



# STATE DIPLOMA ENGINEERS' ASSOCIATION, WEST BENGAL

*Affiliated to*

State Federation of Associations of Diploma Engineers, West Bengal  
[A State Unit of All India Federation Of Diploma Engineers]

ADDRESS : OFFICE OF THE S. E., S.H.P.C., P.W.(ROADS) DIRECTORATE, BHABANI  
BHAWAN, NEW BUILDING (1<sup>ST</sup> FLOOR), ALIPORE, KOLKATA – 700 027.  
Website : [www.sdeawb.org](http://www.sdeawb.org); E-mail : [sdeawb@yahoo.co.in](mailto:sdeawb@yahoo.co.in)

Memo No. 056/CEC-08/018

Date: 14.11.2008

To  
The Hon'ble Member Secretary,  
FIFTH PAY COMMISSION,  
Govt. of West Bengal,  
Tantuja Bhavan (8<sup>th</sup> Floor),  
DD-18/4, Sector-I, Salt Lake, Kolkata – 700 064.

Subject : Submission of MEMORANDUM to Hon'ble 5<sup>th</sup> Pay Commission.

Respected Sir,

We are thankful to West Bengal Govt. for appointing 5<sup>th</sup> Pay Commission to restructuring Pay Scales / Allowances and other benefits including Pension etc. of the Employees according to prevailing circumstances inflation / price rise of the essential commodities.

It is our pleasure to submit this Memorandum on behalf of the **State Diploma Engineers' Association, West Bengal**. Before this August Body with a trust and confidence for the judicious recommendations of Pay Scale with a real approach and practical look with respect to our cadre having major contribution and lion share in overall development of our State as well as the Nation. Though we in the past came across many instances of injustice during 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> Pay Commissions Report where we were deprived of our legitimate rights and status, explain again now in detail in this Memorandum, yet we sincerely hope that this Hon'ble 5<sup>th</sup> Pay Commission will do good enough and reconsider the matter to remove all prevailing degradation and discriminations done with our Cadre in Pay Scale, status and promotional avenue.

Besides normal parameters of Pay Scale inter-alia include the following points which may also kindly be considered and kept in view while making recommendations in view of special type of duties, high degree responsibilities attached with the service of our cadre.

Keeping in view the onus and coherent duties and responsibilities of the Diploma engineer, the pay structure recommended by the previous Central Pay Commission including 6<sup>th</sup> Central Pay Commission can not be considered as ideal. It is therefore suggested and expected that this Pay Commission will give the DIPLOMA ENGINEERS of the State a just full, promising and respectable pay scale after considering necessary job evaluation of the diploma engineers working in different departments of Govt. of West Bengal in order to extract best of their service.

The Association will be grateful if an opportunity is provided to us for an interview by the Hon'ble Pay Commission for further highlight and elaborate the proposals and suggestions contained in this Memorandum please.

With deep regards,

Enclo : 8 (Eight) Nos. copy of Memorandum.

Yours faithfully,

**Sd/- Bijon Ghosh**  
**GENERAL SECRETARY**  
**State Diploma Engineers' Association,**  
**West Bengal.**