

# PAY, PRESTIGE & PROMOTION



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*For* **STATE DIPLOMA ENGINEERS' ASSOCIATION, W.B.**

# PAY, PRESTIGE AND PROMOTION

(A tribute to all the Diploma Engineers)

## Foreword: -

*An episode styled as 'PAY, PRESTIGE AND PROMOTION' is an attempt and dedication to all the Diploma Engineers-brothers working in the State of West Bengal from my end. It is a sincere attempt to enlighten all the Sub-Assistant Engineers vis-à-vis Diploma Engineers who are the victims of perpetual devaluation, deprivations, humiliation and injustice since independence. While writing this episode I have taken the help of various Memorandums of both the Associations now exist in the name of (1) West Bengal Subordinate Engineering Service Association (WBSESA) and (2) West Bengal Sub-Assistant Engineers' Association subsequently renamed as State Diploma Engineers' Association, West Bengal (SDEA, WB) and some reports, letters of the respective General Secretary and the Bulletins of both the Associations.*

*I am really grateful to all the members of the Secretariat of SDEA, WB and specially to the General Secretary who all encouraged me by supplying all relevant facts and figures with necessary documents on 1<sup>st</sup> day of February, 2005.*

*My endeavor will be successful when this episode of prevailing inflictions towards a particular cadre i.e. the SAE-cadre of the State of West Bengal will be mitigated thereby causing justice, liberty, equality and fraternity as per pious proclamation of the constitution of the Republic of India in the way of restoration of legitimate claim for our decent pay-scale, social prestige and making at least three promotional avenues during the entire service career of a SAE and DE at par with that of same and similar nature of cadre working under the State Govt. of West Bengal.*

*Ajit Kr. Kundu  
(Life-Member)*

# **PAY, PRESTIGE AND PROMOTION**

(A tribute to my beloved Diploma Engineers)

## **PREFACE:**

Most of the Diploma Engineers (DE's) who joined during 1960-'65 had since retired from their service. My tribute, therefore, goes to those DE's who joined in their Departments/Organizations after 1968-'69. My experience, knowledge and sufferings both as Sub-Assistant Engineer (SAE) from June, 1962 and as Assistant Engineer (AE) from June, 1988 till retirement in May, 1997 shall be shared with you all. My experience as Member/Unit Secretary in West Bengal Subordinate Engineering Service Association (WBSESA) till 1969-'70 and as Member/Office Secretary/Joint Secretary/District Secretary/ Member of the Central Executive Committee/ Vice President/Advisor in West Bengal Sub-Assistant Engineers' Association (WBSAEA) renamed as State Diploma Engineers' Association, West Bengal (SDEA,WB) shall also be depicted in order to enlighten you all the facts which effectively and successfully were done by our beloved Association from 1970-'71 till to date vis-à-vis injurious, vindictive and detrimental activities which were played by the leaders of WBSESA under the clear and motivated directives of the leaders of State Co-ordination Committee (SCC) against the betterment of all SAE's/DE's of the West Bengal.

The victimized SAE's and other DE's of W.B. must and should know the humiliating episode of their continued deprivations in regard to their most needed 'PAY, PRESTIGE AND PROMOTION' They must be apprised of :-

- 1) HOW & WHY the most needed PAY- structure for the SAE's in terms of 'Need based Minimum Wage' was not demanded before the Hon'ble Pay Commission constituted in the year 1967 ?
- 2) HOW & WHY the most socially needed prestige the "GAZETTED STATUS" conferred upon the SAE's in the year 1974 was revoked by the Left Front Govt. in 1977 ?
- 3) HOW aims and aspirations of the SAE's towards having their PROMOTION were shattered down conspicuously?
- 4) HOW & WHY conferment of JUNIOR ENGINEER designation at par with all the States of India is still being opposed/left aside by the Left Front Govt. as per advice and continuous provocations of the WBSESA/SCC ?

In this context, I quote the very introductory lines from Page-1 of Chapter-I of Part-II of the Memorandum of the WBSESA submitted to the Pay Commission on the 15<sup>th</sup> February, 1968 wherein it was stated in this fashion ----

"Let us refer to the pious proclamation of the constitution of the Republic of India which read as ----- JUSTICE, social, economical and political. LIBERTY, of thought, expression, belief, faith and worship. EQUALITY, of status, opportunity and to promote among them all. FRATERNITY, assuming dignity of individual and the unity of Nation", ----- the meaning of these words are unknown to the Sub-Assistant Engineers under the Govt. of West Bengal".

Yes! I repeat and repeat again Yes!! that the meaning of these words were unknown not only till 1967-'68 but still are unknown even after more than 28 years of continuous, uncontested and successful regime of the Left Front Govt.

Now I start and submit my views based on experience as under-----

## **1.0.0: PAY OF THE SAEs'/DE's OF WEST BENGAL:-**

The Pay scale of Overseer-Estimator/Sub-Assistant Engineer was

Pre 1950 Pay scale	...	Rs. 60-65-70-140-200/-
Revised Scale of 1950	...	Rs. 125-5-240-10-250/-
Revised scale of 1961	...	Rs. 200-400/-
Revised scale of 1970	...	Rs. 300-600/-(with higher initial of Rs. 330/-)
Revised scale of 1981	...	Rs. 425-1050/-
Revised scale of 1988	...	Rs. 1390-2970/-
Revised scale of 1998	...	Rs. 4500-9700/-

### **1.1.0 MY OPINION WITH A FEW QUOTATIONS:-**

I stated hereinbefore that my episode containing all relevant statements and remarks shall be dedicated to those SAE's/DE's who are employed after 1968 - '69. Firstly, I like to quote a few statements made in 1968 from the Memorandum of WBSESA because such statements were related with the revised Pay scale obtained as per ROPA-1970.

"There had been two revisions of Pay structures once in 1950 and again in 1961. In the 1950-revision, the Finance Deptt. was entrusted with the task and they did whatever suited their will and caprice. In 1961-revision, a committee was set up and views of the employees and their organizations were called for----- In other words, recommendations of the Pay Committee were also arbitrary (?) and the said Committee too showed scant regards (??) for any principle of wage determination" (Refer Chapter-I of Part-I of Sub-head 'Previous Revisions' under the head "Introduction" of the Memorandum published in the Bulletin-1<sup>st</sup> issue, 1968 of WBSESA)

The leadership of WBSESA also did not hesitate to quote the views of the Supreme Court as regards 'Minimum Wage' which they violated times without number while submitting their Memorandums during subsequent years/stages. Views of Supreme Court were "There is, however, one principle which admits of no exception. No industry has a right to exist unless it is able to pay its workmen at least a bare minimum wage" (Refer Page-12 under Art.24 of Sub-head Supreme Court's Views in Chapter-V under the head Minimum Wage of the Memorandum published in the Bulletin – 1<sup>st</sup> issue, 1968 of WBSESA).

### **1.2.0: NEED BASED MINIMUM PAY OF 1970-'71:-**

Since inception, the WBSESA had been the organization of Overseer-Estimator and of and for the SAE's. The leadership started their functioning as per advice and guidance of the SCC, 12<sup>th</sup>. July Committee etc. etc. as a constituent body from 1965, as I remember without obtaining any consensus of their General members or by having the verdict/vote of confidence from the supreme authority like 'Annual State Conference'.

### **1.2.1: CALCULATION OF MINIMUM WAGE**

Now I like to draw the attention of all SAE's / DE's to the Table No -7 which was endorsed and inscribed in Page-17, Art.31 of Chapter-V of Part-I of the Memorandum published in the Bulletin (1<sup>st</sup> issue) –1968.

At the Index of 150 of All India Consumer Price Index (1949=100) which was reached in June, 1964 (expenditure shown for 3(three) consumption units for 30 days).

TABLE - 7

Items	At the prices which were prevalent at the point of 151	After conversion of the prices prevailing in Oct,1967 at 184
a) Food (1332 grams)	202=06	211=30
b) Cloth (6 yds)	12=00	12=00
c) H.R.A	30=00	30=00
Total	244=06	253=30
d) 20% of total (for fuel, light etc.)	61=01	63=32
Total	305=07	316=62
Less H.R.A	30=00	30=00
Total	275=07	286=62
Less Medical Allowance	10=00	10=00
Total	265=07	276=62
Less Educational benefit	5=00	5=00
<b>Total of the Minimum wage</b>	<b>260=07</b>	<b>271=62</b>

**1.2.2:** Minimum wage of an employee is calculated based on the following considerations

- i) Cost of Diet according to Dr. Akroyd's formula
- ii) Norms laid down by 15<sup>th</sup> Indian Labour Conference
- iii) Price of different items obtained from State Statistical Bureau

The minimum wage of an employee (based on minimum requirement) can never be reduced or minimized under any circumstances if the verdict of the Hon'ble Supreme Court is honored. The stupidity of the then leadership towards reduction of need based minimum wage not only caused huge reduction of the pay-structure of the lowest paid employees but also created immense fallacies in formulating pay-structure of all middle class employees including the SAE's/DE's. The minimum wage as on October ,1967 at CPI -184 should have been 272=00 or at least 260=00 at CPI-151 but the leadership demanded, better to say was forced to demand only Rs. 200=00 before the Hon'ble Pay Commission with their vicious, unexpected and irredeemable remarks by stating -----

"We however have kept in view the aspect of feasibility (?) and other practical considerations (??). We accordingly propose to fix minimum wage at a lower stage after deducting roughly 25% (???) of what is admissible and to come to Rs. 200=00 at the index point of 150" (Refer Page-18, Art.32 of Chapter-V of Part-I of the Memorandum published in the Bulletin (1<sup>st</sup> issue) of WBSESA.in 1968).

**1.2.3:** Now my question is (1) Why and under what circumstances the then leadership proposed to fix up minimum wage(Pay) at Rs.200=00 as need based minimum wage ? (2) Whose feasibility was considered and what compulsion played behind such feasibility ? (3) What compulsion played to deduct 25% wage-cut thereby enforcing the lowest paid employees to consume 25% less food and cloth ?

**1.2.4:** My views as experienced during the prevalent period are as follows:-

The leadership of WBSESA was forced to place demand of minimum pay of Rs.200=00 under the pressure of SCC and for the feasibility of having United Front Govt. in power at that time. The then leadership was under compulsion to deduct 25% wage-cut without going into practical considerations and any other aspects. I am confident that the then leadership did whatever suit their will and caprice. Their demands were arbitrary and the motivated leadership showed scant regards for the betterment of lowest paid employees. They tried their level best not to create any economical pressure and embarrassment upon the newly formed United Front Govt. in order to fulfill the political aims and aspirations of their God-fathers who took shelter under the umbrella of SCC, 12<sup>th</sup> July Committee etc. Thus the sacred proclamation of 'JUSTICE' as per constitution was denied by a group of deceptive fellows.

### **1.3.0 PAY SCALE OF SAEs FORMULATED IN 1968 (PRIOR TO ROPA-1970):-**

While formulating the pay structure for the SAE's in 1968, the leadership of WBSESA acted like hypocrite which will be evident from the under mentioned paragraphs.

