



भारत हेवी इलेक्ट्रिकल्स लिमिटेड
(भारत सरकार का उपक्रम)
Bharat Heavy Electricals Limited
(A Govt. of India Undertaking)

BOILER AUXILIARIES PLANT, RANIPET - 632 406

Employment Notice No. 02/2009

ARTISANS REQUIRED

BHEL, India's premier Navratna 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-Ranipet, in the state of Tamil Nadu, one of the 14 manufacturing units with a workforce of around 2400 employees, is looking for 204 Artisans in the following trades:

Trade	No.of Vacancy	Reserved Vacancies	Age limit
Fitter	105	SC - 39	27 years as on 01.10.2009 (For age relaxation for various categories see details below)**The number of vacancies are tentative and may vary on review. In that eventuality the no. of vacancies in each category may also undergo revision.
Welder	50	ST - 2	
Turner	15	OBC - 55	
Machinist	15		
Electrician	10		
Motor Mechanics	6		
Instrument Mechanics	3		
Total	204		

Qualifications: Candidates should possess Matric / SSLC and National Trade Certificate (NTC) along with National Apprenticeship Certificate (NAC) in the respective trade of Fitter/ Welder/ Turner/ Machinist/ Electrician/ Motor Mechanic/ Instrument Mechanic with not less than 60% marks in both NTC and NAC for General, OBC, Physically Challenged candidates and 55% for SC/ST candidates. **Working knowledge of Tamil is desirable.**

Preference for Best Apprentice / Runner-up Apprentice of all India Apprentices Competitions : The candidates who were selected as Best Apprentice and Runner-up Apprentice in the All India Trade Test conducted by the Directorate General of Employment and Training in the Trade Apprenticeship are **not required to appear for Written Test**. They will be directly called for interview subject to fulfilling of other terms and conditions and eligibility criteria. Best apprentice selected will be inducted as Artisan Gr. IV, with two increments and Runner up Apprentice selected will be inducted as Artisan Gr. IV in the pay scale of Rs.4800-130-5190-EB-5255-150-7805 (under revision)

Reservation: Reservation of vacancies for the candidates belonging to OBC/SC/ST category will be as detailed in the above table. Out of the above vacancies 6 are reserved for physically challenged candidates having Locomotor Disability or Hearing Impairment. Vacancies reserved for OBC category are meant only for candidates coming under "Non Creamy Layer". "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 last three consecutive years in line with DOPT OM No.36033/3/2004-Estt.(Res.) dated 14th October 2008. The reservation will be operated as per 100 point Recruitment Roster maintained for Group-C posts taking into consideration of Backlog/Surplus posts.

Upper Age Limit & Relaxations: The upper age limit is 27 years as on 01.10.2009 and the lower age limit is 18 years. A relaxation of 5 years for SC&ST candidates, 3 years for candidates from Other Backward Classes (Non-Creamy Layer) is permissible in Upper Age Limit. An additional 10 years for Physically Challenged Candidates (Locomotor Disability & Hearing Impairment) is admissible in the upper age limit i.e. 10 years for general, 13 years for Other Backward Class (Non Creamy Layer) and 15 years for Scheduled Caste/ Scheduled Tribe candidates as per rules. Age relaxation for Ex-Servicemen will be as per extant Govt. 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 is further relaxable up to 84 months for work experience (excluding apprentice training) working directly or through contractor in a Public Sector or Private Sector Organisation and engaged in the manufacture of Power generation equipments. The relaxation in age will be extended on pro rata basis according to the number of completed months of experience up to a maximum of 84 months for experience of 50 months and on pro rata basis for less experience. Such candidates will have to compete with other eligible candidates in Written Test/ Interview etc.

Selection Process: Selection process will consist of Written test and personal interview. All the eligible candidates will be invited for Objective type Written Test tentatively scheduled to be held on 29.11.2009 at Chennai at their own expense. The question booklet will be available in English, Tamil and Hindi.

All eligible Ex-Servicemen candidates who possess the pass certificate of NTC and NAC (% of marks not mandatory) in the relevant trade from Armed Forces will be called for written test.

After written test, candidates will be arranged in the merit order of written test marks for interview. 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 written test and only the required number starting from the top will be called for the interview in each trade. In case of a tie at cut-off marks, all the candidates scoring cut-off marks will be called for the interview in the ratio of 1:3 to the number of vacancies. Reserved category candidates who are initially considered in the Unreserved Category and who do not make it to the interview shortlist will be re-grouped with their respective categories for further consideration and candidates will be called for interview in the prescribed ratio of 1:3 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 interview.

Later, at the time of final selection, the same method will be followed for all those Reserved Category candidates considered so far under Unreserved Category.

The interview for the shortlisted candidates is tentatively scheduled to be held from 30.11.2009 to 04.12.2009 at BHEL/BAP Ranipet and the candidates are advised to prepare themselves accordingly.

Emoluments and other benefits : 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 Government of Tamil Nadu for six months, (current rate of wages is Rs.3891 p.m.) and consolidated wages for the next six months @ 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 subsidised company accommodation, if available.

On successful completion of this period, they will be absorbed 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, Contributory Provident Fund, Gratuity, Group Insurance, Group Personal Accident Insurance, Uniform, Washing allowance, Group Accident Insurance etc as per rules. Appointment to the post will be subject to being found medically fit by the Authorised Medical Authority in BHEL.

Health Standards : Applicants should have sound health befitting a heavy fabrication industry. Before joining, selected candidates will have to undergo medical examination by the Company's Authorized Medical Officer and the appointment will be subject to meeting the health standards prescribed by the Company.

