

**BHARAT HEAVY ELECTRICALS LIMITED**  
**JHANSI (UP) - 284129**  
**(A Government of India Undertaking)**

**Employment Notice No. 01/2007**

BHEL, India's premier Engineering Organization and one of the NAVRATNA PSU, provides world-class products and services in Power, Transportation, Transmission and Electronics sectors. BHEL has 14 Manufacturing divisions, 4 Power Sector Regional Centers, 8 Service Centers, 18 Regional Offices and a large number of Project sites spread all over India and abroad.

BHEL, Jhansi, a major Manufacturing unit having a workforce of around 1750 employees is looking for Artisans in the following trades :-

<b>Trade</b>	<b>Electrician</b>	<b>Fitter</b>	<b>Total</b>
<b>Total No of Vacancies</b>	68	07	75
<b>SC</b>	15	01	16
<b>ST</b>	01	0	1
<b>OBC ( Non Creamy)</b>	19	2	21
<b>General</b>	33	4	37

(Out of the above vacancies, 2 vacancies of Electrician are reserved for Physically Handicapped (Locomotor handicapped & Hearing handicapped) candidates.)

\* The 75 Number of vacancies indicated above is tentative and the number of vacancies may vary on review.

**Qualification:**

**Eligibility Criteria (Qualifications)**

- i.) Educational qualification: Matric /SSLC/High School - Pass
- ii.) ITI + NAC in the applicable Trade. Minimum qualifying marks in the ITI & NAC examination is as follows:  
For Gen & OBC candidates Minimum 60 % marks both in ITI & NAC  
For SC/ST candidates Minimum 55 % marks both in ITI & NAC
- iii.) The trade in ITI and NAC examination should be recognized by NCVT.
- iv.) The candidates with ITI and NAC in the same trade will only be considered.

**Reservation :**

Out of 75 vacancies, 21 Nos. are reserved for candidates from OBC (Non Creamy Layer), 16 Nos. are reserved for SC and 01 No. for ST candidates and out of 2 Nos. posts, reserved for Physically Challenged, 1 is reserved for Hearing handicapped and 1 is for Orthopaedically handicapped candidates and as per rules for Ex-servicemen.

'Non-Creamy Layer' under OBC means 'The gross annual income of parents of the candidate should not be more than Rs. 2.5 lakhs in the last 3 consecutive years in line with DOPT OM No. 36033/3/2004-Estt. (Res) dated 9th March 2004. The reservations given above are only indicative and subject to revision based on final assessment of vacancies and as per Government guidelines as issued from time to time.

**\*\*Age limit & relaxations :**

The age should be between 18 years and 27 years **as on 06.10.2007**. Age relaxation of 5 years for SC & ST candidates, 3 years for candidates from Other Backward Classes (Non Creamy Layer), and for Physically Challenged, 10 years for General, 13 years for OBC, 15 Years for SC/ST category is admissible in the upper age limit. Age relaxation for Ex-serviceman will be as per extant Government rules. Age relaxation of 5 years in upper age limit is also admissible to the candidates who were ordinarily domiciled in the State of Jammu & Kashmir during the period from 1.1.1980 to 31.12.1989.

Age relaxation for relevant Experience.

The candidates having required experience in the related field will be given additional age relaxation as under :-

Relaxation in upper age limit is permissible corresponding to the years of experience subject to a maximum of 7 years to the candidates having relevant experience of working directly or through contractor in a public sector or private sector organization with an annual turnover at least Rs. 150 crores during 2006-07 and engaged in the manufacturing of Power Transformers from 50 MVA to 250 MVA or more and of voltage class 132 KV - 220 KV. This age relaxation is available to candidates having aforesaid experience of at least 50 months of continuous or intermittent service for availing 7 years of relaxation and on pro-rata basis for less than 7 years of relaxation. i.e. for 49 months service, relaxation allowed will be  $(84 \times 49) / 50 = 82$  Months, rounded off to the nearest month, and so on.