**1.3.1** "Previously we have shown by calculation that the minimum (?) wage for the unskilled workers should (??) be Rs.200/- P.M. That should also be the minimum wage for the working class ---- the broad classification will be mainly two (1) working class (2) the middle class" (Refer 2<sup>nd</sup> Para,Page-16, Chapter-V, Part-II of the Memorandum published in the 1<sup>st</sup> issue Bulletin – 1968 of WBSESA)

**1.3.2** In the said page in para-7 & 8 it was remarked:

"It follows, therefore that the proportion of the relative cost of a working class family to that of a middle class family of 3(three) consumption units is 35:63 i.e. the cost of living of a middle class family is 80% higher than that of a working class family. The first central Pay Commission accepted the coefficient of 80%----- So after adding 80% coefficient to the need based minimum wage for an unskilled worker, we find Rs.360/- as the initial wage for middle class group".

**1.3.3** In para-9 Of page-16 & 17 it was stated:

"It had been the demand of all non-gazetted employees of the State to 1961-Pay Commission that 20% weightage to the basic pay should be added to the technical personnel who are diploma holders and whose post are supervisory in nature and further 10% weightage should be added to the basic pay for those persons whose service requires skill of high degree. Accordingly from details of our qualifications and nature of duty, responsibility, risk etc. it does not necessitate mentioning that our initial wage comes to Rs. 360/- P.M. only (for middle class group) + Rs.108/- (being 30% for technical and other qualifications and responsibility)= 468/-

**1.3.4** In para-10, page-17 the leadership continued to state:

"It is true that during the survey (1946) of Mr. Justice Rajadhakshya, the social difference between the unskilled worker and the middle class group had been 80% co-efficient. But present day situation does not reveal such wide (???) difference between these classes. Furthermore, we believe, that the margin between the different strata of employees should be kept so wide; this should be lessened and should be brought closer in the interest of us and the society economically. Accordingly we like to cut short round about Rs.100/- (from pay of SAE's only ?) from Rs. 468/- to determine our initial wage and our actual demand is Rs.370/- only P.M. at the beginning of the scale."

**The pay scale for SAE's was demanded in bold type in the form Rs. 370-15-520-18-700/- (20 years span)**

(Refer page-18)

**1.3.5** **INITIAL PAY OF SAE's:-**

Let me explain the initial pay what should have been demanded by way of simple mathematical calculations vis-à-vis the actual demand of the then vacillating leadership of WBSESA at the cost of qualifications, supervisory nature of duty, risk and responsibility of the entire SAE cadre and DE's The Table prepared on the Price Index prevalent in 1964 (instead of 1968) may be referred herein below.

**TABLE**

<b>Items</b>	<b>Actual demand as should have been during 1967- '68</b>	<b>Demand placed by the WBSESA</b>
a) Food (1332 gram)	Rs. 202=06	Rs. 202=06
b) Cloth (6 yds)	Rs. 12=00	Rs. 12=00
Total	Rs. 214=06	Rs. 214=06
c) 20% for fuel, light, misc. items	Rs. 42=81	Rs. 42=81
Total	Rs. 256=87	Rs. 256=87
d) Need based minimum wage	Rs. 256=87	Rs 200=00
e) 80% for middle class group	Rs. 205=50	Rs. 160=00
Total	Rs. 462=27	Rs. 360=00
f) 30% for technical qualification etc.	Rs. 138=68	Rs. 108=00
Total	Rs. 600=95	Rs. 468=00
g) Cut-short of initial pay arbitrarily	-	Rs. 100=00
h) Fixation of initial pay	Rs. 600=95	Rs. 368=00
<b>Total (say)</b>	<b>Rs. 600/-</b>	<b>Rs. 370/-</b>

1.3.6 My question to my colleagues, Unit leaders, District and zonal leaders (except the uncommon supreme leaders) for demanding lesser amount of initial pay Rs.370/- instead of Rs. 600/- or even Rs. 468/- during 1968='69 which turned a deaf ear to all but the general members like me took the matter into consideration. It was a bolt from the blue to all general members. Protests from all corners broke out throughout all the districts of West Bengal resulting in splitting of the ASSOCIATION INTO TWO PARTS.

Now, I understand that the then leadership of WBSESA arbitrarily and whimsically acted as per advice of the leadership of SCC. They were forced to add 80% co-efficient upon Rs.200/- which was considered to be the most reasonable and sufficient amount for the lowest grade-employees. Their consideration for lessening the wider difference of pay-structure between middle-class groups and upper/super class groups was left aside and kept untouched. Thus the very proclamation of the Constitution of the Republic of India like JUSTICE, LIBERTY, EQUALITY & FRATERNITY was ruthlessly denied in an unprecedented way, which could not be restored even after 35 years of struggle.

#### **1.4.0 FORMATION OF WEST BENGAL SUB-ASSISTANT ENGINEERS'ASSOCIATION :-**

The formation of another separate Association named by WBSAEA was inevitable and was felt absolutely necessary for the restoration of interests including the prestige of the entire SAE-cadre were mainly as follows -----

- 1) The Pay Commission (1967-69) recommended the pay scale of Rs. 350-600/- for the SAEs (refer page-693 of the Report) but the Govt. accepted the pay scale of Rs. 300-600/- for the SAE's including for the Surveyors and Draftsman. The remarks of Late Comrade K. G. Basu, one of the member of the said Pay Commission were "Sub-Assistant Engineers and Estimators are holders of either LCE or LME diploma. The first three categories of Draftsman and Surveyor have also technical qualification . Their work is of the same or similar nature. There does not seem to be any justification for a difference in the pay scale" (Page 691 of the Pay Commission Report). The inclusion of Late Mr. K. G. Basu in the 1967-'69 Pay Commission was considered as highly judicious and effective by the then leadership of the WBSESA/SCC which will be evident from their Bulletins and leaflets.

But Late Mr. Basu pushed untrimmed bamboos to all SAE's due to his ignorance and basic knowledge about the duration of qualification, nature of duties and responsibilities between the SAE's and the Surveyors/Draftsman.

- 2) After publication of Pay Commission's report general members under the leadership of Ranjit Das, Barun Ganguly, Kiriti Dey, Gour Pal Choudhury, Late Dipak Kumar Ghosh, Late Naresh Pal, Late Santosh Sengupta, Ranajit Dutta, Krishnendu Das, Bipul Dasgupta from all corners of West Bengal formed a 'FIGHTING COMMITTEE' in 1970. They all tried their level best for boycotting the PAY SCALE but their all-out attempts went in vain.
- 3) Large number of vocal and arduous members as stated serial (2) above were expelled and many aggrieved members like Narendra Mohon Roy, Bimalendu Ghosh, Gunananda Banerjee, Sarbani Raha, Late Jati Guha Roy, Balai Lal Ghosh, Tulsi Chakraborty, Jahar Dasgupta, Amar ghosh, Sailen Banerjee, Rabindra Nath Bhadury, Late Timir Baran Bhattacharjee, Shyamalendu Sinha etc. including myself left or were forced to leave the Association (WBSESA). Truly speaking nearly 75 to 80% of the total strength of SAE's in different departments of the Govt. of West Bengal refused to continue their membership in spite of physical harassment, threatening, transfer (myself was transferred to North Bengal in December,1970 under a special order of the Chief Engineer better to say under advice of the then General Secretary, WBSESA).
- 4) Formation of WBSAEA came into light in the unbelievable conference held at Kalighat in December, 1971 which continued for more than two days with incredible aims and aspirations and earnest expectation of all attending delegates requesting for JUSTICE, LIBERTY, EQUALITY AND FRATERNITY and obviously for the betterment of SAE-cadre.

Dear, SAE/DE brothers, I like to explain and publish a few more facts following Post-Constitution of our Association (WBSAEA/SDEA, WB) for your information.

In para-5 of Chapter-III under the head "Our Organisation" of Memorandum – May, 1978 of WBSESA, the then leadership tried to substantiate that our newly formed WBSAEA was an isolated institution without any members but was afraid of continuous incoming of SAE's as members of our Association, as they did not hesitate to quote----- "The WBSESA, a component organization of SCC, has its membership for the year, to the strength of 3523. A total of about 25 Nos of SAE's, Estimators etc are still continuing their membership with two of our fraternal organization "Krishi Karigari Karmi Sanstha" and "West Bengal Ministerial Officers' Association (Only 25 in two of their fraternal organization ?). A section of remaining part (still remaining ??) is lying with a so called organization "WBSAE's Association " which came into light in the year 1971 under the patronage of the then situation of the state, yet failed to secure recognition of the SAE's. We firmly submit that ours is the only representative and democratic(?) organization of the SAE's under the Govt. of West Bengal".



The fact is that neither we required any patronage of the then situation (just like WBSESA/SCC from all left-minded political parties) nor we believe in intervention or had any patronage of any political parties till today except the most deserving patronage of like-minded organizations viz: SFADE, WB & AIFODE. The number of receiving membership of our Association increased so rapidly that it crossed our expectation and more than 1000 SAE's from all districts of West Bengal within 1973-'74 for the very reasons of our non-political and cordial activities for the interests and betterment of the SAE's/DE's only. In forming the Association our leaders paid homage and honour to an old Resolution No. 2 vide page 9 & 10 of the Bulletin of September-1962 of WBSESA wherein it was very clearly stated -----

"Govt. of West Bengal in various Deptts. for SAE's the West Bengal Service under Ropa-1961 some service other than has since been included under the head Subordinate Engineering service, it is therefore essential under the circumstances to rename the Association in such a style as may be identified as class of service it represents with no ambiguity. It is therefore resolved unanimously that the Association be styled henceforth "Sub-Assistant Engineers' Association, West Bengal"

#### **1.4.1. IMPLEMENTATION OF PAY-SCALE (300-600):**

The humiliating pay scale of Rs.300-600/- with initial start of Rs.330/- came into effect from 1.4.1970. But when President's rule was under promulgation in West Bengal following resignation of Late Mr. Ajoy Kumar Mukherjee, the then Chief Minister criticizing his ministry and Govt. as "barbarous" but the then General Secretary (M.M.Mitra) of WBSESA started to achieve his motive as "after death comes the doctor". He, in his letters bearing Memo.No. G/205-70 dated 26/04/70, G/226-70 dated 14/11/70 addressed to the Governor of West Bengal and memo. No. G/12-71 dated 25/2/71 addressed to the Finance Secretary began to shower crocodile's tear for the implementation of better pay-scale for the SAEs as he had no other alternative but to keep his Association in existence. Our Association (WBSAEA) in a Memorandum addressed to the Hon'ble Chief Minister demanded at least a pay-scale of Rs. 425-850/- at par with BDO in the month of February, 1971. The General Secretary (M.M.Mitra) after having our memorandum immediately placed another Memorandum in May, 1971 demanding the Pay scale of Rs. 450-850/- to erstwhile Chief Minister of West Bengal. On the whole it was ridiculous to accept their unattainable activities which they tried to establish for having sympathy of the entire SAE-cadre after the acceptance and implementation of the Pay scale Rs. 300-600/- with initial start of Rs.330/- from 1<sup>st</sup> April,1970 against their demand of Rs.370/-. Thus the then Govt. reduced only Rs. 40/- what they had done by drastic reduction of Rs.100/- during placement of their memorandum even after calculating erratic initial demand of Rs. 468/- which could have been at least Rs. 600/- (as shown in the Table in page-5 above) So I repeat firmly that the then leadership did whatever suited their will and caprice. I, therefore, conclude with my say that the policy "after death comes the doctor" or "as you sow, so shall you reap" or "black will take no other hue" are the proverbs applicable for the then stupefied leaders WHO SHATTERED ALL AIMS, ASPIRATIONS, PRESTIGE AND SOCIAL STATUS of the entire SAE-cadre only to fulfill their political motives and obligations during 1968-'69.

