



Employment Notice No.278

### SKILLED 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, Tiruchirappalli** a major Manufacturing unit having a workforce of around 9,000 employees is looking for **Skilled Artisans** in the following trades :

Trade	No of vacancies	Age Limit	Qualifications
Fitter	160	27 years as on 03.03.2007 ( For age relaxation for various categories see details** below)	Matric /SSLC plus National Trade Certificate (NTC) plus National Apprenticeship Certificate (NAC) in the respective trade of <b>Fitter/ Welder /Turner /Machinist /Painter/ Blacksmith (Forging &amp; Heat Treatment)</b> 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 Tamil
Welder	71		
Turner	62		
Machinist	53		
Blacksmith	2		
Painter	2		
Total	350*		

\*Out of these vacancies, 94 are reserved for candidates from OBC(Non Creamy Layer), 66 are reserved for SC and 3 for ST candidates and 10 posts are reserved for Physically Challenged candidates and as per rules for Ex-Servicemen. The reservation vacancies given are only indicative and subject to marginal revision based on assessment at the time of selection.

**\*\* Age relaxations**

The upper age limit is 27 years as on 03.03.2007. A relaxation of 5 years for SC & ST candidates, 3 years for candidates from Other Backward Classes (Non Creamy Layer), and an additional 10 years for Physically Challenged candidates, is admissible in the upper age limit. Age relaxation for Ex-Servicemen will be as per 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 1/1/1980 to 31/12/1989. Upper age limit is further relaxable upto 60 months for candidates possessing equivalent and relevant experience of working directly as a regular employee in a Public Sector or Private Sector organization with an annual turnover of atleast Rs 150 crores during the year 2005-2006 and engaged in the manufacture of Power generation equipments each of with not less than 100MW unit capacity. The relaxation in age will be extended on pro-rata basis according to the number of completed months of experience upto a maximum of 60 months. Such candidates will have to compete with other eligible candidates in Written Test / Interview etc.

**Selection Process**

: The selection process will consist of an Objective type Written Test in English to be held at Tiruchirappalli. The Question Booklet will also be available in Hindi for those candidates who request for it. 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 re-grouped 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 all those 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 average wages on daily rate basis are Rest 3350 p.m. and on consolidated wages are Rest 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, 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 (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 Authority in BHEL.

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 PSU concerned
  - (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 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 Tiruchirappalli and the Courts / Tribunals / Forums at Tiruchirappalli only shall have sole and exclusive jurisdiction.
- (ix) A Non Refundable Processing Fee of Rest 125 in two installments of Rest 50 at the time of sending in the application and Rest 75 at 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 fee.

**How to apply** : Candidates fulfilling the eligibility criteria may send in their applications on plain white **A4** size paper (neatly handwritten or typed) addressed to **Senior Manager(HR-Recruitment & Systems), Bldg 24, Bharat Heavy Electricals Limited, Tiruchirappalli-620014** 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, Tiruchirappalli**, payable at **State Bank of India, Heavy Electricals Kailasapuram (Branch Code No.1363)**. SC/ST/Physically Challenged candidates are exempted from payment of this fee.

***Copies of following certificates should be enclosed with the application:***

1. Proof of Date of Birth
2. X Std/ XII Std qualification certificates
3. ITI/NTC Certificate with marks sheet
4. NAC (National Apprenticeship Certificate).
5. Caste/Community Certificate for SC/ST candidates
6. OBC Caste Certificate obtained on or after 01.01.2005 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 candidates indicating clearly the percentage of handicap .
9. Discharge certificate indicating period of service for Ex Servicemen candidates.
10. 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 .
11. If claiming age relaxation as candidate from J&K – relevant certificate.

**Applications without the above documents as applicable will not be considered. Candidates are advised to send only relevant documents neatly attached to the application in the order as above.**

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

**Last date for receipt of applications is 03.03.2007**