BHARAT HEAVY ELECTRICALS LIMITED
INDUSTRIAL VALVES PLANT
GOINDWAL SAHIB – 143 422 (Punjab)
(A Govt. of India Undertaking)
Employment Notice No. 01/2008

ARTISANS REQUIRED

BHEL, India's premier Engineering organization provides world class products and services in power, transportation, transmission and electronics 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, Industrial Valves Plant, Goindwal Sahib, Punjab a Manufacturing unit having a workforce of around 100 employees is looking for **Artisans** in the following trades :

Trade	No. of vacancies	Qualifications
Fitter	14	**For Fitter, Welder, Machinist and Electrician:** Matric/ X Std plus National Trade Certificate (NTC) plus National Apprenticeship Certificate (NAC) in the respective trade of **Fitter / Welder / Machinist / Electrician** with not less than 60% marks in both NTC and NAC for General and OBC candidates and 55% for SC/ST candidates. **For Crane/ Forklift Operator:** Matric/ X Std plus National Trade Certificate (NTC) plus National Apprenticeship Certificate (NAC) in **Mechanic (Diesel)** trade with not less than 60% marks in both NTC and NAC for General and OBC candidates and 55% for SC/ST candidates. **Desirable**: Working knowledge of **Punjabi**
Welder	09	
Machinist	19	
Electrician	05	
Crane/ Forklift Operator	04	
Total	51*	

*The above vacancies are tentative and subject to revision based on final assessment.. Out of the total **51** vacancies, selection panels will be operated for **28** vacancies to be filled in current financial year and remaining **23** for next financial year.

On selection all candidates will be required to undergo training including in allied trades. In addition, candidates selected for Crane/ Forklift Operator posts will be required to undergo specific training in crane/ Forklift operation for one year in the Company during the period as Temporary Employee (Artisan).

Reservations :

Out of the **51** vacancies stated above, **10 are reserved for candidates from OBC (Non Creamy Layer), 14 are reserved for SC and 'Nil' for ST candidates and 2 posts are reserved for Physically Challenged** candidates i.e. locomotors disability & hearing impairment for all trades and visual disability for Fitter, Machine Operator and Turner trades, inclusive of backlog vacancies and as per rules for Ex-Servicemen. The number of vacancies are tentative and may vary on review. In that eventuality, the no. of vacancies reserved in each category may also undergo revision.

Vacancies for OBC category are meant only for those coming under the 'non-creamy layer'. 'Non Creamy Layer' under OBC means 'the gross annual income of parents of the candidate should not be more than 2.5 lakhs in the last three consecutive years.' The OBC candidates who do not belong to Non Creamy Layer should indicate their category as General only.

Age Limits and Relaxations:

The upper age limit is 27 years as on 01/08/2008. A relaxation of 3 years for candidates from Other Backward Classes (Non Creamy Layer), 5 years for SC & ST candidates, is admissible in the upper age limit.

In physically challenged category, the General candidates will be allowed a total of 10 years of age relaxation, SC/ST candidates a total of 15 years and OBC (Non Creamy Layer) candidates a total of 13 years as per rules.

2/-

Age relaxation for Ex-Servicemen will be as per Government Rules.

A relaxation of 5 years in upper age limit is also admissible to candidates who were ordinarily domiciled in the State of Jammu & Kashmir during the period from 01/01/1980 to 31/12/1989.

Upper age limit is further relaxable upto 84 months to candidates possessing equivalent and relevant experience of working directly in a Public Sector or Private Sector organization engaged in manufacture of Industrial Valves. The relaxation in age will be extended according to the number of completed months of experience upto a maximum of 84 months. Such candidates will have to compete with other eligible candidates in Written Test / Interview etc. For claiming age relaxation, experience certificate from the employer/organisation is to be produced, with details of period of working, nature of products, manufactured etc. The decision of BHEL regarding authenticity / genuineness of experience certificates and relevance of experience will be final and binding.

Emoluments and other benefits:

The selected candidates will initially be taken as Temporary Employees for a period of one year. During this period they will be paid daily wages as per notification of the State Government for the first six months and consolidated wages for the next six months. Currently the average wage on daily rate basis is **Rs 3077/- p.m**. and on consolidated wage is **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 during this period.

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/-** (Pay scale is under revision) with applicable allowances such as Dearness Allowance, House Rent Allowance etc. as applicable and other benefits like Uniforms, reimbursement of conveyance expenditure, LTC/LTA, Leave, Contributory Provident Fund (PF), Gratuity, Group Insurance, Group Accident Insurance etc. as per rules.

The absorption in the regular establishment will be based on review of their performance / behaviour / suitability to remain in the services of the Organisation as assessed by the Committee constituted for this purpose.

