

BHARAT HEAVY ELECTRICALS LIMITED
(A Govt. of India Undertaking)
Heavy Equipment Repair Plant
Varanasi -221003 (UP)

BHEL country's premier Engineering organisation and one of the NAVARATNA PSU provides world-class products and services in power transportation, transmission and electronic sectors. BHEL has 14 Manufacturing Divisions, 4 Power Sector Regional Centres, 8 Service Centres, 18 Regional Offices and a large number of Project Sites spread all over India and abroad.

BHEL, Heavy Equipment Repair Plant (HERP), Varanasi (Uttar Pradesh) and Component Fabrication Plant (CFP), Rudrapur (Uttarakhand) is looking for Artisans and Supporting Technical Staff in the following trades:

I) For CFP, Rudrapur

A) Artisans :

Sl.No.	Trade	No. of Vacancies	
		For 2008-09	For 2009-10
01.	Machinist	01	02
02.	Turner	04	01
03.	Fitter	02	10
04.	Welder (Gas & Electric)	02	08
05.	Electrician	02	--
Total ::		11	21

B) Supporting Technical Staff (For 2008-09):

Sl.No.	Trade	No. of Vacancies
01	Draughtsman (Mechanical)	02
Total ::		02

II) For HERP, Varanasi (For 2008-09):

Sl. No.	Trade	No. of Vacancies
01.	Machinist	03
02.	Turner	07
03.	Fitter	03
Total::		13

Out of the **34** vacancies for CFP, Rudrapur, **05 (Five)** vacancies are reserved for Schedule Caste, **03 (Three)** for OBC (Non-creamy layer) category, **02 (Two)** for Physically Challenged i.e. locomotors disability and hearing impairment for all trades and visual disability for Fitter, Machinist and Turner trades only and as per rules for Ex-Servicemen.

Further, out of a total of **34** vacancies for CFP, Rudrapur, selection panels will be operated for 13 vacancies to be filled up in the current financial year and the remaining 21 for the next financial year.

Out of the **13** vacancies for HERP, Varanasi **02 (Two)** vacancies are reserved for Schedule Caste, **04 (Four)** for OBC (Non-creamy layer) category 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.4.5 lakhs in the last 3 consecutive years' in line with DOPT OM No. 36033/3/2004-Estt.(Res.) dated 14th October 2008.

The number of vacancies are tentative and may vary on review. In that eventuality, the number of vacancies reserved in each category may also undergo revision.

QUALIFICATION:

Matric/SSLC + National Trade Certificate (NTC) plus National Apprenticeship Certificate (NAC) in the respective trade with not less than 60% marks for General and OBC candidates and not less than 55% marks for SC/ST candidates in both NTC and NAC.

Desirable : Working knowledge of Hindi.

UPPER AGE LIMIT AS ON 1st December 2008 : 27 (Twenty Seven) years for General candidates.

RESERVATION AND RELAXATION :

1. Reservation for Physically Challenged i.e. locomotors disability and hearing impairment will be applicable for all trades and visual disability for Fitter, Machinist and Turner trades only.
2. Reservation for SC/ST/OBC (Non-creamy layer)/Physically Challenged (Ph.Ch.) candidates (Locomotor disability & Hearing impairment) will be as per Govt. guidelines.
3. Qualifying percentage of marks for SC/ST candidates for written test is minimum 55% in the aggregate of all years.
4. Upper age limit is relaxable by 05 (Five) years for SC/ST candidates, 03 (Three) years for OBC candidates and for Ph/CH.: 10 (Ten) years for General, 13 years for OBC and 15 years for SC/ST category.
5. No examination fee is to be paid by SC/ST and Ph.Ch. candidates.
6. Relaxation for Ex-servicemen will be as per Govt. guidelines.
7. Category (SC/ST/OBC/Ph.Ch.) should be carefully filled up in the application form, as the same will not be allowed to be changed at a later under normal circumstances. Also if it is found that such statement was wrong, the candidate will be liable for suitable actions including termination and prosecution.
8. Upper age limit is relaxed by 05 (Five) years for the candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period from 01.01.1980 to 31.12.1989.
9. Upper age limit is further relaxable up to 84 months for candidates possessing relevant experience of working with an company/organisation incorporated under the Companies Act, 1956 engaged in the manufacturing, assembly, testing and servicing of Power Plant equipment. The relaxation in age will be extended on pro-rata basis according to the number of completed months of experience. For claiming age relaxation, experience certificate in the prescribed format ('Format for Experience Certificate') from the company/organisation is required to be produced with details of period of working, the field of experience and nature of products manufactured/ services rendered by the Company. Such candidates will have to compete with other eligible candidates in Written Test/Interview etc.
The decision of BHEL regarding authenticity/genuineness of experience certificates and relevance of experience will be final and binding