#### **1.4.2. PAY STRUCTURE FORMULATED IN 1978 (PRIOR TO ROPA-1981):-**

In 1976-'77, one-man Pay Commission was declared by the Congress led Govt. just before the election in West Bengal. The left Front Govt. came in power. The leaders of WBSESA/SCC showed "Too much courtesy too much craft" and they remarked ---- "Immediately on coming to power the left front Govt. declared a policy of undoing the injustices that were inflicted on the Govt. employees and at the same time of following a policy for the betterment (?) of the conditions of employees" (Refer 2<sup>nd</sup> para, Part-I, chapter-I under head Introduction of the Memorandum of May-1978 of WBSESA) They did not hesitate to add -----"the present pay commission have appeared to us to be not only very wide, they are in our opinion, very much conducive (??) for the betterment of the conditions of the State Govt. employees."

Let me work out how much betterment and what amount of injustices were removed for conducive implementation of better pay-structure for the SAE's by the then Govt.

#### **1.4.3.CALCULATION OF MINIMUM WAGE:**

(Refer Page-22, chapter-V, part-I of Memorandum, May-1978 submitted to Second Pay Commission by WBSESA)



Items	At Index Point 330 (1960=100) Actually demanded	What should have been
a) Food	446=40	446=40
b) Cloth	18=00	18=00
c) H.R.A	60=00	60=00
TOTAL	524=40	524=40
20% ( for fuel,light,misc.items)	131=00	131=00
TOTAL	655=40	655=40
Less Medical Allowance	( - ) 25=00	( - ) 25=00
Less HRA	( - ) 60=00	( - ) 60=00
Less Educational benefit	( - ) 10=00	( - ) 10=00
TOTAL	552=40	552=40
Cut-short by 36.6% ( - )	202=50	---
TOTAL	349=90	552=40
<b>Say,</b>	<b>Rs.350/-</b>	<b>Rs.550/-</b>

The leadership took the same policy not to embarrass the left front Govt. to place demand for the "Need based Minimum wage". They remarked and obliged the Pay Commission and the Left Front Govt. stating --"We however, like to be modest (why not to other Govt. ?) in our demand. We do not like to totally brush away the aspect of feasibility (What for?) Further the present left front Govt.'s progressive outlook (How it was ascertained within a year ?) in discharging the responsibility towards common people who are groaning (yes! groaning even after 28 year of continuous regime) under heavy burden put on their shoulders during all these years since Independence, has also drawn our (whose? privileged persons ??) attention. We think we should come forward in strengthening (not for employees' fraternity and equality) the hands of the left front Govt. in so far as that Govt. tries to ameliorate the conditions of the people" (Refer Page-23 Para 4&5 of the said memorandum).

#### **1.4.4. PAY STRUCTURE OF THE SAEs :**

a) Minimum wage	Rs.350=00	Rs. 550=00
b) 80% co-efficient for middle class group	Rs.280=00	Rs. 440=00
c) 20% for technical qualification	Rs.126=00	Rs. 198=00
d) 10% for higher skill	Rs. 76=00	Rs. 118=80
	Rs.832=00	Rs 1306=80
Cut short by 12% (arbitrarily) ( - )	Rs. 97=00	---
Initial Pay	Rs. 735/-	Rs.1300/- (say)

Demand of Pay structure was Rs. 735 - 1440/- (vide Page-54 of part-II Chapter-VIII of the said Memorandum of WBSESA).

#### **1.4.5. AWARD OF PAY-SCALE FOR SAE's (AS PER ROPA-1981)**

The left front Govt. with its progressive (?) outlook thus ameliorated the conditions of the groaning SAE-cadre and obliged the modest leaders of WBSESA/SCC by awarding the pay-scale of Rs. 425-1050/- from 1981, the pay-scale what should have been in April, 1971.

The demand of WBSAEA/SDEA, WB on the other hand was Rs. 800-2150/- corresponding to CPI – 302 duly based on the concept of minimum need based wage, middle class group coefficient and technical weightage. The initial for the SAE's though was calculated for Rs. 1450/- but we demanded for Rs. 800/- as initial pay by releasing 44% of the computed wage for developmental works of the country (Refer page-31, para-2 of chapter-IV of the Memorandum-1987 of SDEA,WB) and by doing so our leadership never compromised with 'Need based Minimum wage'. So the poor-laborers-farmers-employees-sympathetic oriented most democratic left front Govt. awarded a sound slap on the SAE-cadre by implementing a pay-scale of Rs. 425-1050/- thus we had a befitting reply and the word 'JUSTICE' was nailed down by inflicting a gigantic injustice upon the scale of SAE-cadre only.

### **1.5.0 PAY STRUCTURE FORMULATED IN 1987-'88 PRIOR TO ROPA-1990):-**

The leadership of WBSESA, this time was reluctant to formulate the pay structure of the SAE's vis-à-vis 'Need based Minimum wage'. They completely relied upon the recommendations of the fourth Central Pay Commission and willful as well as pragmatic decision of the State Co-ordination Committee (SCC). Here the example follows ----

1.5.1: In the Memorandum page 3 & 4, chapter-II under the head "Approach" submitted to the 3<sup>rd</sup> Pay Commission in September-1987 the leadership of WBSESA stated ----- "The fourth Central Pay Commission has recommended Rs.750/- as minimum basic pay of Central Govt. employees at the cost of living index point of 608. The calculation was

Basic pay	Rs. 196=00
DA element at 608	Rs. 395=70
Interim relief	<u>Rs. 100=00</u>
Total	Rs. 691=70

The fourth central pay commission has given weightage over the figure ---- and recommended for Rs. 750/- P.M. at the index point of 608 ----- while arriving at our demand for the minimum basic pay for the State Govt. employees at index point of 608, we have taken this point into account.

Minimum basic pay	Rs. 220=00
DA element at 608	Rs. 448=00
Interim relief	<u>Rs. 50=00</u>
Total	Rs. 718=00

Making some allowance for ad-hoc increase and keeping in view the fact that at present the State Govt. employees are drawing minimum basic pay higher than that enjoyed by central Govt. employees, we have come to the conclusion that the minimum basic pay for W. B. Govt. Employees at the index point of 608 should be at least Rs. 800/-.

### **1.5.2 PAY STRUCTURE FOR THE SAEs :**

The leadership of WBSESA in their Memorandum of September-1987, in page- 9 & 10, part-II, chapter-V remarked ----- "We like to point out that Fourth Central Pay Commission has awarded two sets of scales for Junior Engineers viz;: Rs. 1400-2300/- for 25% of the cadre and Rs. 1640-2900/- for 75% of cadre after completion of 5 years of service. The initial of the scale No. 11 suggested by the SCC (vide page-8, part-I of the memorandum) is also fixed at Rs. 1400/-. Therefore we demand the primary scale of the SAE's should be Rs. **1400-45-1625-50-1875-65-2330-75-3005/-** and thereafter Rs. 1440-3190/- after 10 years and 1520-3410/- after 18 years.

Why the leadership of WBSESA did not demand for the pay-scale similar to that of two sets of scales for Junior Engineers awarded by the Fourth Central Pay Commission? Had it been demanded the State level SAE-cadre would have been more beneficial to get additional pay benefit of Rs. 240/- after 5 years instead of Rs. 225/- (Rs.45/- being increment per year) inclusive of higher pay scale of 1640-2900/- (after 5 years) than that of Rs. 1440-3190/- after 10 years or Rs. 1520-3410/- after 18 years.

### **1.5.3. DEMAND OF PAY-SCALE FOR SAEs BY SDEA,WB in 1987-88:**

The demand of pay-scale for the SAE's of State Govt. by our Association, SDEA,WB was more reasonable as it may be evident from the following calculations –

Calculation of Need-based Minimum wage vis-à-vis initial pay of the SAE's as per All India consumer Price Index No. 688 as prevailed in December, 1986.

1) Diet Cost		Rs. 986=00
2) Cloth-6 yds		Rs. 71=00
3) HRA		<u>Rs. 150=00</u>
	Total	Rs. 1207=00
4) Fuel, lighting and misc. items @ 20% of total Min. wage or 25% of total SI.1 to 3		<u>Rs. 302=00</u>
	Total	Rs. 1509=00
5) Less by HRA which is demanded separately	(-)	<u>Rs. 150=00</u>
	Total	Rs. 1359=00
Add 80% for Middle class group		<u>Rs. 1087=00</u>
Add 30% weightage for technical qualification and supervisory nature of duty and skill etc.		<u>Rs. 2446=00</u>
		<u>Rs. 734=00</u>
	Total	Rs. 3180=00
40% surrendered for National development and specially for expansion of employment scope	(-)	<u>Rs. 1272=00</u>
		Rs. 1908=00
	Say,	Rs. 1900/-

### The pay-structure for SAEs was recommended for Rs. 1900--5400

While formulating the pay-pattern our leadership remarked -----

"Before choosing a definite scale of pay in composite form to rationalize the pay-structure of SAE's, AE's, EE's and that of SE's, the starting pay of each category of the said officers has been under all realistic situation, contemplated to be fitted at 1<sup>st</sup>, 8<sup>th</sup>, 16<sup>th</sup> and 20<sup>th</sup> stages respectively together with award of additional attachment of 'Ranking Pay' at the rate of NIL, Rs. 150/-, Rs.300/-, Rs. 450/- respectively on due considerations of all countable factors". Our leadership added "After putting all arguments so long and also carefully pondering over all aspects of our duties, responsibilities, qualifications, experiences, sustained injustices and lastly our real status , especially on the points of salient criterion as finally depicted in the preceding paragraphs of this chapter, we solemnly set out and put forth the proposed TELESCOPIC PATTERN of scale of pay of 1900-5400/-" (Refer page 50,51,&55 of Memorandum of SDEA,WB, submitted to Hon'ble Pay Commission in September, 1987).

