



ODISHA STATE REVENUE FIELD OFFICERS' ASSOCIATION

Recognized in Home department vide Letter No. 20803/ASSN-94/1979 dated 08.05.1979 and

G.O No. 49651/217/1980 dated 14.10.1980.

Sri Suchandra Mohanty,
President,
Mob-8249912520

Md. Javed Akhtar
General Secretary,
Mob-9437701231

Address at-Tahasil Office, Papadahandi Dist.: Nabarangpur Pin-764071
e-mail-id osrfoa24@gmail.com

Letter No. 82/2025

Date: 16.08.2025

To

The Additional Chief Secretary,
Revenue & Disaster Management Department,
Lokseva Bhaban Bhubaneswar

Subject: Memorandum Declaring Immediate Cease of C2C & Non-Revenue Work from 18.08.2025 Due to Persistent Neglect of Critical Grievances of Revenue Field Staff and Inhuman Workload Pressures.

Ref:

1. Our previous memoranda vide ref No. 18/2025 dated 25.03.2025 and ref. No. 59/2025 dated 23.07.2025 highlighting unaddressed issues in Column 2 corrections, staff shortages, infrastructure deficiencies, and excessive workload.
2. Government of Odisha, R&DM Department Letter No. RDM-NGE-MISC-0002-2025-1387, dated 10.01.2025, regarding assignment of non-revenue work to revenue field staff.
3. This Association letter No. 80/25 dated 04.08.2025 on issues in farmer registration for paddy procurement for Kharif Season-2025, referencing Letter No. 12331-FS & CW, dated 16.07.2025, PT1-FSCW-PL-PRC-0007-2024, and Letter No. 1861 CS, dated 24.07.2025.
4. Proceedings of the meeting held on 28.04.2025 vide Letter No. RDM-CHS-PGOT-0067-2025-18576, dated 22.05.2025

Respected Sir,

Inviting a kind reference to the letters on the subject cited above, on behalf of the Odisha State Revenue Field Officers' Association (OSRFOA), we compel to submit this memorandum to protest the Government's continued indifference to the plight of Revenue Field Staff, Revenue Supervisors, (RS), Revenue Inspectors (RIs), Assistant Revenue Inspectors (ARIs), who are being pushed to the brink of collapse by unbearable workloads, unrealistic expectations, and systemic neglect. The Government's failure to address critical grievances—despite repeated representations and clear directives like Letter No. **RDM-NGE-MISC-0002-2025-1387**, dated 10.01.2025—has left us with no choice but to announce the immediate cease of C2C & all non-revenue work by revenue field staff effective from 18.08.2025. This decision is driven by the Government's refusal to acknowledge the human limitations of RS/RIs/ARIs, who are treated as machines or superhumans expected to perform impossible tasks within the confines of a 24-hour day.

The imposition of such inhuman tasks constitutes a blatant violation of constitutional rights, particularly Article 21 of the Indian Constitution, which guarantees the right to life and personal liberty, including protection from exploitative and degrading working conditions. **Forcing RIs and ARIs to handle excessive, non-core workloads without adequate support, resources, or reasonable timelines amounts to a form of forced labour, undermining their dignity, health, and well-being.** This exploitation not only jeopardizes their physical and mental health but also erodes the fundamental principles of fair labour and humane treatment enshrined in our Constitution.

The revenue field staff, often operating as the sole employee in grassroots offices, are the backbone of public service delivery under the Odisha Right to Public Services (ORTPS) Act. However, they are being systematically overburdened with tasks far beyond their capacity, including the monumental Column 2 Correction (C2C) programme—equivalent to full-scale land settlement operations spanning years—and unauthorized non-revenue work imposed by other departments. The Government's directive of 10.01.2025 explicitly prohibits assigning non-revenue work to RIs, ARIs citing its adverse impact on revenue administration. Yet, this directive is blatantly violated, with officers from other departments issuing orders, demanding explanations, and serving show-cause notices by pressurizing officers of our department for the work load of other department undermining authority of mother department and diverting RS/RIs/ ARIs from core duties.

