjain            | 779213          | 609          | 21                          | 609          | 630          | 20                           | 609          | 629          | 530                   | 636                    | 106               |
| Neemuch           | 245320          | 236          | 9                           | 239          | 248          | 14                           | 236          | 250          | 256                   | 256                    | 0                 |
| Ratlam            | 435031          | 418          | 11                          | 418          | 429          | 15                           | 418          | 433          | 385                   | 441                    | 56                |
| Mandsour          | 277604          | 440          | 10                          | 440          | 450          | 12                           | 440          | 452          | 402                   | 460                    | 58                |
| Shajapur          | 176219          | 326          | 6                           | 250          | 256          | 8                            | 326          | 334          | 304                   | 339                    | 35                |
| Agar Malwa        | 117329          | 227          | 3                           | 158          | 161          | 7                            | 227          | 234          | 248                   | 238                    | -10               |
| Dewas             | 451759          | 495          | 21                          | 496          | 517          | 19                           | 495          | 514          | 394                   | 523                    | 129               |
| Rewa              | 395785          | 827          | 25                          | 437          | 462          | 16                           | 827          | 843          | 489                   | 854                    | 365               |
| Satna             | 474418          | 692          | 38                          | 692          | 730          | 16                           | 692          | 708          | 680                   | 718                    | 38                |
| Singrauli         | 220257          | 316          | 18                          | 316          | 334          | 5                            | 316          | 321          | 385                   | 326                    | -59               |
| Sidhi             | 93121           | 400          | 11                          | 400          | 411          | 5                            | 400          | 405          | 297                   | 412                    | 115               |
| Jabalpur          | 1435178         | 516          | 20                          | 541          | 561          | 35                           | 516          | 551          | 366                   | 558                    | 192               |
| Balaghat          | 217927          | 690          | 19                          | 683          | 702          | 7                            | 690          | 697          | 402                   | 708                    | 306               |
| Narsinghpur       | 203540          | 446          | 7                           | 455          | 462          | 10                           | 446          | 456          | 365                   | 461                    | 96                |
| Katni             | 263543          | 407          | 10                          | 409          | 419          | 8                            | 407          | 415          | 315                   | 422                    | 107               |
| Mandia            | 130189          | 486          | 8                           | 490          | 498          | 6                            | 486          | 492          | 383                   | 498                    | 115               |
| Seoni             | 131745          | 645          | 7                           | 645          | 652          | 5                            | 645          | 650          | 416                   | 658                    | 242               |
| Chhindwara        | 505183          | 784          | 17                          | 803          | 820          | 21                           | 784          | 805          | 526                   | 818                    | 292               |
| Dindori           | 32318           | 364          | 3                           | 350          | 353          | 2                            | 364          | 366          | 262                   | 369                    | 107               |
| Umaria            | 110544          | 234          | 9                           | 234          | 243          | 4                            | 234          | 238          | 167                   | 243                    | 76                |
| Shadol            | 219600          | 391          | 10                          | 393          | 403          | 8                            | 391          | 399          | 250                   | 405                    | 155               |
| Annupur           | 205241          | 282          | 282                         | 282          | 564          | 7                            | 282          | 289          | 231                   | 293                    | 62                |
| Damoh             | 250551          | 460          | 5                           | 463          | 468          | 9                            | 460          | 469          | 360                   | 476                    | 116               |
| Sagar             | 708796          | 755          | 20                          | 754          | 774          | 20                           | 755          | 775          | 642                   | 786                    | 144               |
| Panna             | 125335          | 395          | 6                           | 396          | 402          | 7                            | 395          | 402          | 358                   | 411                    | 53                |
| Chhatarpur        | 399016          | 558          | 14                          | 558          | 572          | 17                           | 558          | 575          | 550                   | 586                    | 36                |
| Tikamgarh & Nwari | 249873          | 459          | 20                          | 459          | 479          | 14                           | 459          | 473          | 497                   | 483                    | -14               |
| Hoshangabad       | 380446          | 418          | 9                           | 418          | 427          | 12                           | 418          | 430          | 345                   | 438                    | 93                |
| Harda             | 119354          | 210          | 4                           | 196          | 200          | 4                            | 210          | 214          | 218                   | 220                    | 2                 |
| Betul             | 309151          | 556          | 11                          | 558          | 569          | 12                           | 556          | 568          | 409                   | 576                    | 167               |
| Bhopal            | 1917051         | 187          | 19                          | 183          | 202          | 39                           | 187          | 226          | 256                   | 228                    | -28               |
| Rajgarh           | 276457          | 622          | 13                          | 627          | 640          | 13                           | 622          | 635          | 476                   | 642                    | 166               |
| Vidisha           | 339618          | 577          | 7                           | 580          | 587          | 11                           | 577          | 588          | 513                   | 599                    | 86                |
| Raisen            | 303425          | 494          | 27                          | 484          | 511          | 12                           | 494          | 506          | 406                   | 514                    | 108               |
| Sehore            | 248462          | 497          | 10                          | 502          | 512          | 11                           | 497          | 508          | 335                   | 516                    | 181               |
| Sheopur           | 107352          | 225          | 3                           | 222          | 225          | 4                            | 225          | 229          | 341                   | 234                    | -107              |
| Bhind             | 432922          | 447          | 19                          | 447          | 466          | 15                           | 447          | 462          | 547                   | 471                    | -76               |
| Morena            | 470462          | 478          | 23                          | 464          | 487          | 12                           | 478          | 490          | 493                   | 496                    | 3                 |
| <b>Total</b>      | <b>19982705</b> | <b>22808</b> | <b>979</b>                  | <b>22300</b> | <b>23279</b> | <b>635</b>                   | <b>22808</b> | <b>23443</b> | <b>19020</b>          | <b>23807</b>           | <b>4787</b>       |

