


The



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Notification No.: 357-IE

Dated : 06.02.2026

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

GOVERNMENT OF WEST BENGAL
Irrigation & Waterways Department
Jalasampad Bhawan, Salt Lake City,
Kolkata-700091

NOTIFICATION

No.- 357-IE

Dated : 06.02.2026

In exercise of the power conferred by the proviso to article 309 of the Constitution of India and in supersession of all earlier rules on the subject, the Governor is pleased hereby to make, with immediate effect, the following rules regulating recruitment to the West Bengal Engineering Services (Civil) and West Bengal Subordinate Engineering Service (Civil) under the Irrigation & Waterways Department, Government of West Bengal:-

Rules

1. **Short title and commencement.**- (1) These rules may be called the Recruitment Rules to the West Bengal Engineering Services (Civil) and West Bengal Subordinate Engineering Service (Civil) under the Irrigation and Waterways Department, Government of West Bengal.
- (2) These rules shall come into force with effect from the date of its publication in the *Official Gazette*.

Part- I

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2. There shall be the following two services namely:-

- (A) West Bengal Engineering Service (Civil), Irrigation and Waterways Department under Civil Engineering Wing consisting of the post of Secretary in the Department, Chief Engineer, Senior Superintending Engineer (erstwhile Superintending Engineer in Selection Grade including the posts which are designated as Director), Joint Secretary, Superintending Engineer, Superintending Engineer attached to Chief Engineer, Deputy Secretary, Executive Engineer (including the posts which are designated as Deputy Director and Technical

Assistant to the Chief Engineer, Senior Superintending Engineer and Superintending Engineer), Assistant Secretary, Assistant Engineer (including the posts which are designated as Assistant Director);

- (B) West Bengal Subordinate Engineering Service (Civil), Irrigation and Waterways Department consisting of the posts of Junior Engineer (Civil).

Part-II

Method of recruitment and qualifications

3. West Bengal Engineering Service (Civil), Irrigation and Waterways Department under Civil Engineering Wing.

- (A) **Secretary in the Department.**- Method of recruitment to the post of Secretary has been enumerated in Notification No. 356-IE. Dated 06/02/2026;
- (B) **Chief Engineer:** The posts of Chief Engineer shall be filled up by promotion on the basis of Seniority-cum-Merit from amongst the feeder posts of Senior Superintending Engineers (Civil Engineering Wing) borne in the West Bengal Engineering Service (Civil), Irrigation and Waterways Department, duly recommended by the Departmental Promotion Committee of Irrigation & Waterways Department, Government of West Bengal. The Departmental Promotion Committee shall place its recommendation as per extant process for approval of the competent authority.

Note.- The Departmental Promotion Committee for promotion to the post of Chief Engineer shall consist of the following:-

(i)	Additional Chief Secretary/Principal Secretary/Secretary of the Irrigation & Waterways Department, Government of West Bengal	Chairperson
(ii)	Secretary in the Irrigation & Waterways Department, Government of West Bengal	Convener
(iii)	Director of Personnel & Ex-Officio Chief Engineer, Irrigation & Waterways Directorate, Government of West Bengal	Member

- (C) **Senior Superintending Engineer (including the posts which are designated as Director).**- The posts of Senior Superintending Engineer (including the posts which are designated as Director) shall be filled up by way of functional promotion from amongst the senior and eligible officers in the Gradation List of Officers holding the rank of Superintending Engineer including Joint Secretary in the Irrigation & Waterways Department borne in the West Bengal Engineering Service (Civil), Irrigation & Waterways Department and who have completed at least 26 (twenty six) years of satisfactory service from the rank of Assistant Engineer up to the rank of Superintending Engineer taken together, and subject to fulfilment of all requisite criteria for functional promotion including integrity, vigilance clearance and prescribed SAR rating and as may be recommended by the Departmental Promotion Committee of Irrigation & Waterways Department, Government of West Bengal. The Departmental Promotion Committee shall place its recommendation as per extant process for approval of the competent authority.

