

Synopsis of Salient Points of Memorandum

<u>Para</u>	<u>Page</u>
7.0.0 <u>Scale of pay of Sub-Assistant Engineer and equivalent posts in Engineering and Non Engineering Departments.</u>	28
7.11.11 (A) The scale of pay of Sub-Assistant Engineer : Rs.16,000/- - 38,500/- (30 years), i.e., corresponding Pay Band of – Rs. 11,200 – 38,500/- plus Grade Pay Rs. 4,800/-	
(B) The scale of pay of Assistant Engineer : Rs.21,000/- - 41,000/- (25 years), i.e., corresponding Pay Band of – Rs. 15,600 – 41,000/- plus Grade Pay Rs. 5,400/-	
(C) The scale of pay of Executive Engineer : Rs.22,200/- - 46,200/- (24 years), i.e., corresponding Pay Band of – Rs. 15,600 – 46,200/- plus Grade Pay Rs. 6,600/-	
(D) The scale of pay of Superintending Engineer: Rs.46,100/- - 67,100/- (16 years), i.e., corresponding Pay Band of – Rs. 37,400 – 67,100/- plus Grade Pay Rs. 8,700/-	
7.18 <u>Policy for determination of fixation of Pay :</u>	28
7.18.4 The scale of pay of Sub-Assistant Engineer's to be considered upgraded to the pre-revised scale No. 15 (Rs. 6000-12,000/-) and pay in the revised scale of pay will be determined by multiplying the existing basic pay (Basic Pay lower than Rs. 6000/- shall be considered as Rs. 6000/-) as on 01.01.2006 by a factor of 1.86 and due weightage at the rate of 40% of maximum of pre-revised scale No. 15 i.e., 40% of Rs. 12,000/- should be added.	
8.0.0 <u>Promotion :</u>	29
8.2.1 Sub-Assistant Engineer be awarded the scale of pay of Assistant Engineer after 8 (eight) years of service. The scale of pay of Executive Engineer after 16(sixteen) years of service and the scale of pay of Superintending Engineer after 25(twenty five) years of service.	
8.2.2 50% of the posts of Assistant Engineer are to be filled up from the rank of Sub-Assistant Engineer on merit cum seniority basis.	
8.2.3 The post of Lift Inspector in Public Works (Electrical) Department be upgraded to the rank of Assistant Engineer.	
8.2.4 The inter-se-seniority of a Promoted Sub- Assistant Engineer should be determined from the date of occurrence of vacancy in the promotional post and his promotion should be considered with retrospective effect.	
9.0.0 <u>Services of Sub-Assistant Engineers :</u>	33
9.9.0 The service of the Sub-Assistant Engineers to be termed as 'JUNIOR SERVICES OF ENGINEERS' in place of Subordinate Services of Engineers.	

<u>Para</u>	<u>Page</u>
10.0.0 <u>Designation of Sub-Assistant Engineers :</u>	35
10.6 The designation of the Sub-Assistant Engineers should be re-designated as ' <u>JUNIOR ENGINEER</u> '.	
11.0.0 <u>Recruitment Policy :</u>	36
11.6 In view of the grounds stated above we demand that, a Sub-Assistant Engineer / Junior Inspecting Officer should be allowed to appear in the Professional Examination conducted by the Public Service Commission, West Bengal from the date of joining in the post.	
11.7 We also demand that, a Sub-Assistant Engineer / Junior Inspecting Officer shall acquire promotional eligibility to the post of Assistant Engineer / Inspecting Officer after 8 years of service.	
11.8 Introduction of Engineering Service Structure in respect of Junior Inspecting Officer, Inspecting Officer and Senior Inspecting Officer in Directorate of Electricity Duty alike other Engineering Directorates.	
12.0.0 <u>Demand of Allowances :</u>	
12.1 Special Pay for Head Estimator – Rs. 1,000.00 only per month	38
12.2 Transport Allowance –	38
(i) For the scale of pay of Sub-Assistant Engineers – Rs. 1200/- + D.A. per month.	
(ii) For the scale of pay of Assistant Engineers – Rs. 2400/- + D.A. per month.	
12.3 Traveling Allowance – 100% increase in all rates.	39
12.4 Dearness Allowance – At par with Central Govt. rate.	40
12.5 House rent allowance – 25% (twenty five percentum) of the basic pay.	40
12.6 Education Allowance – Rs. 12,000.00 per annum per child.	41
12.7 Hill Compensatory Allowance – @ 25% of the basic pay.	41
12.8 Winter Allowance – Rs. 3,000.00 (Rupees Three thousand) only every year.	41
12.9 Special Allowance for handling stores and T & P. – Rs. 600/- per month.	41
12.10 Project / Construction Allowance – @ 20% of Basic pay.	42
13.0.0 <u>Demands on Ancillary Benefits :</u>	
13.1.1 Medical Benefits –	43
(i) Instead of reimbursement of expenditure for treatment, the Govt. should devise a procedure for a cashless medical treatment as categorised in notification No. 7287-F, 19-09-2008 like Mediclaim facility.	
(ii) For expenditure incurred for medical treatment without hospitalization an amount of Rs.500/- per month be granted to all Govt. employees as Medical Allowance.	

<u>Para</u>	<u>Page</u>
13.0.0 <u>Demands on Ancillary Benefits</u>	
13.2 Bonus – @ 8.33% of the pay inclusive of all D.A.	43
13.3 Retirement benefits & Pension Rules –	43-44
(i) 60% of Basic Pay + D.A.	
(ii) Percentage increase in pension after 80 yrs., 85 yrs, 90 yrs, 95 yrs. & 100 yrs. of age.	
13.4 Commutation – Commuted part of Pension should be restored after 10 years from the date of Superannuation.	44
13.5 Gratuity Benefit – Maximum limit of gratuity should be extended to 8 lakhs.	44
13.6 Family pension – 70% of Pension amount.	45
13.7 Invalid Pension – Full pension benefit.	45
13.8 Voluntary retirement – As per accepted norms of Govt. of India.	45
13.9 Leave Travel Concession – Once in every four years upto 5000 km.	46
14.0.0 <u>Demands in connection with the Service Conditions :</u>	
14.1 In service Training Opportunity.	47
14.2 Award of Full Trade Union Rights.	47
14.3 Abolition Of Supervisor Certificate of Competency (S.C.C.)	48
14.5 Leave Encashment – upto 60 days.	49
14.6 Measures for bringing the Sub-Assistant Engineers of Non-Engineering Department under the control of Engineering Department.	49
15.0.0 <u>Miscellaneous Demands :</u>	
15.1 Maintenance of General Provident Fund Accounts.	50