The experience should be in Electrician trade or fitter trade as per the vacancies against the advertisement. Experience certificate of working directly or through contractor in a public sector or private sector organization will be accepted. If the candidate is selected, his/ her joining will be provisional subject to the validity of the experience certificate.

Such candidates will have to compete with other eligible candidates in written test/ interviews etc.

In case it is found at any stage of the selection process or even after appointment that the candidate has furnished false or incorrect Experience certificate, his/her candidature/services are liable for rejection/ termination without notice. **Decision of BHEL regarding authenticity/ genuineness of experience certificates will be final and binding.**

**Selection Process:**

The selection process will consist of an Objective type Written Test in English/ Hindi medium to be held at Jhansi.. Candidates will have to appear for the Written Test at their own expense. Candidates successful in the Written Test will be required to appear for personal interview. Eligible candidates will be invited for objective type Written Test at their own expense in the ratio of 1:15 to the number of vacancies. For the purpose of application of the aforesaid criteria, initially all Unreserved candidates in each trade along with such reserved category candidates of that trade who have not availed the marks/age relaxation prescribed for the respective category will be grouped together, and then arranged in the descending order of marks obtained in the NAC and only the required number starting from the top will be called for the Written Test in each trade. In case of a tie at cut off marks, all the candidates scoring cut off marks will be called for the Written Test. Reserved category candidates who are initially considered in the Unreserved category and who do not make it to the Written Test short-list will be regrouped with their respective categories for further consideration and candidates will be called for Written Test in the prescribed ratio of 1:15 to the number of vacancies in that category and trade. In case of a tie at cut off marks, all the candidates scoring cut off marks will be called for the Written Test.

After Written Test, candidates will be arranged in the merit order of Written Test marks. First, candidates who appeared under the Unreserved category will be short listed in the ratio of 1:3 to the number of Unreserved vacancies for being called for Interview. In case of a tie at cut off marks, all the candidates scoring cut off marks will be called for Interview. From this list, reserved category candidates who took the Written Test under Unreserved category and fail to make it to the Interview short-list will then be taken to their respective categories for consideration for being called for Interview in the ratio of 1:3 to the number of reserved vacancies. These candidates will thereafter be considered as reserved category candidates. Later, at the time of final selection, the same method will be followed for those entire reserved category candidates considered so far under Unreserved Category.

**Emoluments and other benefits:**

Selected candidates will initially be taken as Temporary Employees for a period of two years and six months. During this period they will be paid daily wages as per notification of the State Government for one and a half years and consolidated wages for the next one year. Currently the monthly wages on daily rate basis are Rs.4368/- p.m. and on consolidated wages are Rs.5500/- p.m. In addition, they will be entitled to free medical benefits for self and dependent family members as per Company rules and will also be eligible for subsidized company accommodation, if available. On successful completion of this period, they will be absorbed in the regular establishment as **ARTISAN Gr IV** at the minimum of the scale of pay of **Rs. 4800- 130-5190-EB-5255-150-7805/- (under revision)** with applicable allowances such as Dearness Allowance, Location Allowance etc. The absorption will be subject to being found suitable by the Committee constituted for this purpose. Other benefits after absorption include reimbursement of conveyance expenditure, LTC/LTA, Leave, Contributory Provident Fund (PF), Gratuity, Group Insurance, Group Accident Insurance, etc as per rules. Appointment to the post will be subject to being found medically fit by the Authorized Medical officer of BHEL in accordance with BHEL health standards.

**Health Standards :**

The appointment of the selected candidates will be subject to meeting the health standards prescribed by the Company. No relaxation in health standards is allowed. The definition of Locomotors disability and Hearing impairment for reservation in the matter of vacancies for Physically Challenged candidates under the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act 1995 are as follows: Locomotors Disability means minimum of 40% of physical defect or deformity which causes an interference with the normal functioning of the bones, joints or muscles. Hearing Impairment means loss of sixty decibels or more in the better ear in the conversational range of frequencies. The Physically Challenged candidates are required to furnish duly stamped Medical Certificate in relation to their disability from Government Hospital or Medical Board attached to Special Employment Exchange for the handicapped.