Note.- The Departmental Promotion Committee for the purpose of selection of Senior Superintending Engineer shall consist of the following:-

(i)	Secretary in the Irrigation & Waterways Department, Government of West Bengal	Chairperson
(ii)	Director of Personnel & Ex-Officio Chief Engineer, Irrigation & Waterways Directorate, Government of West Bengal	Member
(iii)	Any one Chief Engineer, Irrigation & Waterways Directorate, Government of West Bengal	Member

One Senior Superintending Engineer borne in West Bengal Engineering Service (Civil), Irrigation & Waterways Department may be designated as "Senior Superintending Engineer & Ex-Officio Additional Secretary (Technical)" by way of selection by the Additional Chief Secretary /Principal Secretary/Secretary of the Irrigation & Waterways Department, Government of West Bengal based on the inputs provided by the Secretary in the Irrigation & Waterways Department, and with the approval of the Competent Authority.

(D) **Joint Secretary [in the rank of Superintending Engineer (Civil) enjoying pay scale at level 21 under West Bengal Services (ROPA) Rules, 2019.-** The posts of Joint Secretary in the Irrigation & Waterways Department in West Bengal Engineering Service (Civil), Irrigation & Waterways Department cadre shall be filled up by selection from amongst the Superintending Engineer (Civil) borne in the cadre of West Bengal Engineering Service (Civil), Irrigation & Waterways Department under Civil Engineering Wing, enjoying pay scale at level 21 under West Bengal Services (ROPA) Rules, 2019. Such selection shall be made by the Additional Chief Secretary/Principal Secretary/Secretary of the Irrigation & Waterways Department, Government of West Bengal based on the inputs provided by the Secretary in the Irrigation & Waterways Department. The Departmental Promotion Committee shall place its recommendation as per extant process for approval of the competent authority.

(E) **Superintending Engineer.-** The posts of Superintending Engineer including the posts which are designated as Superintending Engineer attached to the Chief Engineer shall be filled up by promotion on the basis of Seniority-cum-Merit from amongst the Executive Engineers (Civil Engineering Wing) and Deputy Secretaries borne in West Bengal Engineering Service (Civil), Irrigation & Waterways Department, duly recommended by the Departmental Promotion Committee of Irrigation & Waterways Department, Government of West Bengal. The Departmental Promotion Committee shall place its recommendation as per extant process for approval of the competent authority.

Note.- The Departmental Promotion Committee for the purpose of promotion of Superintending Engineer shall be the same as stated in the Rule 3 (C) hereinabove.

(F) **Deputy Secretary in the cadre of West Bengal Engineering Service (Civil), I&WD [in the rank of Executive Engineer enjoying pay scale at level 19 under West Bengal Services (ROPA) Rules, 2019] -** The posts of Deputy Secretary in the Irrigation & Waterways Department in the cadre of West Bengal Engineering Service (Civil), Irrigation & Waterways Department, in the rank of Executive Engineer (Civil) shall be filled up by selection from amongst the Executive Engineers (Civil) borne in West Bengal Engineering Service (Civil), Irrigation & Waterways Department under Civil Engineering Wing, enjoying the pay scale at level 19 under West Bengal Services (ROPA) Rules, 2019. Such selection shall be made by the Additional Chief Secretary/Principal Secretary/Secretary of the Irrigation & Waterways Department, Government of West Bengal based on the inputs provided by the Secretary in the Irrigation & Waterways Department. The Departmental Promotion Committee shall place its recommendation as per extant process for approval of the competent authority.

(G) **Executive Engineer (including the posts which are designated as Deputy Director and Technical Assistant to the Chief Engineer, Senior Superintending Engineer and Superintending Engineer).-** The posts of Executive Engineer (including the posts which are designated as Deputy Director and Technical Assistant to the Chief Engineer, Senior Superintending Engineer and Superintending Engineer) shall be filled up by promotion on the basis of Seniority-cum-Merit from amongst the eligible Assistant Engineers (Civil Engineering Wing) and Assistant Secretaries in the cadre of West Bengal Engineering Service (Civil), Irrigation & Waterways Department, who has completed (06) six years of satisfactory service as Assistant Engineer (Civil) and having passed the Departmental and Professional Examination referred to in Chapter V and VI respectively of the West Bengal Services (Training and Examination) Rules, 1953 and duly recommended by the Departmental Promotion Committee of Irrigation & Waterways Department, Government of West Bengal. The Departmental Promotion Committee shall place its recommendation as per extant process for approval of the competent authority.