SELECTION PROCESS

- (a) Selection process comprises of Written Test and Personal Interview.
- (b) The Written test will be objective type in nature and will be available in English and Hindi.
- (c) Eligible candidates will be invited for objective type written test at their own expense in the ratio of 1:20 to the number of vacancies.
- (d) For the purpose of application of above criteria, initially, all UR candidates of each trade, along with such reserved category candidates of that trade, who do not avail the age relaxation / marks relaxation, are to be grouped together and then arranged in descending order of the marks obtained in the NAC and only the required number

according to the above mentioned ratio for the UR, starting from the top will be called for written test in each trade. In case of tie at cut-off marks, all the candidates scoring cut-off marks will be called for written test.

- (e) All reserved category candidates, who are initially considered in the UR category and who do not make it to the written test level, then shall be regrouped together with their respective categories for further consideration and candidates will be called for the Written test in the prescribed ratio.
- (f) In addition, Phy.Ch. candidates shall be invited for Written Test by according 05 (Five) percentage point relaxation in the cut-off percentage for each position (e.g. if cut-off percentage is 75 %, the Phy.Ch. candidates cut-off percentage will be arrived by according relaxation of 5 percentage points i.e. 75-5= 70)
- (g) However, all Ex-Servicemen, who are eligible as per job specifications prescribed for them, shall be invited for written test.
- (h) After the Written Test, candidates are to be arranged in merit order of written test marks, first of all the candidates, who appeared under UR category and short listed in the ratio of 1:3 to the number of 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 UR category and fail to make it to the interview level, are to be taken to their respective categories for consideration for being called for interview as per the criteria of 1:3. It means these candidates will then be considered as reserved category candidates. Later on, at the time of final selection, the same exercise is to be carried out for all those reserved candidates considered so far under UR category.

EMOLUMENTS AND OTHER BENEFITS

Selected candidates will work as Temporary Employees for a period of 01 (One) year, out of which for the first 06 (Six) months they will be paid daily wages as per notification of the respective State Govt. from time to time and consolidated wages of Rs. 5,500/- (Rupees Five Thousand and Five Hundred only) for the next 06 (Six) months. In addition they will be entitled to free medical benefits for self and dependant family members as per Company Rules and will also be eligible for subsidised company accommodation, if available.

On successful completion of training, the candidates shall be regularised in the regular establishment as ARTISAN GRADE-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, House Rent 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, Uniform, Washing Allowance, Provident Fund, Medical facilities, Gratuity, Insurance etc. as per Company Rules.

HEALTH

- Applicants should have sound health. Before joining, selected candidates will have to undergo medical examination by the Company's Authorised Medical Officer and the appointment will be subject to meeting the health standards prescribed by the company. **No relaxation in health standard is allowed.**
- The candidates are advised in their own interest that they should get themselves thoroughly examined by a competent Medical Officer before applying against the advertisement.