**General:**

- (i) Category such as OBC, SC, ST should be carefully filled up in the application form as this will not be allowed to be changed at a later date. OBC candidates who do not come under the Non Creamy Layer should indicate their Category as General. The applications of candidates who do not attach documentary proof of Category as entered in the application, in the prescribed format will be rejected as incomplete. Also the category once declared, if found to be false at any later stage will render the candidate liable for suitable actions including termination and prosecution.
- (ii) Persons employed in Govt./Semi-Govt./ Public Sector Undertakings/ Autonomous bodies should apply through proper channel or produce '**No Objection Certificate**' at the time of interview.
- (iii) Candidates who have left a PSU after availing voluntary retirement, if selected, will be required to return the VRS compensation received, to the concerned PSU.
- (iv) Candidates should ensure that they fulfill the essential eligibility criteria prescribed for the post for which they have applied. In case it is found at any stage of the selection process or even after appointment that the candidate has furnished false or incorrect information or suppressed any relevant information/material facts or does not fulfill the essential eligibility criteria, his/her candidature/services are liable for rejection/ termination without notice.
- (v) Applications which are incomplete, not legible, or without all enclosures as indicated or received after the due date will be rejected and no correspondence on this will be entertained.
- (vi) Any form of canvassing will be a disqualification and will render the candidate ineligible for selection.
- (vii) Candidates short listed for interview will be paid second class sleeper to and fro rail fare from the starting station or the mailing address whichever is nearer to the place of interview and back by the shortest route on production of proof of journey.
- (viii) Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto can be instituted only at Jhansi and the Courts / Tribunals / Forums of Uttar Pradesh shall have sole and exclusive jurisdiction.
- (ix) A Non refundable processing fees of Rs.125/- in two installments of Rs. 50/- at the time of sending the application and 75/- at the time of Written Test if short listed is payable by General and OBC candidates. SC/ST and Physically challenged candidates are exempted from paying this fees.

## **How to apply:**

Application format can also be downloaded from BHEL's website: <http://www.bhel.com> or <http://www.bheljhs.co.in>

Candidates fulfilling the eligibility criteria may send their applications on plain white A4 size paper (neatly handwritten or typed) addressed to -

**Sr Manager (HR)  
Recruitment Cell,  
Human Resource Dept. ADM Bldg.,  
Bharat Heavy Electricals Limited,  
JHANSI (UP) - 284129**

giving the details required in the prescribed format along with first installment of **non refundable** processing fee by crossed **Demand Draft** for **Rs.50/-** (at the time of submitting the application ) drawn in favour of **Bharat Heavy Electricals Limited, Jhansi (UP)** payable at State Bank of India, Jhansi & enclosing therein two unstamped, self addressed blank white coloured envelopes of size 5 inches x 11 inches.

**The envelope should be super scribed with the following -**

**"Application for the post of Artisans in BHEL Jhansi"**

SC/ST/ Physically Challenged candidates are exempted from payment of this fee.

***Copies of relevant documents attested by Gazette officer should be enclosed with the application form in the following order.:***

1. Proof of Date of Birth
2. SSC/ X Standard qualification certificate & mark sheet
3. ITI/NTC marks sheet.
4. NAC (National Apprenticeship Certificate).
5. Caste/Community Certificate for SC/ST candidates
6. OBC Caste Certificate indicating Non-Creamy Layer status for OBC candidates.
7. OBC candidates are also required to enclose a self-undertaking that they belong to OBC (Non Creamy Layer) as per the specimen self-undertaking given below.
8. Medical Certificate for Physically Challenged indicating clearly the percentage of handicap.
9. Discharge Certificate indicating period of service for Ex-Servicemen.
- 10.If having required experience, - Experience Certificate
11. If claiming age relaxation as candidate from J&K – relevant certificate.

**Applications without the above documents as applicable will not be considered.**

**Last date for receipt of applications is 06.10.2007**

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