Note.- The Departmental Promotion Committee for the purpose of promotion of Executive Engineer shall be the same as stated in the Rule 3(C) hereinabove

(H) **Assistant Secretary in the cadre of West Bengal Engineering Service (Civil), I&WD [in the rank of Assistant Engineer enjoying pay scale at level 17 under West Bengal Services (ROPA) Rules, 2019].-** The posts of Assistant Secretary in the Irrigation & Waterways Department in the cadre of West Bengal Engineering Service (Civil), Irrigation & Waterways Department, in the rank of Assistant Engineer (Civil) shall be filled up by selection from amongst the Assistant Engineers (Civil) borne in West Bengal Engineering Service (Civil), Irrigation & Waterways Department under Civil Engineering Wing, enjoying the pay scale at level 17 under West Bengal Services (ROPA) Rules, 2019. Such selection shall be made by the Additional Chief Secretary/Principal Secretary/Secretary of the Irrigation & Waterways Department, Government of West Bengal based on the inputs provided by the Secretary in the Irrigation & Waterways Department. The Departmental Promotion Committee shall place its recommendation as per extant process for approval of the competent authority.

4. **Recruitment to the posts of Assistant Engineer (Civil Engineering Wing).-** (1) Recruitment to the posts of Assistant Engineer (Civil Engineering Wing) including the posts which are designated as Assistant Director shall be made in the following manner:-

(i) 60% of the posts of Assistant Engineer (Civil Engineering Wing) shall be filled up by direct recruitment on the basis of the results of a competitive examination (written and interview) to be conducted by the Public Service Commission, West Bengal;

(ii) The remaining 40% of the posts of Assistant Engineer (Civil Engineering Wing) shall be filled up by promotion from amongst the confirmed Junior Engineer (Civil) by selection through the Public Service Commission, West Bengal;

(2) **Qualification for direct recruitment.-** Qualification for direct recruitment to the post of Assistant Engineer (Civil Engineering Wing) shall be as follows:-

(a) A degree in Civil Engineering from a recognised University or equivalent qualifications;

(b) The candidate must be a citizen of India; and

(c) Ability to read, write and speak in Bengali (not required for those candidates whose mother tongue is Nepali).

(3) **Age.-** Not more than 36 years on the 1st day of January of the year of advertisement; provided that the upper age may be relaxed for the candidate belonging to the categories of Schedule Caste, Schedule Tribes, Backward Classes and specially abled as per Government order for the time being in force.

(4) **Other criteria.-** In order to be eligible for promotion to the rank of Assistant Engineer (Civil Engineering Wing), a Junior Engineer (Civil) must fulfil the following conditions -

(a) He must be confirmed in the post of Junior Engineer (Civil);

(b) He must render a minimum of 10 (ten) years' continuous and satisfactory service as a Junior Engineer (Civil) in regular establishment under West Bengal Subordinate Engineering Service (Civil), Irrigation & Waterways Department; and

(c) He must pass an examination to be conducted by the Public Service Commission, West Bengal which will be of the same standard as the Professional Examination referred to in Chapter VI of the West Bengal Services (Training and Examination) Rules, 1953 provided that a Junior Engineer who has rendered a minimum of 08 (Eight) years of service including temporary service in the post of Junior Engineer (Civil) in the regular establishment shall be eligible for appearing at the said examination.

5. **West Bengal Subordinate Engineering Service (Civil), Irrigation & Waterways Department.-** (1) Recruitment to the post of Junior Engineer (Civil) shall be done by direct recruitment on the results of competitive examination (written and interview) to be conducted by the Public Service Commission, West Bengal.
- (2) **Qualification for direct recruitment.-** Qualification for direct recruitment to the post of Junior Engineer (Civil) shall be as follows:-
- (a) A diploma in Civil Engineering from the State Council for Engineering and Technical Education or equivalent qualifications;
 - (b) The candidate must be a citizen of India; and
 - (c) Ability to read, write and speak in Bengali (not required for those candidates whose mother tongue is Nepali).
- (3) **Age.-** Not more than 36 years on the 1st day of January of the year of advertisement; provided that the upper age may be relaxed for the candidate belonging to the categories of Schedule Caste, Schedule Tribes, Backward Classes and specially abled as per Government order for the time being in force.

By order of the Governor,

DR. KRISHNA GUPTA
*Additional Chief Secretary
to the Government of West Bengal*