Selection Process

- The selection process will consist of an Objective type Written Test in English to be held at **Amritsar**. The Question Booklet will be bilingual i.e. in English & Hindi. 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 1:20 to the number of vacancies in the Trade. For the purpose of application of the aforesaid criteria, initially all UR 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 National Apprenticeship Examination and only the required number starting from the top will be called for the Written Test in each trade. Reserved category candidates who are initially considered in the UR category and who do not make it to the Written Test shortlist, will be re-grouped with their respective categories for further consideration and candidates will be called for Written Test in the prescribed ratio of 1:20 to the number of vacancies in that category/trade. In case of a tie at cut off marks, all the candidates scoring cut off marks will be called for the Written Test.
- In case the number of Physically Challenged candidates short listed on the above basis is less than in the required proportion of 1:20 to the number of posts, then a relaxation of up to 5% point in the cut off percentage determined for each trade / category will be operated for them and Physically Challenged candidates invited for Written Test accordingly.
- All Ex-Servicemen candidates who possess required qualification of NTC and NAC in the relevant trade as certified by the Armed Forces, will be called for written test, if otherwise found eligible.

- After the Written Test, list of candidates will be arranged in the merit order of marks obtained in the Written Test, first for all the candidates who appeared under the UR category and short listed in the ratio of 1:3 to the number of UR vacancies for being 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 will then be taken to their respective categories for consideration for being called for Interview in the ratio of 1:3. It means these candidates will then be considered as reserved category candidates. In case of a tie at cut off marks, all the candidates scoring cut off marks will be called for Interview.
- Later, at the time of final selection, the same method will be followed for all those reserved category candidates considered so far under UR category.

Health Standards:

Applicants should have sound health. Before joining, selected candidates will have to undergo medical examination at Govt Hospital at Amritsar/ Tarn Taran and the appointment will be subject to meeting the health standards prescribed by the Company. No relaxation in health standards 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.

Colour blindness and squint is a disqualification for the advertised posts.

The definition of Low Vision/Blindness, Locomotor Disability and Hearing Impairment for Physically Challenged candidates is as per 'The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995'.

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 handicap.

General:

1. Category such as OBC (Non-Creamy Layer), SC, ST, Physically Challenged and Ex-Servicemen 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 category once declared, if found to be false at any later stage will render the candidate liable for suitable actions including termination and prosecution.
2. Persons employed in Govt./Semi-Govt./Public Sector Undertakings/Autonomous bodies should apply directly to BHEL. In case of being short listed for the personal interview which will immediately follow the Written Test, they should produce 'No Objection Certificate' at the time of interview. Otherwise, they will not be interviewed and no TA will be admissible.
3. 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.
4. Though the Posts are initially for posting at BHEL Industrial Valves Plant at Goindwal Sahib, the selected candidates are liable to be transferred / posted at any of the Company's Offices / Divisions any where in India and abroad.
5. 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 and without assigning any reasons.
6. Applications which are incomplete, not eligible or not in the format and without the required enclosures as indicated or received after the due date will be rejected and no correspondence on this will be entertained.
7. Interim inquiries will not be attended to and any form of canvassing will be a disqualification and will render the candidate ineligible for selection.
8. BHEL does not take responsibility of attaching the documents or application fee sent separately after the dispatch of the original application form.

9, Candidates short listed for interview which will follow immediately after the Written Test, 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.
At the time of Interview, candidates are required to produce all certificates in original in support of age, qualification (Matriculation/ X Std, NTC with mark list and NAC), category/caste, experience if seeking age relaxation on this ground, NOC from present employer etc.

10. 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 in Amritsar and the Courts / Tribunals / Forums at Amritsar only shall have sole and exclusive jurisdiction.

11. A **non refundable** processing fee of Rs.125/- is payable by the General and OBC candidates in two installments. Initially, at the time of sending applications an amount of Rs.50/- is to be paid through DD. The candidates shortlisted for the Written Test are required to pay the balance amount of Rs.75/- through DD at the time of Written Test. Candidates belonging to SC/ST categories and Physically Challenged candidates are exempted from paying this processing fee. The fee is to be sent in the form of crossed Demand Draft drawn in favour of M/s Bharat Heavy Electricals Limited, on any scheduled bank (Punjab National Bank / State Bank of India/ Punjab & Sind bank) payable at Goindwal Sahib (Punjab).

How to apply:

Interested candidates who fulfill all eligibility conditions may send in their applications in the prescribed format on plain white A4 size paper (neatly handwritten or typed) addressed to :

Sr. Manager (HR & Civil),
Bharat Heavy Electricals Limited,
Industrial Valves Plant,
Goindwal Sahib – 143 422
District – Tarn Taran
Punjab

The candidates are required to submit the copies / documents (applicable to them) as indicated in the application format without fail. Candidates are also advised to send only one application for a post.

LAST DATE FOR RECEIPT OF APPLICATIONS IS 21.10.2008

Application format can also be downloaded from our website at www.bhel.com