

HUMAN RESOURCE DEVELOPMENT

CHAPTER THIRTEEN

Human resource is imperative for the development of any organisation or institution, and trained manpower with expertise in related skills will prove to be an asset, since it influences the type of improvement that the organisation / institution will undergo during the developmental process.

The West Bengal Pollution Control Board (WBPCB) aims to improve the performance of its workforce through training programmes. Training refers to the acquisition of knowledge, skills, and competencies as a result of the teaching of practical skills and knowledge that relates to specific useful skills. Pollution control is an inter-disciplinary subject. Most officials working in the State Pollution Control Boards normally do not have any formal training in the field of prevention, abatement and control of

pollution. When appointed in Pollution Control Boards, they face a gigantic task before them. Therefore, it is necessary to have them trained and oriented for discharging their responsibilities smoothly and efficiently in areas, such as consent management, and implementation of effluent and emission standards. In addition, there is a need to improve the capabilities of persons already working with Pollution Control Boards. It is necessary that uniform methods of analysis of

pollutants, consent granting and other activities are adopted and ensured through training for proper and effective implementation of the provisions of the Acts. The WBPCB workforce comprises of scientists, engineers, legal professionals, researchers and capable support staff. The current workforce of the WBPCB is 251. The details of the staff strength of the Board during the year 2006-2007 is given in **Annexure VIII**.

TABLE 2.13.1

TRAINING PROGRAMMES FOR WBPCB OFFICIALS HELD IN INDIA DURING 2006-2007

Sl. No.	Name	Designation	Course	Organizer	Period	Venue
1.	Smt. Nupur Sengupta	Assistant Environmental Engineer	Workshop-cum-training programme on management of hazardous chemicals/ HAZAN, HAZOP, Risk Analysis	HRD Foundation	17 th -18 th April 2006	Mussoorie
2.	Shri S. K. Gupta, IAS	Member Secretary	Seminar on Clean Development Mechanism (CDM)	Federation of Indian Chambers of Commerce & Industry (FICCI)	24 th April 2006	New Delhi
3.	Dr. Tapas Kumar Gupta	Senior Environmental Engineer	Biofuels: Prospects and Challenges	Engineering Staff College of India (ESCI)	3 rd - 5 th May 2006	Hyderabad
4.	Smt. Barna Majumder	Assistant Environmental Engineer	International workshop on efficient e-waste management in India	The Energy & Resources Institute (TERI)	8 th -9 th May 2006	New Delhi
5.	Shri Subrata Das	Assistant Environmental Engineer	All India Seminar on potable water: Economic and Social Aspects	The Institution of Engineers, India	5 th -6 th June 2006	Kolkata
6.	Smt. Sumana Chakroborty	Environmental Assistant	Analytical chemistry with the theme on measurement uncertainty in chemical analysis	Viswa Bharati Educational & Charitable Trust	9 th -10 th June 2006	Mumbai
7.	Shri Sudip Barua	Assistant Environmental Engineer	Municipal Solid Waste Management: Planning, Collection, Handling and Disposal Options (An Integrated Approach)	ESCI	20 th -23 rd June 2006	Hyderabad
8.	Shri Niranjana Mondal	Assistant Environmental Engineer	Waste Water Treatment	National Centre for Technical Development	30 th June - 3 rd July 2006	Hyderabad
9.	Dr. Debashis Chakroborty	Scientist	National Annual Conference on Environmental Education	Indian Environmental Society	6 th -8 th July 2006	Bangalore
10.	Smt. Parna Maitra	Assistant Environmental Engineer	Management of Hazardous Chemicals and Risk Assessment	Confederation of Indian Industries (CII)	17 th -18 th July 2006	Kolkata

Sl. No.	Name	Designation	Course	Organizer	Period	Venue
11.	Shri Amitava Ghosh	Superintendent	Discipline and Disciplinary Procedure	State Productivity Council, West Bengal (SPC-WB)	19 th -20 th July 2006	Kolkata
12.	Shri Chiranjib Dawn	Assistant Environmental Engineer	Design, Operation and Maintenance of Sewage Treatment Plants: Reuse and Recycle Options (Intensive Course)	ESCI	25 th -29 th July 2006	Hyderabad
13.	Smt. Runa Sarkar	Stenographer	Modern Office Management: Secretaries/PAs	SPC-WB	26 th -27 th July 2006	Kolkata
14.	Dr. Ananda Banerjee	Junior Scientist	Coastal Ocean Monitoring and Prediction system	Integrated Coastal and Marine Area Management (ICMAM) Project Directorate	11 th August 2006	Chennai
15.	Shri Supriya Paul	Assistant Environmental Engineer	Waste Stabilisation Pond Practices	All India institute of Hygiene & Public Health	29 th August to 4 th September 2006	Kolkata
16.	Shri Arup Guchait	Information Officer	Re-engineering Office Processes for Right to Information Act 2005	National Productivity Council (NPC)	12 th -14 th September 2006	Puri
17.	Dr. Ujjal Kumar Mukherjee	Senior Scientist	Applied Air Pollution Emissions Inventory Workshop	National Environmental Engineering Research Institute (NEERI)	18 th -22 nd September 2006	New Delhi
18.	Shri Subrata Ghosh	Senior Environmental Engineer	Applied Air Pollution Emissions Inventory Workshop	NEERI	18 th -22 nd September 2006	New Delhi
19.	Shri Goutam Kumar Paul	Assistant Environmental Engineer	Urban Solid Waste Management: Challenges before the Urban Local Bodies	Forum of Scientists, Engineers & Technologists (FOSET)	20 th September 2006	Kolkata
20.	Shri Amar Nath Goswami	Assistant Law Officer	Eco-Tourism and Environmental Law	Centre for Environmental Law	6 th -8 th October 2006	Goa
21.	Shri Satya Prasad Karmakar	Junior Environmental Engineer	Environment Management in Polluting Industries	Disaster Management Institute	9 th -12 th October 2006	Bhopal (Waive on prayer)
22.	Shri Prasun Kumar Mondal	Assistant Environmental Engineer	Authorisation Procedures, Technologies for Treatment, Recycling and Reprocessing of Recyclable Hazardous Waste	Indian Institute of Technology (IIT), Roorkee	20 th -24 th November 2006	Roorkee (Uttaranchal)
23.	Shri Ramkrishna Saha	Scientist	Air Pollution and Health Impacts	Chittaranjan national Cancer Institute (CNCI)	18 th -20 th January 2007	Kolkata
24.	Shri Subhankar Nag	Environmental Engineer	Regional Workshop for Eastern States on SoE Reporting	Environment Development Alternatives	15 th February 2007	Patna

TABLE 2.13.2
TRAINING PROGRAMMES FOR WBPCB OFFICIALS HELD ABROAD DURING 2006-2007

<i>Sl. No.</i>	<i>Name</i>	<i>Designation</i>	<i>Course</i>	<i>Organizer</i>	<i>Period</i>	<i>Venue</i>
1.	Smt. Supriti Guha	Environmental Engineer	Assessment of hazardous waste dump sites and preparation of rehabilitation plans	Central Pollution Control Board (CPCB), German Technical Cooperation (GTZ), Advisory Services in Environmental Management (ASEM)	8 th -13 th May 2006	Germany
2.	Shri Subrata Ghosh	Senior Environmental Engineer	Study Tour to visit appropriate industrial sites in Europe practicing efficient e-waste management	TERI	10 th -14 th July 2006	Germany