

## LETTERS

### New National Pay Scale

It is understood that New National Pay Scale is going to be introduced by the Government shortly. Being an employee of BCIC I would like to express the following views regarding the New National Pay Scale.

#### 1) General Education:

Education is the back bone of a country. Before introducing the New National Pay Scale emphasis should be given on the education, otherwise our national development will be at stake. It has been experienced that due to poverty some people are compelled to accept the job of a Clerk having Post Graduate Degree when they deserve either Supervising Scale or Scale of Jr. Officer. As a result this anomaly such employees do not get satisfaction. I, therefore, feel that there should be Education Allowance for such employees.

#### 2) Technical Education:

There is a gulf of difference between general education and technical education. So, New National Pay Scale may be

introduced on the basis of Technical Education. In this context it may be noted that those who obtained diploma or Certificate-in-Secretarial Science are undoubtedly more efficient than that of private institute's student. I urge upon the Government to introduce New National Pay Scale separately for the technically educated person or Technical Allowance should be given to those who are skilled in Short-hand and Typing; which will inspire them to work more vigorously.

#### 3 Abolition of Steno-Typist Post:

There is no need for two post namely, Steno-Typist and Stenographer because the function of the two are same. So, Steno-typist post should be abolished. In developed countries, like America, there is only post of Office Secretary instead of Steno-Typist or Stenographer like ours. New National Pay Scale should be differentiated for the aforesaid post on the basis of educational qualification. If we emphasis on education in this regard, official efficiency and skilledness will be increase as well as it will inspire the Secretary to learn more and more.

#### 4) Emolument Disparity:

There is a gulf of difference between a lower grade employee and higher grade employee. The present structure of pay scale is absolutely absurd and unjustifiable. Emolument disparity should be removed with a view to increasing the skill and efficiency among the employees because smooth official works depend on employees' mental peace; otherwise employees unrest/grievances will be increased day by day for which our national development will suffer in the long run.

#### 5) Control of Price Spiraling of Commodity:

It has been observed that if Government increases wages of the people's servant, our businessmen generally increases the price of the essential commodity whimsically. Government should take drastic action against these unscrupulous businessmen. In this regard, people should extend their co-operation without any party affiliation.

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