### **As per ROPA-1990 Pay-scale for Rs. 1390-2970 was awarded to SAE's**

#### **1.5.0 PAY STRUCTURE FORMULATED IN 1997-98 (PRIOR TO ROPA –1998):-**

(Extract from Memorandum, October-1996 submitted to Fourth State Pay Commission, West Bengal by WBSESA)

The leadership of WBSESA remarked ---- "Despite fair growth of total emoluments in the form of pay and allowance and enhancement of functional promotions and further improvement (except for the SAE-cadre) of non-functional promotional avenues created earlier in ROPA-'90 and thereafter, there exists widespread discontent among a large section of employees. This has been created due to anomalies in pay scales meant for certain categories/posts (presumably SAE's only) and discriminatory position in regard to extending benefits of non-functional promotions. During the last six years since the introduction of ROPA-'90 in spite of best efforts(?) on our part such anomalies could not be resolved" (not believable) (Refer Art- 1.2 of chapter-I, part-I page-1). The leadership added "According to said norms (as laid down by ILC-1957) the need-based minimum wage comes to Rs. 3,650/- at the cost of living index 1508 points (base 1960=100)" (Refer Art- 2.2 of chapter-II page-3).

### **1.6.1. LOWEST MINIMUM BASIC PAY :-**

Existing Minimum	Rs. 800=00
1 <sup>st</sup> interim relief	Rs. 100=00
2 <sup>nd</sup> interim relief	Rs. 100=00
3 <sup>rd</sup> interim relief	Rs. 100=00
148% Dear ness allowances	<u>Rs. 1184=00</u>
Total	Rs. 2284=00
20% of existing basic pay as booster	<u>Rs. 160=00</u>
Total	Rs. 2444=00 Say, 2450/-

(Refer Art.-3.1.8, page-5 chapter-III, part-I)

### **1.6.2. PAY-STRUCTURE OF SAEs :-**

In formulating the pay-structure for the SAE's the leadership of WBSESA stated -----

"As is well known, the SAE's of the State is the counterpart of Junior Engineers of CPWD. Duties and responsibilities of Junior Engineers and SAE's are at least the same if not more in case of later category. The functional activities of the Junior Engineers are mainly confined in the urban areas extended up to district headquarters whereas the SAE's of this State are to work both in urban and rural areas. Still there are wide spread disparities between the two" (Refer Para-3, page-19, chapter-6 of Part-II). The leadership added ---- "But the initial pay scale of SAE's was fixed at Rs.425/- which was exactly at par with the initial pay scale of Junior Engineers, our counterpart in Central Govt. And that initial of the scale of SAE's was awarded in 1981 while the same came into effect in 1973 in case of Junior Engineers (confession after lapse of nearly 8 years) (Refer page-21 under the head "SAE: A VICTIM OF DISPARITY" vide chapter-6 part-II). The leadership continued to remark ----- "Now, if we take all these factors into account while formulating our primary scale of pay, it would be much higher corresponding to what is prevailing now. However considering the practical feasibility (whose?) as well as the economic limitation of the State Govt. (was it entrusted with the leadership ?? It was nothing but a shameful compromise with the Govt. vis-à-vis Pay Commission only in respect of the pay-structure of the SAE-cadre only), The leadership further added "We like to confine ourselves to a very pragmatic demand and therefore we demanded the primary scale of SAE's should be revised as Rs. 4105-9600/- in place of 1390-2970/- " (Refer Para-4,page-23, chapter-6, part-II).

The leadership was not only fraud and hypocrite but also treacherous to the SAE-cadre when they emphatically remarked ---- "We, once again like to emphasize that our proposition regarding scale of pay is provisional (nowhere stated) one. If the 5<sup>th</sup> Central Pay Commission fix-up the pay scales at higher CPI than what we taken in account while formulating our pay-scale or recommends a scale of pay for the Junior Engineer higher than what we propose now, in such event we shall avail the opportunity (applicable for those who are opportunists) of submitting supplementary memorandum revising our present proposition related to scale of pay of the SAE's of this State" (Refer page-24,chapter-6, part-II under the head – AN APPLOGIA).

### **1.6.3: A FACTUAL STATEMENT :-**

The leadership of WBSESA proved that "Barking dogs seldom bite" as they cheated the entire SAE-cadre neither by placing any supplementary memorandum nor demanded for the revision of initial pay at par with the initial pay of Junior Engineer of the Central Govt. even after lapse of 8 years to their so-called friendly and democratic left front Govt. The SAE's of this State was awarded initial pay of Rs.4500/- (against their original demand of Rs. 4105/-by WBSESA) as per ROPA-'98 The Central Govt. awarded Rs. 5000/- as starting pay for the Junior Engineers The sustainable financial loss for the SAE's after the implementation of ROPA –'98 by calculations, therefore stands for more than Rs. 50,000/- at the initial stage of pay-structure exclusive of other D.A elements, HRA, etc. till to date.

### **1.6.4: DEMAND OF SDEA,WB FOR THE SAE's :-**

The demand of pay scale for the SAE's by our Association was Rs. 4400-9700/- at CPI-1240 which at least and obviously far better than the pay scale of Rs. 4105-9600/- at CPI-1510 what was demanded by WBSESA.

**Pay-Scale awarded to SAE's as per ROPA-1998 was Rs. 4500-9700/-**

**1.6.5: CONCLUSION:-**

The following tables (Table – I, Table – II, Table – III, Table – IV, Table – V) will show disparity, deprivations and discrimination of pay-scales at initial stage showing the increased amount, percentage of increase etc. between the SAE-cadre and other categories of State Govt. employees including that of categories at par with SAE-cadre and other higher officers. The Table – VI will show the existing pay-scales of SAE's of our State and that of other States of India as Junior Engineer what they are enjoying as entry-level pay-scale and non-functional promotional pay-scale after some years.

**TABLE- I ( PRE-1961 & POST-1961 )**

Sl.	Designation	Pre-1961	Initial Pay	Increase	Percentage
1.	Peon	Rs. 20=00	Rs. 60=00	Rs.40=00	125%
2.	Clerk	Rs. 55=00	Rs.125=00	Rs.70=00	84%
3.	Surveyor	Rs.100=00	Rs.175=00	Rs.75=00	75%
4.	Draftsman	Rs.100=00	Rs.175=00	Rs.75=00	75%
5.	Overseer / SAE	Rs.125=00	Rs.200=00	Rs.75=00	60%
6.	Assistant Engineer	Rs.250=00	Rs.325=00	Rs.75=00	30%

**TABLE-II (PRE-1970 & POST-1970)**

Sl.	Designation	Initial Pay	Initial Pay	Increase	Percentage
1.	Peon	Rs. 60=00	Rs.135=00	Rs. 75=00	125%
2.	Clerk	Rs.125=00	Rs.230=00	Rs.105=00	84%
3.	Clerk (3 <sup>rd</sup> grade)	Rs.200=00	Rs.330=00	Rs.130=00	65%
4.	Surveyor/Draftsman	Rs.175=00	Rs.300=00	Rs.125=00	71%
5.	Demonstrator	Rs.225=00	Rs.375=00	Rs.150=00	67%
6.	Motor Vehicle Inspector	Rs.225=00	Rs.375=00	Rs.150=00	67%
7.	Officers under SES #	Rs.225=00	Rs.375=00	Rs.150=00	67%
8.	Officers under JAS †	Rs.250=00	Rs.400=00	Rs.150=00	60%
9.	Officers under SVS *	Rs.250=00	Rs.400=00	Rs.150=00	60%
10.	Foreman (LME)	Rs.250=00	Rs.400=00	Rs.150=00	60%
11.	Sub-Assistant Engineer	Rs.200=00	Rs.330=00	Rs.130=00	65%
12.	Assistant Engineer	Rs.325=00	Rs.475=00	Rs.150=00	46%

# SES = Subordinate Educational Service; † JAS = Junior Agricultural Service;

\* SVS = Subordinate Veterinary Service.

**TABLE – III (PRE-1981 & POST-1981)**

Sl.	Designation	Initial Pay	Initial Pay	Increase	Percentage
1.	Sub-divnl. Cultural Officer	Rs.330=00	Rs. 425=00	Rs. 95=00	29%
2.	Textile Assistant	Rs.330=00	Rs. 470=00	Rs.140=00	42%
3.	Revenue Officer	Rs.330=00	Rs. 425=00	Rs. 95=00	29%
4.	Jr. Diary Engineer	Rs.400=00	Rs. 500=00	Rs.100=00	25%
5.	Joint BDO	Rs.400=00	Rs. 500=00	Rs.100=00	25%
6.	Dist. Fishery Officer	Rs.400=00	Rs. 550=00	Rs.150=00	38%
7.	Officer under SVS *	Rs.400=00	Rs. 470=00	Rs. 70=00	18%
8.	Assistant Engineer	Rs.475=00	Rs. 660=00	Rs.185=00	39%
9.	B.D.O	Rs.475=00	Rs. 660=00	Rs.185=00	39%
10.	Sub-Assistant Engineer	Rs.330=00	Rs. 425=00	Rs. 95=00	29%
11.	Executive Engineer	Rs.825=00	Rs.1100=00	Rs.275=00	33%

\* SVS = Subordinate Veterinary Service.

**TABLE – IV(PRE-1990 & POST-1991)**

Sl.	Designation	Initial Pay	Initial Pay	Increase	Percentage
1.	Sub-divnl.&Cultural Officer	Rs.425=00	Rs.1500=00	Rs.1075=00	253%
2.	Revenue Officer	Rs.425=00	Rs.1500=00	Rs.1075=00	253%
3.	Officer under SVS *	Rs.470=00	Rs.1500=00	Rs.1030=00	219%
4.	Officer under JAS †	Rs.470=00	Rs.1500=00	Rs.1030=00	219%
5.	Dist. Fishery Officer	Rs.550=00	Rs.1780=00	Rs.1230=00	224%
6.	Jr. Diary Engineer	Rs.500=00	Rs.1640=00	Rs.1140=00	228%
7.	Assistant Engineer	Rs.660=00	Rs.2200=00	Rs.1540=00	233%
8.	Sub-Assistant Engineer	Rs.425=00	Rs.1390=00	Rs. 965=00	227%

\* SVS = Subordinate Veterinary Service

† JAS = Junior Agricultural Service

Another short Table showing the initial pay of SAE's and that of AE's, the amount of increase of pay package at initial stage and the percentage of increase will also reveal the instance of utter deprivations and lingering attitude towards the SAE-cadre even after 28 years of uncontested regime of the so called most democratic left front Govt. who never hesitated "to carry coal to Newcastle".

**TABLE – III (PRE-1990 & POST-1997)**

Sl.	Designation	Initial Pay	Initial Pay	Increase	Percentage
1.	Sub-Assistant Engineer	Rs.1390=00	Rs.4500=00	Rs.3110=00	224%
2.	Assistant Engineer	Rs.2200=00	Rs.8000=00	Rs.5800=00	264%

From all the above facts, quotations, tables it is proved that the so-called West Bengal Subordinate Engineering Service Association (WBSESA) is not for the SAE's, by the SAE's and for the SAE's.