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 Locomotor Disability (Orthopaedically Handicapped) and Hearing Impairment for Physically Challenged candidates is as per "The persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995." Locomotor Disability means minimum of 40% of physical defect or deformity which causes an interference with the common 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 handicap.

Processing / Examination Fees:

A Non-Refundable Processing / Examination Fee of Rs.125/- is payable by the General and OBC candidates. However, SC/ST and Physically Challenged candidates are exempted from paying the Processing / Examination fees.

General :

- (i) Category such as OBC, SC, ST should be carefully filled up in the Online Application Format, as this will not be allowed to be changed at a later date. 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 Government / Semi-Government / 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 PSU concerned.
- (iv) Candidates should ensure that they fulfill the essential eligibility criteria prescribed for the post for which they have applied. If at any stage during 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.
- (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) BHEL does not take responsibility of attaching the documents or application fee sent separately after the despatch of the original application form.
- (vii) 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 the place having jurisdiction over Ranipet.
- (viii) Candidates will have to appear for the written test at their own expense. Candidates shortlisted 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.
- (ix) BHEL reserves the right to reschedule the test date, venue etc., depending upon the circumstances and the candidates are bound by the same.
- (x) 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.
- (xi) Any form of canvassing or bringing extraneous pressure will be a disqualification and will render the candidate ineligible for selection.
- (xii) On selection all candidates will be required to undergo training including in allied areas.
- (xiii) Candidates who fulfill the eligibility criteria prescribed for the post need only apply.

How to apply :

- a. Interested candidates may apply only through "online" in the prescribed application format in the website <http://artrect.bhelrpt.co.in> only. The website will be available for the candidates from 09.00 Hrs. on 17.10.2009 to 16.30 Hrs. on 06.11.2009.
- b. The candidates are advised to visit our website for submission of online application only after obtaining a demand draft for Rs.125/- in favour of "Bharat Heavy Electricals Limited, Ranipet", payable at State Bank of India, BHEL Project (Mukundarayapuram) Branch (Branch Code No. 7013). The details of Demand Draft are to be furnished in the online application form. In case of SC/ST and physically challenged candidates, no fees is required to be paid. However attested copy of community certificate/ PH certificate should be enclosed with the application. The name of the candidate and his online acknowledgement number should be mentioned on the reverse side of the demand draft.
- c. Please take two copies of the printouts of the acknowledgement that will be generated automatically while submitting online application filled in all respects.
- d. A copy of acknowledgement can be retained by the candidate and the other copy of acknowledgement after affixing a recent passport size photograph duly signed on it enclosing the following should be sent to **Sr. Manager/Hr (Rectt. & Estt.), BHEL, Ranipet - 632406, Vellore District, Tamilnadu** so as to reach us on or before 13.11.2009.
- e. Your acknowledgement slip along with the copies of certificates as detailed in the acknowledgement form should be sent in a cover superscribing "Application for the post of Skilled Artisans".
- f. The acknowledgement slip along with DD and other documents can be sent by any mode but BHEL does not take responsibility for non delivery/ postal delays.
- g. Acknowledgement slips received after the last date will not be entertained. BHEL will not be responsible for any postal delays.
- h. Call letter will be generated on or after two weeks from the closing date of online application i.e. 21.11.2009 (9.00 hrs.) to 28.11.2009 (16.30 hrs.). Candidates are requested to download the call letter by furnishing the acknowledgement number and date of birth, affix a passport size photo duly attested by a gazetted officer. This call letter should be produced at the examination centre which is indicated in the same. They should report at the examination venue one hour before the commencement of the examination.
- i. All clarifications can be addressed to rphrestt@bhelrpt.co.in or call 04172-254626.

Copies of following Certificates to be sent along with acknowledgement slip. Only attested copies need to be enclosed. Original should not be attached but to be produced at the time of interview and joining:

- a. Proof of Date of Birth
- b. Copy of 10th/ Matriculation Mark Sheet
- c. Copy of ITI/NTC certificate
- d. Copy of National Apprenticeship Certificate
- e. Copy of SC/ST/OBC certificate, if applicable
- f. OBC Caste Certificate obtained on or after 01.06.2009 indicating Non Creamy Layer Status by OBC candidates.
- g. An undertaking by the OBC candidates belonging to the Non Creamy Layer.
- h. Physically handicapped certificate, clearly indicating the percentage of handicap.
- i. Discharge certificate for Ex- Serviceman, if applicable.
- j. If claiming age relaxation on the basis of experience a certificate from employer(s) stating clearly the period of service, the product manufactured in the Company, the turnover and the MW details etc.
- k. If claiming age relaxation as candidate from J&K, relevant certificate.
- l. Demand Draft of Rs. 125/- (.)

SPECIMEN SELF UNDERTAKING FOR OBC CANDIDATES

(To be submitted by OBC candidates along with OBC (Non Creamy Layer) Certificate)

I, Son/daughter of Shri..... Resident of Village/Town/City..... District.....State....., hereby declare that I belong to the community which is recognized as a backward class by the Government of India for the purpose of reservation in services as per orders contained in Department of Personnel and Training Office Memorandum No. 36033/3/2004-Estt.(Res.) dated 14th October 2008. It is also declared that I do not belong to persons/sections (Creamy Layer) mentioned in column 3 of the Schedule to the above Office Memorandum 36012/22/93- Estt.(SCT) dated 08.09.1993.

Signature of the candidate