The recent chaos in farmer registration for paddy procurement during Kharif Season-2025, as outlined in the referenced memorandum to the different Collectors exemplifies this crisis. Farmers are flooding RI offices, **demanding genealogy statements**, possession certificates, **despite no statutory provision under the Odisha Miscellaneous Certificate Rules for genealogy certificates**. Managing Directors of Large Area Multi-Purpose Cooperative Societies (LAMPCs) arbitrarily reject prescribed procedures (Point 4(c) and Point 5(d) of guidelines vide Letter No. 12331-FS & CW, dated 16.07.2025), insisting on instant issuance of unreliable documents without field verification. The Government seems oblivious to the time-intensive process of conducting inquiries, motivating public for correction, entering data, printing, and uploading genealogy details for C2C. Adding the extra burden of **issuing genealogy certificates—lacking legal provisions—and simultaneous daily Mandi card verification is humanly impossible within 24 hours**. This expectation reflects a gross miscalculation, as **if RIs and ARIs are machines or superhumans capable of superhuman feats**. The absence of joint orientation or training has left farmers deprived of services and RIs/ ARIs exposed to legal risks from potential misuse of hastily issued certificates, which could spark disputes and litigation.

Furthermore, all farmers-related tasks are unjustly burdened on RIs and ARIs on the outdated plea that land records are physically present with them, despite the fact that all land records have already been digitized and are freely available on the Bhulekh website for public access. This flawed rationale is being exploited to offload responsibilities from other departments, such as farmers' registration and Mandi verification under the Co-operation Department, onto RIs without any justification or additional support. Such practices not only violate the principles of departmental accountability but also perpetuate the unconstitutional overload on revenue staff, who are neither equipped nor mandated to handle these functions in a digitized era.

The C2C program further compounds this crisis. Adding legal successors to Records of Rights (RoRs) is not a trivial task, **as public resistance to including female legal heirs—due to social biases—creates conflicts, verbal abuse, and even physical assaults against RIs/ ARIs**. The mass drive to correct RoRs from old settlements (1950–1970) involves tracing complex genealogy trees with numerous legal successors, a process akin to settlement operations that historically take years. Yet, RIs/ARIs are pressured with unrealistic targets, equivalent to decades-long tasks, while working in understaffed offices with single staff members, no ARIs or Group D support, and inadequate infrastructure along with routine revenue works of misc. inquires, LR collection, 19-1-C, Misc. Certificates.

The following critical issues, repeatedly raised by OSRFOA, remain unaddressed:

- 1. Unrealistic C2C Targets and Inhuman Pressure:** The C2C program imposes targets equivalent to comprehensive land settlement operations, requiring years of meticulous fieldwork. With offices often staffed by a single RI/ARI, handling genealogy tracing for decades-old records (1950–1970) and overcoming public resistance to female legal heirs inclusion is a herculean task. The Government's failure to provide extended timelines, additional staff, or legal protections, coupled with punitive reviews threatening departmental proceedings, unfairly targets RIs/ARIs without support.

2. Crippling Staff Shortages and Infrastructure Deficiencies: Many grassroots offices operate with a single RI, with no ARIs, Amins, or Group D staff. Despite fund allocations (Letter No. 2280, dated 20.01.2025), laptops, printers, and internet connectivity remain undelivered in numerous Tahasils. Mobile allowances (Rs. 300/- monthly) are denied by Tahsildars citing fund shortages, forcing RIs/ARIs to self-finance official duties.

3. Unauthorized Non-Revenue Work and Demeaning Practices: RIs/ARIs are burdened with non-revenue tasks like notice service (demeaning their Group B status as inquiry officers), farmers' registration, (OPID) activities, Digital Crop Surveys, and now paddy procurement verifications. The "Sahayak" initiative for farmers' registration remains a paper promise with no grassroots execution. The Government's failure to enforce its own directive against non-revenue work allows other departments to exploit RIs/ARIs, by issuing orders and show-cause notices by pressurizing ADMs/ Sub-Collectors/ Tahsildars by imposing impractical targets.

4. Gross Neglect of IEC Activities: Unlike other flagship programs supported by posters, banners, video/audio clips, and media campaigns, the C2C programme lacks any IEC support. RIs/ARIs are left to manage public awareness single-handedly, facing resistance and assaults over female heir inclusions, while the Government provides no resources or dedicated teams.