**TABLE – VI SHOWING PAY-SCALE OF SAE's & Jr. ENGINEERS OF DIFFERENT STATES  
AS ON 1<sup>ST</sup> APRIL, 1998**

States	Designation	Initial Pay Scale	Non-functional Pay Scale	Years After
Arunachal Pradesh	Junior Engineer	5500-9000/-	8000-13500/- 10000-16500/-	After 12 Yrs. After 24 Yrs.
Bihar	Junior Engineer	5000-8000/-	---	---
Central Govt. (C.P.W.D)	Junior Engineer	5000-8000/-	6500-10500/- 10000-15200/-	After 12 Yrs. After 24 Yrs.
Himachal Pradesh	Junior Engineer	5000-9200/-	6400-10640/- 7220-11320/-	After 8 Yrs. After 16 Yrs.
Haryana	Junior Engineer	5500-9000/-	6500-10500/- 8000-13500/-	After 10 Yrs. After 20 Yrs.
Jharkhand	Junior Engineer	5000-8000/-	6500-10500/- 10000-15200/-	After 12 Yrs. After 24 Yrs.
Jammu & Kashmir	Junior Engineer	4500-7000/-	5700-10000/-	After 8 Yrs.
Madhya Pradesh	Junior Engineer	5000-8000/-	6500-9100/- 8000-13500/-	After 12 Yrs. After 20 Yrs.
Maharastra	Junior Engineer	5000-9000/-	6500-10500/- 8000-13500/-	After 5 Yrs. After 12 Yrs.
Meghalaya	Junior Engineer	5300-9130/-	6775-9400/-	After 10 Yrs.
Nagaland	Junior Engineer	6000-9750/-	---	---
Orissa	Junior Engineer	5000-8000/-	5500-9000/- 6500-10500/-	After 15 Yrs. After 25 Yrs.
Rajasthan	Junior Engineer	5000-8000/-	6500-10500/- 8000-13500/-	After 9 Yrs. After 18 Yrs.
Railways	AIOW/APWI/JE	5000-8000/- (30%)	5500-9000/- (25%) 6500-10500/- (28%) 7400-11500/- (17%)	---
Tamilnadu	Junior Engineer	5500-9000/-	6500-10500/- 8000-13500/-	After 10 Yrs. After 20 Yrs.
Tripura	Junior Engineer	5000-9950/-	7450-13000/-	After 8Yrs.
Uttaranchal	Junior Engineer	5000-8000/-	8000-13500/- 10500-14500/-	After 14 Yrs. After 24 Yrs.
Uttar Pradesh	Junior Engineer	4500-9700/-	8000-13500/- 10000-15200/-	After 14 Yrs. After 24 Yrs.
West Bengal	Sub-Assistant Engineer	4500-9700/-	4650-10175/- 4800-10925/- 5000-11275/-	After 8 Yrs. After 16 Yrs. After 25 Yrs.



Does any Sub-Assistant Engineer believe that our pay-scale and non-functional promotional pay-scale both are so inferior to that of pay-scales of all other States ? The so called leadership of the organization WBSESA failed to ameliorate the pay-structure, prestige, status and promotional avenues for the SAE-cadre of West Bengal either during the period of United Front (1967-'69) or during the period of 28 years regime of the Left Front Government since 1977. Actually the Association (WBSESA) are quite helpless and are unable to do anything for the betterment of the SAE-cadre because the said Association works as per guidance of the State Co-ordination Committee. Who cares interests of only a few thousands of SAE's against nearly a few lakhs of non-technical employees under Group 'D' & 'C' ?

## **2.0.0 PRESTIGE OF THE SAE's IN WEST BENGAL:-**

SAE's of West Bengal were forced to give up their prestige for the reasons enumerated herein below:-

**2.1.1** The pay-scale of Rs. 200-400/- of the SAE-cadre at par with that of the B.D.O's as was prevalent as per ROPA-1961 was lowered down as per ROPA-1971 and the status and prestige of the SAE-cadre was devalued by the then Govt. of West Bengal. We the SAE's were aware of the fact that "Services of the SAE, AE, EE and SE are at par with that of the services of the BDO, SDO, DM and Divisional Commissioner" since 1961. Devaluation of our prestige started and continued after 1971.

**2.2.1** The pay-scale (Rs. 300-600/-) of the SAE-cadre was bracketed with Surveyors and Draftsman as per recommendations of the Hon'ble Pay Commission of 1967-'69 on the plea of having technical qualification, duty and responsibility being same and similar nature for the SAE, Surveyor and draftsman (Page 691 of the Report of the Pay Commission may be referred to). Everybody (except the Hon'ble members of the then Pay Commission) knows about the vast courses of three years duration to pass the diploma in engineering (LCE, LME or LEE) whereas duration of course varies from 6 months to 18 months being certificate courses and now 2(two) years only to pass Surveyorship or Draftsmanship from Polytechnic or I.I.T.

As regards Pay-structure of SAE's with that of the Surveyors and Draftsman Late Mr. K.G.Basu, one of the Hon'ble member of 1967-'69 Pay Commission remarked -----

"Sub-Assistant Engineers and Estimators are holders of either LCE or LME diploma. The first three categories of Draftsman and Surveyor have also technical qualification. Their work is of the same or similar nature. There does not seem to be any justification for a difference in the pay-scale" All the members surprisingly agreed with late Mr. Basu who actually represented for and on behalf of the State Co-ordination Committee.

**2.2.2** An expert Committee as per order No. 5753-Ind dated 1.8.68 consisting of five members was set up for having expertise opinion as regards pay-structure of these categories of employees. I quote the opinion of the then Chief Engineer, Irrigation & Waterways Directorate who wrote to Finance Deptt.-----

"The Draftsman or Surveyor with lesser qualification HAVE BEEN GIVEN THE SAME SCALE AS THAT OF THE SAE's though the Surveyors are to work under the SAE's. Unless the SAE's are given higher scale, administrative difficulties will crop up".

**2.2.3.** The Chief Engineer, PWD in his note dated 10-07-71 to the Finance Deptt.stated ---

"None will perhaps agree in the name of reason that the scale of pay of the SAE's should be same as that of Draftsman and Surveyor with Sub-Overseer qualification. The SAE's are required to possess higher technical qualification and are responsible for management and execution of works in a section of the PWD or similar other organization".

**2.2.4** It is therefore unquestionable and evident from all facts, remarks of the Chief Engineers that devaluation of the status and prestige of the SAE-cadre not only was done but continued intentionally by a group of conspirators , otherwise the leadership would have looked into the matter long before May – 1978 jointly and in collaboration with the leadership of WBSESA/SDEA, WB including State Federation of Association of Diploma Engineers, West Bengal (SFADE,WB), All India Federation of Diploma Engineers (AIFODE) by launching agitational program / movement for the up gradation of the SAE-cadre. How the leadership of WBSESA remained calm and quite for about a decade in spite of such a malafide devaluation with a meager increase of Rs. 30/- for so many years even after publication of Pay Commission's Report in 1968-'69 ?

2.3.1: The SAE-cadre lost their status and prestige when demand for "JUNIOR ENGINEER" designation at par with all other States of India and the Central Govt. was and is being turned down since 1974-'75 by the State Govt. just to afford continued indulgence (?) to a few leaders of WBSESA/SCC. YES ! unfortunate indulgence in spite of clear recommendations of Hon'ble Second Pay Commission in 1977-'80. The esteemed verdict of the Commission was ----

"While in this State the designation SAE is used, in Kerala, Bihar, Uttar Pradesh, CPWD etc. the designation is Junior Engineer. We see no objection to change the present designation into Junior Engineer in this State."

I like to quote just one paragraph of page-9 of the Memorandum-June,1996 of SDEA,WB submitted to Hon'ble fourth Pay Commission wherein it was inscribed ---- "With a view to bringing uniformity and harmony in designation it will be just and fair to demand that the existing designation for the cadre may immediately be dispensed with and be substituted as JUNIOR ENGINEER. For maintaining parity in the principle in force that whenever there remains an identity of all Degree holder Engineers (as Assistant Engineer, Executive Engineer, Superintending Engineer, Chief Engineer etc.) in any organization of the state or any where outside even in sub-division level as Assistant Engineers, why there shall not be similar uniform pattern of identity for the diploma engineers everywhere in the state as JUNIOR ENGINEER ? Govt. of India has re-designated the post of Sectional Officer in CPWD as Junior Engineer, vide Memo. No. 33/4/70-Adm IV dated 17-10-1970 and advised all Chief Secretaries of State to take similar action as regards with the post of Sectional Officers/Overseers/Sub-Assistant Engineers or otherwise in the state too vide his letter No. 12029(1) dated 16-09-1971." All most all the States except West Bengal had since accepted the advice of the Govt. of India and the designation of the Diploma Engineers has been renamed as JUNIOR ENGINEER.

Therefore, in West Bengal, Sub-Assistant Engineers have been and are being deprived of having their status and prestige at par with all State-level Junior Engineers in respect of JUSTICE, EQUALITY, LIBERTY and FRATERNITY as per proclamation of the Constitution of India and our demand for "JUNIOR ENGINEER" designation is being denied by the Govt. of West Bengal intentionally for more than three decades.

2.4.1 Prestige and the status of the SAE's both were devalued when demand for "Junior Engineering Service" in substitution of 'Subordinate Engineering Service' by SDEA, WB was turned down by the Govt. of West Bengal. "The 'Subordinate Engineering Service' was created by the British rulers for a specific purpose and aim with limited consideration and object" ---- the entire Engineering hierarchy rests on the 'Subordinate Engineering Service' which is the backbone and base of all engineering works for the development and prosperity of the country".

----- "In hierarchy of the Govt. service, every post is subordinate to the post of superior to him. It is beyond any concept , comprehension and also equally surprising as to why a particular class of employees has been categorized as 'Subordinates' ----- "the services framed by Britishers like inferior service, superior service etc. ----- is not only surprising but also derogatory on the part of the persons rendering their services to the NATION " ----- "it not only that Diploma Engineers are placed in the 'Subordinate Services' but in almost all departments of the Govt. of West Bengal has its own Subordinate Services thereby developing inferiority complex amongst members of the services and also eliminating sense of partnership and team spirit with other category of services. It appears from the service structures in different establishments that the Govt. has already opted by introducing "DIVIDE AND RULE" policy attributing different junior services in the form of 'Subordinate Services Class-I & II" (Para-3,4,5 in pages 7 & 8 of the Memorandum of the SDEA,WB submitted to the Hon'ble fourth pay Commission in June,1996 may be referred to)

2.4.2 The leadership of the WBSESA failed to achieve "JUNIOR ENGINEERING SERVICE" for the SAE's/DE's because the then leadership preferred to remain always subordinate to their big bosses of the SCC. They had no interests for the betterment of the dignity, status and prestige of the entire SAE-cadre. It may be beyond their concept and comprehension in future of the so called leaders of

WBSESA when Surveyors, draftsman, Tracers, Work-Assistants along with the SAE's will be brought under 'Subordinate Engineering Service' within a very short time as that of the pay-scale of Rs. 300-600/- which was introduced as per ROPA-1970 for the SAEs along with the Surveyor and Draftsman.