\* A negative sign means that posts for patwari are in excess than the requirement as per the calculations made and should be transferred to districts where additional posts are required

9.4.2 ***Number of personnel required for the patwari cadre:*** Currently there is a total of 19163 posts for patwaris with the department. On further review of the number of the posts of patwari required, CLR has sent proposal to GoMP for a further increase in the post to 23807 (Annexure-.....). The proposal basically seeks to appoint one patwari per panchayat in rural areas and one patwari per 30,000 to 40,000 population in the urban areas. Since some of the districts have more number of patwari posts than that permissible as per the new criteria, the proposal also seeks redistribution of patwari posts from districts, where the posts are in excess to the districts where new posts have to be created. Details of the proposed cadre number for patwaris as per the proposal forwarded to Government by CLR is given in Table-23.

It is proposed that 22 posts of SLR and 59 posts of ASLR may be transferred to office of Principal Revenue Commissioner (Table-21).

The proposed cadre strength for different office units of CLR are presented in the Table-22.

Table 22. Proposed cadre structure of SLR & ASLR for various office units of CLR

| Designation                                | Individual office units |             |            |                    | All the office units in the State |             |            |                    | Grand Total |
|--------------------------------------------|-------------------------|-------------|------------|--------------------|-----------------------------------|-------------|------------|--------------------|-------------|
|                                            | District                | Division HQ | CLR office | Training Institute | District                          | Division HQ | CLR office | Training Institute |             |
| Tahsildhar (Survey & Land Management)      | 2                       | 1           | 3          | 1                  | 104                               | 10          | 3          | 4                  | 121         |
| Naib Tahsildhar (Survey & Land Management) | 4                       | 0           | 5          | 2                  | 208                               | 0           | 5          | 8                  | 221         |

## 9.4 Revenue Inspector cadre

**9.4.1 Assessment of the number, qualifications and skill sets required for the RI cadre:** This cadre is largely a supervisory cadre. The RI also has an important role in Survey operations and in demarcation proceedings. However, all the work that can be done by the RI can also be done by a patwari. Senior officials of the CLR office have proposed that this cadre be declared a dying cadre and the surplus posts be transferred to the patwari cadre. If this proposal is to be accepted, changes in the MPLRC, 1959 would be necessary for the following sections

| S.No | Section                                                                                                         |
|------|-----------------------------------------------------------------------------------------------------------------|
| 1    | 105. Formation of Revenue Inspector circles in non-urban area                                                   |
| 2    | 106. Appointment of Revenue Inspectors in non-urban areas                                                       |
| 3    | 129. Demarcation of boundaries of survey number or sub-division of survey number or block number or plot number |

**9.4.2 No of posts to be surrendered:** Currently, there are 2167 posts of RI in the department of which 1596 are filled and 571 posts are vacant. It is proposed that the vacant posts of RI be transferred to the patwari cadre. Furthermore whenever posts of the RI becomes vacant, it should be transferred to the patwari cadre. The district-wise current cadre strength of RI are presented in the Annexure-4

## 9.4 Patwari cadre

**9.4.1 Assessment of the qualifications and skill sets required for the patwari cadre:** The work of the patwari is specialised and the cadre requires in depth knowledge of the principles of survey, cartography, GIS systems and working knowledge of IT. In the year 2017, following a review of the patwari cadre, the qualifications required for a patwari was changed to reflect the existing needs. If the proposal for surrendering the RI cadre is accepted, patwaris should be provided sufficient training to carry out the roles assigned to an RI.

Interaction with field level functionaries and officials it was felt that since some of the panchayats and urban bodies are very small, they may not require one patwari post per local body. The increase in the number of posts may be limited to the number of number of Revenue Inspector posts which are being surrendered, i.e. increase the number of patwari posts from 19163 to 21187 posts (19163 patwari posts + 2167 RI posts). The CLR may decide a suitable mechanism for distribution of the increased number of patwari posts between various offices in the department.

For the purpose of this study to estimate the financial impact of the increase in number of posts of patwari, two scenarios are presented. The Department may choose one among the following scenarios:

- Increase the number of patwari posts to 23807
- Increase the number of patwari posts to 21187

9.4.3 **Career progression for patwaris:** Since the posts of RI has been proposed to be surrendered, it is necessary that the patwaris be given an option for career growth. It is proposed that the patwaris be offered three time scale advancements in their pay in their career as per the following table-24.

Table 24. Promotion Plan for Patwari

| S.No | Designation           | Pay scale                     | No of years         |
|------|-----------------------|-------------------------------|---------------------|
| 1    | Patwari               | 5200-20200 + 2100 grade pay   | Date of appointment |
| 2    | Senior Patwari        | 5200-20200 + 2800 grade pay   | 6 years of service  |
| 3    | Sector Officer        | 9300 - 34800 + 3600 grade pay | 14 years of service |
| 4    | Senior Sector Officer | 9300 - 34800 + 4200 grade pay | 24 years of service |