

## **Scheme to provide incentive for acquiring certificate of proficiency as Boiler Operation Engineer (BOE)**

### **Objective**

With a view to encourage employees to acquire *certificate of proficiency as Boiler Operation Engineer (BOE)* from existing Electrical and Mechanical Engineers (including Diploma Holders) to enable them to improve their job effectiveness and also to facilitate the job rotation of existing BOEs, the Corporation provides incentive by way of one-time lump-sum payment to employees in regular scales of pay in accordance with the following guidelines:

### **1. Applicability and Quantum of Incentive**

- 1.1. All employees of the Corporation, in regular scales of pay who acquire *certificate of proficiency as Boiler Operation Engineer (BOE)* as mentioned above will be paid one-time lump-sum monetary incentive of Rs 25,000/- (cash).
- 1.2. The monetary incentive will be payable only on successful completion of the prescribed course of instructions leading to the employee acquiring the formal qualification. No interim or advance payment will be made in this connection. Further, no payment will be due/payable for undergoing part of the course of instructions or passing any intermediate examination.
- 1.3. For acquiring *certificate of proficiency as Boiler Operation Engineer (BOE)*, the officer would be entitled as under:
  - 1.3.1 Fifteen days leave (to be regularized as Special Leave) for preparation, subject to the condition of passing the examination.
  - 1.3.2 Treating outstation visit, to appear for examination, as tour subject to the condition of passing the examination.
  - 1.3.3 Reimbursement of actual expenditure towards application money, registration fee and examination fees.
  - 1.3.4 The Corporation will facilitate the candidates by preparing/ coaching them for examination by existing BOEs at the Training Centers of the respective Units without clashing with the normal working.

### **2. Application procedure for grant of incentive.**

- 2.1. An employee wishing to acquire an additional qualification shall obtain permission of the management for pursuing the prescribed course for instructions. The management may grant permission after it is satisfied that the pursuit of the said course of instructions by the employee will not in any way interfere with his official duty except mentioned otherwise at 1.3 above.

### **3. Conditions for grant of monetary incentive**

- 3.1. An employee will initially meet all the expenditure for seeking admission and / or undergoing the course of instructions for acquiring the proposed additional qualification and claim reimbursement of payment of fees and outstation visit to appear for examination as tour on completion of the aforesaid examination and award of the certificate by the State Government.
- 3.2. The employee will have to avail himself of leave as may be due to him for preparation and for appearing in the examination, if necessary, for acquiring the additional qualification of *certificate of proficiency as Boiler Operation Engineer (BOE)*. Fifteen days leave, to be regularized as Special leave, will be granted for preparation, subject to the condition of passing the examination. The Corporation will have no obligation whatsoever to grant leave to the employee merely in consideration of the permission having been granted to employee.