2.5.1 DEVALUATION of the entire SAE-cadre advanced by leaps and bound when 'GAZETTED STATUS' conferred upon the SAE's in 1974 was revoked by the Left Front Govt. immediately after coming into power just to comply with childish whim of a very few leaders of the WBSESA/SCC. The then Govt. also considered revocation of 'Gazetted status' as its prime and sacred duty. The SAE-cadre thus lost its status, prestige and social respect too which were gained for the betterment of the SAE's after long struggle by the SDEA, WB.

Conferment of 'Gazetted status' to a cadre is awarded upon satisfactory fulfillment of the 6-fold points as indispensable criterion as laid down in memo. No. 314-F dated 25-01-1972 of the Finance (Audit Branch) Department of the Govt. of West Bengal. We the SAEs actually fulfilled all the 6-fold criterions except and only the pay-scale of Rs. 400-700/-, achievement of which was also affordable had the revocation of 'Gazetted status' would have been avoided or at least delayed.

The leadership of WBSESA/SCC was stated to be deadly against the implementation of 'Gazetted Status' conferred upon the SAE-cadre (fear of exit of the entire SAE-cadre who are the only prime collectors of resources for smooth running of the entire administration of SCC/WBSESA) as the status was created by the British Rulers whereas the insulting and most discriminatory 'Subordinate Services' created by the said foreign rulers remained involved and unchanged till to date and thus the leaders of WBSESA/SCC showed their extreme and unbearable hypocritical attitude at the cost of status and prestige of the entire SAE-cadre. Even after 3 decades of safe and sound administration by the so called most democratic left front Govt. The entire SAE-cadre is the victim of INJUSTICE, INEQUALITY, SUBJECTION and ENMITY. The SAE's/DE's are really the "BEAST OF THE BURDEN IN THE DEPARTMENT" remarked by Hon'ble DAULAT HIGH POWER COMMISSION and it is an established and proven fact as each SAE acts in the role of a surveyor, a planner, a designer, a supervisor, a clerk cum cashier, a messenger, a custodian, an organizer, an estimator, an accountant and above all a manager and what not ?

**2.5.4.** The entire SAE-cadre should be apprised of the fact that SDEA,WB actually demanded "GAZETTED STATUS" in conformity with the same demand of WBSESA in 1962 under pressure of the aspiring SAEs for the betterment and up gradation of their service conditions, pay-structure and other amenities as will be evident from General Secretary's report vide Page-3, para-2 of the Bulletin published on 25<sup>th</sup> September, 1962 of WBSESA ----- "To me it appear that first thing to be earned for us is dignity. Thus from the very date of my assumption of high office of General Secretary in 1959, I tried almost to have my designation changed to make room for us in "GAZETTED" rank and to have a decent salary.

**2.5.5** The then General Secretary was of considered opinion that change of designation from Overseer-Estimator into Sub-Assistant Engineer in 1961 brought an additional scope of ameliorating our dignity along with the status and social prestige. The then General Secretary from the core of his heart obviously felt from his high office to make room for the SAE's in "GAZETTED" rank in order to achieve decent salary but his attempts were foiled after he stepped down.

### **3.0.0: PROMOTIONAL AVENUES FOR SAEs**

Nearly 90% of the SAE's retires from their service at entry level post without having any promotion during their entire service career. Here I quote a few opinions as regards promotion of an employee in his service career.

-----"A lack of suitable promotion system frequently causes the better type of worker to leave the public service for work in the field of private enterprises. It makes difficult the maintenance of good-will and enthusiasm throughout the Govt. establishments. As a result it renders difficult the maintenance of a high standard of morale" (Prof. W.Proctor,Administrator)

-----"The opportunities for promotion do necessarily weigh consideration in choosing public services as career. It is legitimate aspiration for the employers to expect promotion to higher grade at reasonable intervals during the period of their service.

If such opportunities are not provided in adequate preparation in any service and the employees concerned are detained to retire in the same grade in which they are recruited, the works becomes monotonous and charm less and the employees naturally loose interest and energy therein." (Para-106 of the Report of 1<sup>st</sup> Central Pay Commission).

-----"Promotion means movement of a worker to a position of higher responsibility and consequential improvement in his emoluments. It is a reward for his hard work and an incentive to give his best to the employer." (The Administrative Reforms Commission).

-----"We should recommend that claim of the competent men already in service should be recognized and satisfied to the fullest extent possible. If such men are promoted to responsible posts fairly early in their career they will bring all the benefits of practical experiences without the disadvantages entailed by a prolonged cause of routine work." (Page-504 of the Report of The Varadachariar Commission).

----- "White seniority is a reality, the examination is a friction".(Sir Winston Churchill)

----- "We want Diploma Engineers to build the Nation rapidly. Mere taking a degree is no sign of living. I am prepared to give the most important job to a man who did not have a degree but who has a capacity and talent to fulfill the task" (Pandit Jawaharlal Nehru)

-----"For encouraging and sustaining efficiency in State Administration, prospects of promotion must expand at all levels". (Page-18 & 19 of Report of Administrative Reforms Committee constituted by the Govt. of West Bengal under the chairmanship of Dr. Ashok Mitra)

-----"For this it should build up an adequate organizational structure with appropriate career prospects affording job satisfaction and contentment to its staff. At present adequate attention is not paid to the career planning and to career prospects of different groups of staff and also not able to impart continuing education in various level of staff ". (Shri S. Ranganathan, former C&AG functioning as Chairman of the Committee to revise CPWD code).

### **3.1.1. SCOPE OF PROMOTION DURING PRE-1970 PERIOD:-**

There was in fact no scope of promotion for the Overseer-Estimator/SAE's from 1931 till 1968 except special pay of Rs.60/- for a SAE when placed in-charge of a Sub-division and special pay of Rs.40/- for Head Estimator. Views of the leadership of WBSESA regarding promotion of SAE-cadre was ----- "While the condition demands that the initial to final ratio should be higher for those posts where scope of promotion is less and the employees are low paid, thereby introducing higher rate of increment, as economic relief which enlarges the ratio between the initial and the final wage to the higher degree, the 1961-Pay Commission acted reverse to this condition."

----- "But it can be noticed that the AE's whose scope of promotion is ample and are well paid, have been granted with a higher ratio, on the contrary, the SAE's whose scope of promotion is almost 'NIL' and are ill paid, have been granted with a lesser ratio" (Refer para- 8 & 9 page – 14, Chapter-IV, Part-II of the Memorandum published in the 1<sup>st</sup> issue Bulletin of 1968 of WBSESA).

### **3.1.2: DEMAND OF PROMOTIONAL SCOPE FOR SAEs BEFORE 1968-69 PAY COMMISSION**

Demand of promotional scope for the SAE-cadre before the Hon'ble Pay Commission set up by the United Front Govt. in terms of Finance Deptt. Resolution No. 2995-F dated 25-08-1967 was of no avail for the betterment of status and prestige of the SAE's as may be evident from the views of the then leadership of WBSESA -----

"The provision for promotion of the SAE to AE is only 20% of the vacancy of the posts of the AE's. It is observed that the proportion of the posts of AE to SAE is 1:3. Naturally, the scope of promotion is only 6.6% in actual relation to the posts of SAE's. But that is not all. With the general scope of new vacancy in the posts of AE being nil (How it was ascertained ?) owing to general condition of national economy and development plan point of view, there is practically no scope of expansion of Govt. Deptt. (Who said ?) and since there is no scope of creation of posts of AE or creation of vacancy due to promotion of AE's to the rank of EE's, the rate of promotion in case of SAE's tends to zero, in place of 6.6%. (Refer para-2, page-18, chapter-V, part-II of the said Memorandum of WBSESA)

### **3.1.3: DEMAND OF SENIOR GRADE:-**

The leadership demanded senior grade in place of demand for promotion to next higher post of AE. Was it the duty of leadership of forwarding their views as regards "general condition of national economy"? How the leadership ascertained as regards "no scope of creation of posts of AE or vacancy" ? Actually there was large scope of vacancy in all levels of the Engineering cadre because of Kangsabati Project, Teesta Barrage Project, Lateral Road Project in North Bengal etc. The then leadership retreated from the demand of promotion and their childish views was -----

"Accordingly we demand a Senior Grade scale from 11<sup>th</sup>. stage (after 10 years) of original scale of the SAE as we have proposed and demanded previously. Every employee belonging to the SAE-cadre should be given lift to Senior Grade Scale strictly on the basis seniority i.e., 10 years of service. We demand scale range of 10 years only and should be placed under the head of 'Secondary Scale' with two variable increment at two stages as that of original scale of SAE (Rs. 370-700/-) as demanded previously. The scale should be Rs. 520-20-620-25-745/-"(Refer para-8, page-19, chapter-V, part-II of the above stated Memorandum of WBSESA).

### **3.1.4: JUSTIFICATION OF SUCH DEROGATORY DEMAND:-**

It was beyond any concept of the entire SAE-cadre as to motive and justification of demanding senior grade of Rs. 520-745/-. The demand at initial stage was Rs. 520/- after completion of 10 years of service by a SAE who can easily achieve it through his initial scale of pay of Rs. 370-700/- by simple mathematical calculations (Rs. 370/- + Rs. 15/- X 10 years = Rs. 520/-, the amount of Rs. 15/- being demand for annual incremental benefit). The leadership at that time intentionally tried to be fool us as they perhaps did not prefer to create any economical pressure on the then United Front Govt. at the cost of interests and betterment of the entire SAE-cadre. We should not forget their whip "Keep the United Front Govt. like your most valuable eye-ball".

### **3.1.5: REVISED DEMAND OF SENIOR GRADE – An example of Contradiction**

Just after the Congress Govt. came into power in the state, the then General Secretary (M.M.Mitra) of WBSESA in a memorandum submitted to the Chief Minister of West Bengal (probably in May, 1971) appealed -----

"We demand that present order of Selection Grade be changed to Senior grade and all barriers of percentage proportion be abolished and the 'Senior Grade' system be introduced with immediate effect with the scale of Rs.600-950/-. The grade should be entitled to a SAE strictly on the basis of seniority and shall be offered just after 10 years of completion of service. The system should be made automatic and available to all SAE's and to facilitate such, current gradation-list should be published by the departments concerned and effective arrangement should be made to revise the same every year". (Refer para-6, page-19).

