



TATA ENGINEERING AND LOCOMOTIVE COMPANY LIMITED  
JAMSHEDPUR – 10

17.7.72

Ref No CEB/

Mr B T Nagrani  
Secretary  
The Institution of Engineers (India)  
8 Gokhale Road, Calcutta- 20

Dear Sir,

Please refer to your letter No BCT/158 dated 1.7.1972.

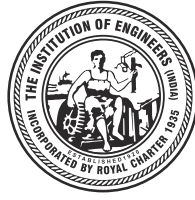
We confirm that Sections A & B of AMIE is considered equivalent to Degree in Engineering for any recruitment by the Management, but wherein there is any specific clause of class and division obtained in the Engineering Degree examination we do not consider AMIE passed boys where class and distinction are not given.

This relates specific mention in case of Graduate Apprenticeship, where the specification laid down is 1st class Engineering Graduate in various branches of Engineering.

As regards other positions, Section A & B certificate is given weightage equivalent to degree in engineering to where there is no specific mention of class and division.

I trust this clarifies the position.

Yours faithfully  
Sd/-  
Asst. Personnel Manager  
(Employment)



THE INSTITUTION OF ENGINEERS (INDIA)  
JAMSHEDPUR SUB-CENTRE

Date : 9th January, 1973

Ref.No. JSC/109/72-73

Secretary  
The Institution of Engineers (India)  
8 Gokhale Road, Calcutta – 20

Dear Sir,

Sub : Concession & Privileges of Students members  
on passing Sections A & B of the Institution examination

With reference to your letter No. BCT/158 dated 16.12.72 in connection with above, we have pleasure in enclosing two copies of Rules regarding encouragement to employees passing Technical/Professional Examinations which will indicate the privileges given by The Tata Engineering & Locomotive Co. Ltd., Jamshedpur.

As regards other Companies in this town we have taken up the matter with respective Managements and we expect to hear favourable reply.

Thanking you,

Yours faithfully,  
Sd/-  
C.V.Deo  
Honorary Secretary

Encl : as above



THE TATA ENGINEERING & LOCOMOTIVE CO. LTD., JAMSHEDPUR.

EXTRACT FROM THE CODIFIED RULES REGARDING ENCOURAGEMENT  
TO EMPLOYEES PASSING TECHNICAL / PROFESSIONAL EXAMINATIONS

- 6.1.3 In the case of an employee's success in a Membership Examination of Professional Institution, (where the practice of ranking candidates may not prevail) the amount of reimbursement of the expenditure that may have been incurred by the employee concerned may be on an ad hoc basis, depending on the circumstances and merits of each case. Such reimbursement of the expenditure incurred will normally be to the extent of an amount equivalent to 50% of the total expenditure incurred by the employee concerned for prosecuting his studies, the amount so reimbursed representing the cost of tuition and examination fees payable, and a sum not exceeding Rs. 50/- per annum as the cost of necessary and essential books related to each such course of study.
- 7.1 An employee holding a technical supervisory post may acquire an additional technical/professional qualification considered equivalent to a Degree in Engineering of a recognised University. In such a case, if the basic pay of the employee concerned is less than Rs. 500/- p.m., in the applicable grade the maximum of which goes beyond Rs. 500/- p.m., he will be fixed on a minimum basic salary of Rs. 500/- p.m. or at an appropriate step in the applicable grade nearest to but not less than Rs. 500/- p.m. effective from the first of the month subsequent to the month in which the result is announced. In such a case, the employee concerned will not be considered for the grant of the lumpsum payment provided for in Rs. 8. Where the fixation is necessitated at a rate higher than Rs. 500/- p.m., the amount of difference between Rs. 500/- and the actual rate at which he may be fixed will be adjusted against any special or compensatory allowance, or personal allowance, or personal pay he may be in receipt of at the time.
- 7.1.1 In the event, however, of such an employee's rate of pay on the next due date of increment being, the normal course, Rs. 500/- p.m. or more, he will be granted an additional increment on that date. In all other cases, the future increments will be granted at intervals of twelve months from the date of fixation of their basic pay at Rs. 500/- p.m. or more as per 7.1 above.
- 8.1 (Applicable in case of employees on basic salary of Rs. 500/- p.m.)  
An employee passing any of the technical professional examinations listed in Annexure I may be granted a lumpsum as a token of encouragement, consistent with the type of examination passed, the salary and grade of pay applicable to him etc. The amount will normally be equivalent to the value of one increment calculated for a period of one year in the currently applicable grade of pay of the employee, subject to a minimum of Rs. 250/-.