5. Lack of Legal Protections and Unfair Targeting: No indemnity exists for actions taken in good faith, exposing RIs/ARIs to litigation risks from concealed heir information or tribal succession complexities. Performance reviews unfairly single out RIs/ARIs with threats of action, without inter-departmental support or accountability for higher officers.

Given this intolerable situation, the OSRFOA declares that, **effective from 18.08.2025**, all **revenue field staff will cease performing C2C/non-revenue work, including paddy procurement registrations**, genealogy certifications, OPID tasks, and other extraneous duties imposed by other departments. Core revenue functions under ORTPS will continue, but non-revenue assignments will be refused until the following demands are met:

Demands for Immediate Resolution:

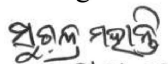
- 1. Rationalization of C2C Program:** Extend C2C timelines to reflect the complexity of correcting 1950–1970 RoRs, recruit additional staff (*Rajswa Sathi*) like in other department on performance incentive basis and by filling up of Group D staff within 30 days, and provide legal protections for RIs/ARIs against disputes over female heir inclusions. And no work pressure on holidays.
- 2. Strict Enforcement of Non-Revenue Work Ban:** Enforce Letter No. RDM-NGE-MISC-0002-2025-1387, dated 10.01.2025.
- 3. Clear Guidelines for Paddy Procurement:** The farmers registration may be done on the basis of self-declaration as declared by Hon'ble Minister Agriculture & Farmers Empowerment, Odisha.
- 4. Immediate Infrastructure and Allowance Provision:** Distribute laptops, printers, and internet connectivity to all RI circles within 15 days (per Letter No. 2280, dated 20.01.2025) and ensure mandatory disbursement of Rs. 300/- mobile allowance, with additional budgetary provisions if user fees are insufficient.
- 5. Robust IEC Campaigns:** Launch comprehensive IEC campaigns for C2C, including posters, banners, video/audio clips, and media outreach, managed by dedicated teams, to relieve RIs of awareness duties.
- 6. Support and Fair Reviews:** Operationalize "*Rajswa Sathi*" for revenue department at grassroots levels especially for C2C flagship programme, halt punitive reviews targeting RIs/ARIs, and conduct a comparative workload assessment to address disparities with other departments. And no work pressure on holiday for C2C to maintain family life of revenue field staff.

Final Ultimatum

The OSRFOA demands resolution of these issues within **7 days**. Failure to act will escalate our action, including indefinite strikes, as we can no longer tolerate the Government's treatment of Revenue Field Staff as machines expected to perform superhuman tasks under inhumane conditions. The dignity, welfare, and operational capacity of revenue field staff are non-negotiable, and we stand united to protect them.

This is for favour of kind information and immediate necessary action.

With due Regards


16.08.2025

President
Odisha State Revenue Field
Officers' Association

Yours faithfully,

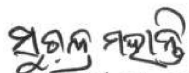

16/8/25

General Secretary
Odisha State Revenue Field
Officers' Association

Letter No. 83 /2025

Date: 16.08.2025

Copy submitted to the Private Secretary to Hon'ble Minister, Revenue & Disaster Management, Odisha for favour of kind information and necessary action.


16.08.2025

President
Odisha State Revenue Field
Officers' Association

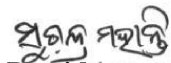

16/8/25

General Secretary
Odisha State Revenue Field
Officers' Association

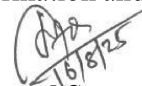
Letter No. 84 /2025

Date: 16.08.2025

Copy submitted to the Chief Secretary, Odisha for favour of kind information and necessary action.


16.08.2025

President
Odisha State Revenue Field
Officers' Association

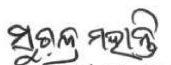

16/8/25

General Secretary
Odisha State Revenue Field
Officers' Association

Letter No. 85 /2025

Date: 16.08.2025

Copy submitted to the all RDCs / all Collectors/ all Sub-Collectors/ all Tahasildars of Odisha for favour of kind information and necessary action.


16.08.2025

President
Odisha State Revenue Field
Officers' Association


16/8/25

General Secretary
Odisha State Revenue Field
Officers' Association

Copy to all print and electronic media houses for information and wide publication.