### **3.1.6: AWARD OF SELECTION GRADE DURING 1974-'75:-**

The Govt. of West Bengal awarded intermediate selection grade on Rs. 560-825/- (as against Rs. 520-745/-) up to the extent at 10% with effect from 1<sup>st</sup>. March,1974 and 15% from 1<sup>st</sup>, August,1974 as per Finance (Audit) Deptt. Notification No. 10303-F, dated 09-11-74. The selection grade on Rs. 490-750/- as was available to SAE's prior to 1<sup>st</sup>. March, 1974 was favoured to come over to Rs. 560-825/- w.e.f. 1<sup>st</sup>. March, 1974 at their option which will be final. (Vide Memo No. 7544(3)-E, dated 22-11-75 of Dy. Secretary of PWD, issued with the concurrence of Finance Deptt. U/o. No. Group-2856, dated 26-11-75).

### **3.2.1: REGARDING PROMOTION FOR SAE's BEFORE 1977-'78:-**

The views and observations of the then leadership of WBSESA as expressed in their Memorandum of May,1978 submitted to the Hon'ble Second Pay Commission were as under-----

"Since the introduction of the system of promotion in the case of SAE's to the rank of AE's as per rules of 'Subordinate Engineering Service' one SAE is to pass a professional examination conducted by WBPSC. The candidature -----is preconditioned by the factors that the SAE has completed a minimum of 8 years of service ----- Over and above before getting promotion he will have to be confirmed in his post". (Refer page-56 under the head (B) PROMOTION, chapter-I, part-III). In the 3<sup>rd</sup>. para of the said page the leadership continued -----"The system itself is cumbersome and harassing. The very method is itself against the actual reality of the senior employees. Over and above such system of promotion is rarely applied in other states for the SAE's (in all other states Junior Engineer exists --- Not the SAE's) ----- "In some Deptt. SAE's are promoted on the basis of seniority --- It is regularly observed that promotional appointments are made long after when it was due (they are still observing even after 3 decades) thus depriving a SAE in seniority by 5 years even. (Myself lost seniority by 9 years even after passing the professional examination in 1979 and got promotional appointment in May, 1988). Secondly, the promoted SAE's are discriminated at the time of determining the inter-seniority of the AE's with those direct recruited. Thirdly, they (SAE's) are not allowed promotion above the rank of AE's. These three factors are uncommon in other states. In other states Diploma Holders are holding the posts of SE's. Forthly, the rate of promotion is also very meager in our state, only upto 30% of the vacancies of the posts of AE's (Refer para-4, page-56 & 57).

The leadership this time perhaps out of shame and agonies expressed – "The recent decision of left front Govt. to grant promotion on seniority basis for class-III and class-IV employees are not available to the SAE's" but surrendered again by remarking "We do not wish to propose anything (?) by which standard of engineering efficiency (??) of administration is eroded. But simultaneously we do not think that the confined within one elite cadre" (Refer para-5, page-57).



### **3.2.2: NON-SUBMISSION OF ANY PROPOSAL – an example of treachery**

The treacherous leadership did not propose anything for promotional scope vis-à-vis betterment and social status of the entire SAE-cadre on the plea of so called 'erosion' of engineering efficiency. How the inefficient leaders decided that the standard of engineering efficiency may be eroded if SAE's are promoted to higher rank? How much audacity the leadership possessed in ascertaining promotional facility neglecting the qualifications, experience, dedication of SAE's towards their promotion? In my personal opinion, the so called leaders of WBSESA neither execute any work nor gain any experience throughout their entire service career and as such they can never evaluate the 'capacity' and 'efficiency' of a SAE who is a devoted, energetic and unique worker in all engineering departments.

### **3.2.3: AWARDED AS PER ROPA – 1981:-**

In terms of Finance Deptt. (Audit Branch) Memo No. 5916(62)-F, dated 05-08-1981 over the 'Statement on Promotion Policy' and as per subsequent G.O. promotion quota of 30% was raised by 40% but due to upgradation of posts of certain categories of Engineering Services to the next higher posts, i.e., from the post of T.A. to the rank of EE in circle and post of P.A. to Asstt. Chief Engineer to the rank of SE, the total number of reduction has already affected in the cadre-post of AE.

### **3.3.1: REGARDING PROMOTION OF SAE's BEFORE 1989-'90:-**

Views and considerations expressed by the leadership of WBSESA before the third Hon'ble Pay Commission through their Memorandum of September, 1987 were as under -----

"But even this meager enhancement (40%) has become more or less, meaningless due to subsequent decision of the Govt. of elevating some posts of AE to the rank of EE to enlarge the vertical mobility of the State Service of Engineers ----- We firmly believe that to enlarge the vertical mobility of Engineering cadre, the mobility must start from the SAE – the lowest rank in Engineering hierarchy. With this view in mind we propose that ----- quota of promotion of SAE should be raised to 50%" (Refer para-3, page-16 & 17, chapter-VI, part-II under the head 'On Promotion Quota).

The then leadership further added "In the present pyramidal structure our suggested promotional quota of 50% would be at the best carry benefit to 10% of the entire cadre only. Even those SAE's will have to wait at least for 25 to 30 years to get the sweet taste (?) of promotion" (Refer para-2, page-17, chapter-VI, part-II under the head 'Promotion Arena').

### **3.3.2: MY VIEWS IN THIS REGARD:-**

The then Leadership of WBSESA tried their level best to convince the Hon'ble Pay Commission by quoting instances of CPWD where 100% of posts of AE are filled up by promotion from Junior Engineers including Table-4, Table-5A and Table-5B showing therein ratio of cadre strength with promotional posts vis-à-vis ratio of promotion avenue including promotional prospects in major Engineering Departments thereby misusing pages 17 to 24 because their demand ultimately was restricted to 50%. The leadership did not venture to demand for raising the promotion quota up to the extent of 100% at par with that of CPWD to their most democratic Left Front Govt. for the up gradation of the entire SAE-cadre.

### **3.3.3 : DEMAND PLACED BY THE SDEA,WB:-**

The summary of demands placed by our Association (SDEA,WB) through their Memorandum –1987 placed before the Hon'ble third Pay Commission were as follows:-

- 1) 50% of posts of the AE are to be filled up from the rank of SAE purely on the basis of seniority only, thereby, completely scrapping the present system of promotion.
- 2) In the force of present perspective as enjoined in the 'Statement on Promotion Policy' dated 05-08-1981, the limited scope of promotion quota be enhanced liberally in all Engineering Departments and hence in fairness of the above fact the creation of one post of AE in each Engineering Division may be made to facilitate the reasonable scope of promotion for the SAEs.

- 3) The method of promotion should also equally be introduced to all the State Govt. Departments where the post of SAE exists. All the departments should twice in a year publish statement showing therein the total vacancy position of all personnel borne in Engineering cadre service.
- 4) No SAE should be asked to hold the charge of Subdivision without the scale of pay that of the AE and the SAEs already appointed to hold the charge of a Subdivision should immediately be posted as in full conformity with the AE.
- 5) Pay of promote AE is required to be fixed in the next higher stage of the scale of pay of the AE after allowing him the proposed financial benefits -----in the scale of SAE as an incentive and also for assuming higher responsibilities.
- 6) In addition to the percentage of quota as indicated in demand No. (1) The 25% of the posts of AEs shall have always to be kept reserved for the SAEs who have acquired degree engineering or any such equivalent qualifications after entering into the service and till full absorption of such personnel no further fresh recruitment shall ever be made. (Refer page -27, chapter-III).

### **3.3.4 : ACHIEVEMENT AS PER ROPA-1990**

- a) As per provision in the existing Rules, 40% of the total posts of AE's was not elevated to 50% as per demand, thereby causing inflictions, indifference and discriminating attitude towards the entire SAE-cadre.
- b) Present system of promotion by passing professional examination was neither considered to be scrapped out nor promotion on seniority basis was implemented, causing indulgence to higher graded engineers above the posts of SAE's, thus turning down so called 'sweet taste' for the SAE's only.
- c) Demand of 40% SAE's in the scale No.13 for SAE's who have rendered 6 years continuous service also did not deserve any consideration by the most democratic Left Front Govt. though the AE's get the promotional scale of EE's after 6 years of service just qualifying for the departmental examination conducted by the PSC.

So the SAE's of the State of West Bengal once again were compelled to remain frustrated. 'JUSTICE' & 'EQUALITY' as per Constitution were considered to be unnecessary, inconsistent and preposterous by the so called 'worker cum employees cum laborers cum peasants cum most deprived people-friendly' Left Front Govt. even after 23 years of uncontested regime in the State of West Bengal.

### **3.4.1: DEMANDS BEFORE THE FOURTH PAY COMMISSION DURING 1996-'97**

There is proverb which states 'GOD HELPS THOSE WHO HELP THEMSELVES' or 'SELF HELP IS THE BEST HELP' The WBSESA in collaboration with SCC always demands as the sole agents of 7(seven) lakhs of Govt.employees inclusive of 7000 SAE's of various departments, institutions and panchayets. The present Govt. also renders indulgence all the while to the so called leaders of WBSESA/SCC since 1977 but the fate of the entire SAE-cadre towards the betterment of pay-scale, promotional avenues and social status remained "AS WAS WHERE WAS" position since 1961 which will be evident once again from the following facts and statements.

### **3.4.2: DEMANDS OF WBSESA :-**

Now, I shall quote only one example of frustration of the leadership of WBSESA from para-3, page-25 ,chapter-7 of part-II under the head 'PROMOTION' wherein it was depicted.

"Considering these pitiful situation our Association has since long been demanding for enhancement of promotion quota of SAE's from 40% to 50% of the posts of AE. Though we are fully aware of the fact that such enhancement of 10% promotion quota would hardly fetch any tangible benefit to the cadre of SAE particularly in the context of cent percent (100%) promotion to the posts of AE in force for Junior Engineers in CPWD, Telecommunication Department". (Refer memorandum of October-1996 of WBSESA submitted before the fourth State Pay Commission).

In this perspective, 'DEMANDS' as regards promotion, therefore, were kept unchanged in conformity with that of demands what they demanded before the 3<sup>rd</sup> State pay Commission in September-1987 (Refer 'Summary of Demands'-part-II of the Memorandum placed before the fourth State Pay Commission in October-1996.



### **3.4.3. : VIEWS & CONSIDERATIONS OF THE SDEA,WB :-**

Views and considerations as were depicted by our leadership of the SDEA, WB before the Hon'ble fourth Pay Commission, Govt. of West Bengal in the Memorandum of June-1996 are also quoted hereinafter----- "Promotion to the post of AE is not based on seniority but mainly on merit. To provide the eligibility of the candidate there exists a system of conducting 'Professional examination' wherein minimum-qualifying marks is 60% under direct control of PSC, WB. This is not at all conclusive for promotion to the next higher rank by the SAE. There is also great bar of 'CAR' and special 'CR' of integrity. This procedure invites nepotism and malpractice by the superior officers of the departments which in the form of arguments require no further clarification" (Refer page-27 & 28 under the head 'PROMOTION").

Our leadership reiterated "It may be mentioned here that CMWSA and other statutory organizations of the State Govt. have already made a provision of promotion for the SAE's to the post of AE to 50% purely on seniority basis.