- The definition of low vision/Blindness, Locomotor disability and Hearing impairment for Physically Challenged candidates is as per 'Persons with disabilities (Equal Opportunity, Protection of Rights and Full Participation) Act, 1995.
- The Phy.Ch. candidates are required to furnish duly stamped medical Certificate in relation to their disability from Government Hospital or Medical Board attached to the Special Employment Exchange for the handicap.

GENERAL

- Category such as OBC, SC, ST, Physically Challenged should be carefully filled up in the application form, as this will not be allowed to be changed as a later date. Also the category once declared, if found to be false at any later stage will render the candidate liable for suitable action including termination and prosecution.
- Employees of Govt./Semi Govt. Departments, Public Sector Undertaking/ Autonomous Bodies must apply through Proper Channel or produce a 'No Objection Certificate' at the time of interview.
- Candidates, who have left a PSU after availing Voluntary Retirement, if selected, will be required to return the VRS compensation received to the PSU concerned.
- **Candidates should ensure that they fulfill the essential eligibility criteria prescribed for the post for which they have applied. If at any stage during the selection or after selection it is found that the candidate does not fulfill the eligibility conditions and the facts furnished/documents attached are not correct and true, then the selection/ appointment of the candidate can be cancelled at any time without assigning any reasons.**
- **Application 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.**
- Interim enquiries will not be attended to and any form of canvassing will be a disqualification and will render the candidate ineligible for selection.
- BHEL does not take responsibility of attaching the documents or application fee sent separately after the despatch of the original application form.
- Selected candidates can be posted to any of the Units/ Divisions/ Project Sites etc. of BHEL depending upon the requirement of the organization.
- The Company reserves the right to reject any application without assigning any reason whatsoever.
- BHEL reserves the right to reschedule the test date, venue, etc., depending upon the circumstances and the candidates are bound by the same.
- BHEL reserves the right to cancel/ restrict/ enlarge the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof.
- Any legal proceedings in respect of any matter or claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted only within the jurisdiction of Varanasi.
- Candidates will have to appear for written test at their own expense. Candidates short listed for interview will be paid second class 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.
- A non-refundable/examination fee of Rs. 125/- (Rupees One Hundred and Twenty Five only) in two installments (i.e. Rs. 50/- at the time of sending the application form and Rs. 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 payment of any application fee.** The payment of fees is to be made in the form of non-refundable account payee Demand Draft in favour of 'Bharat Heavy Electricals Limited, Varanasi'

HOW TO APPLY

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

Candidates fulfilling the eligibility criteria may also send in their applications on plain white **A4** size paper (neatly handwritten or typed) in the format placed below or on downloaded application addressed to :

Dy. General Manager (HR)
Bharat Heavy Electricals Limited
Post Box No. : 2024
Varanasi Cantt. H.P.O.
Varanasi - 221002

giving the details required in the prescribed format along with first instalment 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, Varanasi** payable at Varanasi.

1. Desirous eligible candidates may apply to in the prescribed application placed below form along with the Demand Draft mentioned above.
 2. Copies of the following certificated should also be sent along with application form :
 - (i) Date of Birth Certificate
 - (ii) Standard 10th/Standrd 12th qualification Certificate
 - (iii) ITI/NTC certificate with marks sheet.
 - (iv) Apprenticeship Certificate (NAC) approved from NCVT
 - (v) Caste/Community Certificate for SC/ST candidates, if applicable
 - (vi) OBC Caste Certificate indicating Non-Creamy Layer status for OBC candidates
 - (vii) 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.
 - (v) Medical Certificate for Physically Challenged indicating clearly the nature and percentage of handicap.
 - (vi) Discharge Certificate indicating period of service for Ex-Servicemen candidates.
 - (vii) Certificate of residence in J&K during the period from 01.01.1980 to 31.12.1989, if applicable.
 - (viii) Experience Certificate in the prescribed format in respect those candidates seeking age relaxation on account of Experience.
 3. **Last date for receipt of applications is 17th January 2009.**
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