In some States like Orissa, Rajasthan, Uttar Pradesh etc. Junior Engineers have been awarded promotion on the basis of seniority. Further it is to be noted that employees working under Subordinate Services of different departments are getting promotion on 50% basis" (Refer Page-28 under the head 'PROMOTION" of our Memorandum).

### **3.4.4: DEMANDS OF SDEA,WB REGARDING PROMOTION:-**

- 1) In view of the present perspective as enjoined in the 'Statement on Promotion Policy' dated 5-8-81 and 'Career Advancement Scheme', the SAE's be awarded the scale of pay of Assistant Engineer after 8years of service and the scale of pay of Executive Engineer after 16 years of service.
- 2) 50% of the posts of Assistant Engineer are to be filled up from the rank of SAE purely on seniority basis only.
- 6) To avoid delay in promotion, all the Engineering Departments must procure all A.C.R's in their custody and all the Departments are to publish statements twice in a year showing the total vacancy position of promote Assistant Engineers.
- 7) The Sub-Assistant Engineers who have acquired degree in Engineering or equivalent qualification after entering into the service must be allowed to avail opportunity at first occasion for appearing before the examination conducted by the PSC,WB for recruitment of Assistant Engineer as a departmental candidate without any prejudice. They may be awarded with qualification pay for availing better performance of technical work in the department till his appointment as Assistant Engineer in order to avoid frustration.
- 8) Abolition in the system of posting SAE as a Sub divisional Officer. (Refer page-29 & 30 of the Memorandum placed before the Hon'ble fourth Pay Commission in June-1996)

### **4.0.0:- AN APPEAL TO ALL DIPLOMA ENGINEER:-**

In my foregoing paragraphs and pages regarding 'PAY, PRESTIGE & PROMOTION', I tried my level best and cited series of instances together with tables from which it will be very much clear and evident that during the period of 1967-'68, 1977-'78, 1987-'88 and 1996-'97, the FIRST, SECOND, THIRD, & FOURTH Pay Commissions respectively were constituted by the United Front Govt. and the Left Front Govt. three times in succession. The neat result since 1961 for the betterment and up gradation of the SAE's and Diploma Engineers in respect of their Pay-scale, Promotional scope, social status stand almost 'NIL' till to date.

The leadership of WBSESA who claims to be the sole agent and savior of 7000 SAE's not only damaged the morale of the SAE-cadre but they are entirely responsible for creating multiple causes and pleas in the name of 'Feasibility', 'Consideration', 'Present day situation', 'Economic limitation', 'No scope for expansion of Govt. departments', 'Standard of engineering efficiency', 'Erosion of engineering administration' and the most insulting comments like "Sweet taste' regarding legitimate promotional claim. All such pleas and causes encouraged and facilitated all the Hon'ble Pay Commissions and the State Govt. who remained sleep and silent better to say turned a deaf ear to our legitimate demands for more than four decades.

Once again I like to show the pay-scales of the SAE's and similar other category of posts as were enjoyed during pre-1969 -'70 and post-1970-'71 which will prove that the SAE's and the Diploma Engineers have always been considered as the "BEAST OF THE BURDEN" and neither the then Govt. nor the United Front or Left Front Govt. cared for mitigating the various anomalies inflicted upon the SAE-cadre only towards restoration of their PAY,PRESTIGE & PROMOTION rather devaluation, deprivation went on till to date as per sweet "will and caprice" of the Govt. in agreeability with the WBSESA/SCC-leaders.

Sl.	Post / Service held	Ropa -1961	Ropa -1970	Required Qualifications
1.	Sub-Asstt. Engineer	200-400/-	330-600	Diploma in Engineering
2.	Agriculture Extn. Officer	250-550/-	400-750/-	Degree in agriculture course
3.	Edcn.Extn. Officer	225-475/-	375-650/-	Bachelor or Master Degree
4.	Asstt. Emplmt. officer	250-550/-	400-750/-	Bachelor degree
5.	WB. Health Service	225-475/-	375-650/-	Diploma in medical course
6.	Veterinary Service	250-550/-	400-750/-	Degree in veterinary course
7.	Statistical Service	225-475/-	375-650/-	Bachelor degree
8.	Bldg. Suptd (Food & Sup)	250-550/-	400-750/-	Diploma in Engineering
9.	Inspector(Gr.-I)	200-400/-	300-600/-	Part-I of 3 yrs Diploma in Engg.
10.	Service in Fisheries Deptt	200-400/-	300-600/-	Bachelor degree
11.	Service in Coop. Deptt.	200-400/-	300-600/-	-do-
12.	Service in Excise Deptt	175-325/-	300-600/-	-do-
13.	Service in Labor Deptt	175-325/-	300-600/-	-do-
14.	Demonstrator (Tech)	225-475/-	375-650/-	Diploma in Engineering
15.	Draftsman & Surveyor	150-250/-	300-600/-	With Pass certificate
16.	-do-	175-325/-	300-600/-	With Sub-Overseer Certificate

Following were the comments of the then Chief Engineers & other officers after implementation of ROPA-1970.

"Some of the argument put forth in the memo. are quite convincing and from the point of view of arduous duties and high responsibilities that the SAE's of PWD has to perform , thus desires a thorough review and sympathetic consideration for the scale of Rs. 450-825/-" (Sd/- H.K.Bose, PA to CE dated 07-07-71). "The case deserves a thorough review and sympathetic consideration."(Sd/- S.M.Banerjee, Addl.CE) (Extract of Note sheet of P.W. Dte./Estab. Br. File No. 3P-226/70).

"Considering the responsibility and numbers of duties, the scale of SAEs can under no circumstances be less than that of Junior Agriculture Service (Rs.400-750/-). (Sd/ R.B.Sen, CE/PWD, 10-07-71).

"Considering all these aspects, it is my considered opinion, the pay scale of the SAEs under I & W Dte has been fixed at a low level and need upward revision. A pay scale similar to that of Agriculture Extension Officer i.e. Rs.400-750/- is recommended. If this be not accepted for reasons not known to me, the pay scale of the SAE cannot be fixed at lower level than that of the Demonstrator with LCE & LEE qualification i.e. 375-650/-" (Sd/ D.P.Chatterjee, CE(I),WB, 29-07-71).

(i) The scale of pay of SAE should be further revised to Rs. 400-750/- in consideration of arduous nature of duties and requirement of technical skill, knowledge and qualification for their work. (ii) Consequently, the selection grade for the SAE's should be raised to Rs. 600-900/- (Sd/- A.B. Mukherjee, Dy, Secy to the Govt. of West Bengal) (Refer Memo. No. 2073-IE dated 17-08-71 to Finance Deptt).

The pay scale of SAE's as bracketed with that of the Draftsman and Surveyor in West Bengal Service (ROPA, Rules-1970) should be reconsidered by the Govt. so that a higher scale (under no circumstances lesser than Rs. 400-750/- as allowed to the members of Jr. Agriculture Services) may be granted to the SAE's w.e.f 1-4.70. (Sd/- S.K.Mazumder, CE-I, P.H.Engg. Dte) (Refer Memo. No. 29211 dated 17-08-71 to the Secretary to the Govt. of WB, Deptt. of Health).

'Considering all these aspects it is my considered opinion that the pay scale of the SAE's under the Agriculture Directorate has been fixed at a low level and needs upward revision. A pay-scale similar to that of AEO i.e. Rs. 400-750/- is recommended. If this not be accepted for reasons not known to me, the pay scale of SAE cannot be fixed at a lower level than that of the Demonstrator with LCE and LEE qualifications, i.e. Rs. 375-650/- (Sd/- D. Mukherjee, CE, Agri-Irrgn. Dte) (Refer extract from notes and orders in Agriculture Deptt. File No. 7C-13/71 at pages 2 to 5).

"The undersigned is directed to refer to this Deptt. G.O.No. 697 Cot(Est) dated 21-02-77 which altogether 29 employees of the Directorate of Cottage & Small scale Industries, West Bengal having diploma in Engineering were termed as Ex-Officio SAE, with gazetted status w.e.f 01-03-74 in terms of Notification No. 10303-F dated 19-11-74 of Finance(A) Deptt. (Sd/- B.B.Acharya, Dy.Secy, 21-01-78).

Our General Secretary in the 34<sup>th</sup> Annual State conference held at Siliguri, therefore, has very rightly said on 24<sup>th</sup> December, 2004 in his report that neglect, deprivation, devaluation and undemocratic behavior on the part of the State Govt. shall continue to prevail if all the SAE's and Diploma Engineers of West Bengal fail to come forward united for launching movements, mass protests with all-out creation of obstructions. It is high time to get rid of all the deceptive activities of so called leaders who are doing everything at their sweet will and caprice, who cannot achieve the mere Junior Engineer designation, who do not dare to have 'gazetted status' like Bihar and a few other states and all these stand against the betterment of SAE-cadre and Diploma Engineers.

#### **CONCLUSION – CALL FOR STRUGGLE FOR EXISTENCE:-**

The entire SAE-cadre vis-à-vis Diploma Engineers of West Bengal must have noticed that 'JUSTICE' has been denied towards a particular cadre i.e., SAE-cadre only. The left Front Govt. even after 3 decades of uncontested regime has proved itself as completely insolvent. The Govt. started retrenchment in the name of VRS and other tactics. Diploma Engineers & Graduate Engineers are being appointed on contractual basis at a consolidated salary of Rs. 4,000 to 5,000/- p.m. and Rs. 8,000/- p.m. respectively. Primary teachers & Secondary school teachers are being offered service at a consolidated pay of Rs. 1,000/- & 2,000/- p.m. respectively. Even pension and other monetary benefits on superannuation are being delayed or detained (except for the left-minded employees).

The solemn duty of the entire SAE-cadre will be to come forward and take initiative to stand united forthwith. There is nothing to gain from the destitute leaders of WBSESA and SCC who are in association with the Left Front Govt. for the existence of the said Govt. and to fulfill their political motives and missions. The sacred duty of the leaders of SCC in collaboration with that of the WBSESA is only to satisfy Group 'C' & Group 'D' employees who outnumber the SAE-cadre by several lakhs. The SAE's as members of WBSESA are actually functioning as collectors of all required resources just to fulfill the political aims and ambitions of the leaders only.

Devaluation, deprivation, demoralization and destruction shall continue to prevail upon the SAE-cadre only in this State till SAE's and DE's do not muster strong under the most dependable shade of SDEA,WB which is affiliated with SFADE and AIFODE with a strength of more than 4 (four) lakhs of Diploma Engineers in their respective capacity as Junior Engineer, Assistant Engineer, Executive Engineer, Superintending Engineer and Deputy Chief Engineer merely not as Sub-Assistant Engineer in West Bengal , the so called most democratic state of India.

The STATE DIPLOMA ENGINEERS' ASSOCIATION, WEST BENGAL can assure you all as regards restoration of PAY, PRESTIGE & PROMOTION at least in conformity with the other states of India if our hands are strengthened as we believe in

**"WHERE THERE IS WILL, THERE IS THE WAY"**

**AND**

**"SELF HELP IS THE BEST HELP"**