



BHARAT HEAVY ELECTRICALS LIMITED
ELECTRONICS DIVISION, MYSORE ROAD, BANGALORE-560 026 (INDIA)
(A Govt. of India Undertaking)

Employment Notice No.01/2008-09

**INVITES APPLICATIONS FROM ELIGIBLE CANDIDATES FOR
THE POST OF ARTISANS**

BHEL, India's premier Engineering Organisation 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, Electronics Division, Bangalore, a Manufacturing unit having a workforce of around 1900 employees, invites applications for vacancies in the following trades:

Trade	No. of vacancies	Upper Age Limit	Qualifications
Electrician	19	27 years as on 01.07.2008 (for age relaxation for various Categories see details below)	Matric / SSLC plus National Trade Certificate (NTC) plus National Apprenticeship Certificate (NAC) in the trades of Electrician / Electronic Mechanic 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 Kannada.
Electronic Mechanic	37		
TOTAL	56		

Reservation: Out of 56 vacancies, 15 are reserved for OBC (Non Creamy Layer), 09 for SC and 04 for ST and 02 for Physically Challenged candidates having locomotor disability / hearing impairment 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 number of vacancies are tentative and may vary on review and in that eventuality the no. of vacancies in each category may also undergo revision.

Upper Age limit & relaxations: (As on 01-07-2008)

A relaxation of 5 years for SC & ST candidates and 3 years for candidates from Other Backward Classes (Non Creamy Layer) is admissible in upper age limit.

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

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

A relaxation of 5 years in upper age limit is also admissible to candidates who 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 84 months for candidates possessing relevant working experience (excluding Apprentice Training) of understanding Power Plant related Electronic Equipment Drawings; Assembling/Testing of Electronic Equipments, Electronic Sub-Assemblies and other Power Plant related Electronic Products, in a public Sector or Private Sector Organisation with annual turnover of atleast Rs.25 crores during the year 2007-08 and engaged in Manufacturing, Assembly, Testing of Control & Instrumentation Electronics for Power Station Equipment. The relaxation in age will be extended according to the number of completed months of experience upto a maximum of 84 months. For claiming age relaxation, Experience Certificate/s from the employer(s)/ Self Undertaking is/are required to be submitted with details of Period of working, the field of experience, nature of products manufactured/services rendered by the Organisation, etc. 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:

The selection process will consist of written test and interview. Objective type Written Test will be in English. The Question Booklet will also be made available in Kannada/Hindi for the candidates on request, provided their language preference is indicated in the application. Written Test will be held at Bangalore and the candidates will have to appear for the same at their own expense. Eligible candidates will be called for Written Test in the ratio of 1:20 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 level, will be regrouped 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 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.

Physically challenged candidates shall be invited for Written Test by according 5 percentage point relaxation in the cut-off percentage determined for each trade (Ex: If cut-off percentage is 75, then for physically challenged candidates cut-off percentage will be arrived by according relaxation of 5 percentage points i.e. $75-5=70$)

All Ex-servicemen, who are eligible as per job specifications prescribed for them, shall be invited for written test.

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. 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 level 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 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 under Unreserved Category.

Emoluments and other benefits: Selected candidates will initially be appointed as Temporary Employees for a period of One year. They will be paid minimum daily wages as per notification of the State Government for the first Six months (currently Rs. 128.20 per day) and Consolidated Wages of Rs 5500 per month or monthly wages calculated on the basis of minimum wages notified

by the State Government, whichever is higher, during the next 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 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. as applicable and other benefits like Leave, LTC/LTA, reimbursement of Conveyance expenditure, Uniforms, Washing allowance, contributory Provident Fund, Gratuity, Group Insurance, Group Accident Insurance, etc. as per rules. The absorption will be subject to being found suitable by the Committee constituted for this purpose.

Health Standards:

Applicants should have sound health. 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. No relaxation in health standards is allowed. Visually impaired candidates would not be suitable for the nature of work.

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 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. The definition of Locomotor Disability (Orthopedically Handicapped) and Hearing Impairment, for reservation in the matter of vacancies in BHEL for Physically Challenged candidates, are as under:

Locomotor Disability (Orthopedically Handicapped)- means minimum 40% disability of the bones, joints or muscles leading to substantial restriction of the movement of the limbs.

Hearing Impairment – means loss of sixty decibel or more in the better ear in the conversational range of frequencies.

General:

- i) On selection all candidates will be required to undergo training including in allied trades
- ii) Candidates who fulfill the eligibility criteria prescribed for the post only need apply.
- iii) 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.
- iv) The Candidates are advised to ensure that the particulars furnished by them are correct in all respects. In case it is found at any stage of the selection process or even after appointment that the candidate has furnished false information / certificate or incorrect information or suppressed any relevant information / material facts or does not fulfill the eligibility criteria, his/her candidature/services are liable for rejection/ termination without notice/prosecution.
- v) Persons employed in Govt./ Semi-Govt./ Public Sector Undertaking/ Autonomous bodies should apply through proper channel or produce 'No Objection Certificate' at the time of interview.
- vi) 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.
- Vii) Applications which are incomplete, not legible, or without all relevant enclosures as indicated will be rejected and no correspondence on this will be entertained. Applications received after the last date shall neither be entertained nor returned.
- Viii) Any form of canvassing will be a disqualification and will render the candidate ineligible for

selection.

ix) Candidates who appear for interview will be paid second class to and fro rail fare from the starting station or mailing address, whichever is nearer, to the place of interview, on production of proof of journey.

x) Though the appointments being made are for posting at Bangalore, the selected candidates are liable to be transferred / posted at any of the Company's Offices / Divisions/Sites any where in India and abroad.

xi) 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 therefor.

xii) 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 Bangalore, and Courts/ Tribunals/ Forums at Bangalore only shall have sole and exclusive jurisdiction to try any such cause/ dispute.

xiii) A Non-Refundable Processing Fee of Rs,125/- in two installments of Rs.50/- at the time of sending the application 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 paying this fee. The fee is to be sent in the form of Crossed Demand Draft drawn in favour of BHEL, Electronics Division drawn on any scheduled bank and payable at Bangalore.

How to apply:

Interested candidates who fulfill all the eligibility conditions may send their filled in applications by post/courier in the prescribed format on a plain white A4 size paper (neatly handwritten or typed) in an envelope superscribing "Application for the post of Artisans" so as to reach the following address on or before 16th August 2008:

**Senior Manager /HR
Bharat Heavy Electricals Limited,
Electronics Division,
PB No. 2606, Mysore Road,
Bangalore-560026.**

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

Copies of relevant certificates should be enclosed with the application in the following order:

1. Proof of Date of Birth
 2. SSLC/ Matric qualification certificates
 3. ITI/ NTC Certificate with marks sheet
 4. NAC (National Apprenticeship Certificate) with Marks list.
- } for all candidates
5. A Non-Refundable Processing Fee of Rs.50 by General and OBC candidates in the form of Crossed Demand Draft drawn in favour of **BHEL, Electronics Division drawn on any scheduled bank and payable at Bangalore.** Candidates are advised to write their name on the reverse of the DD. SC/ST and Physically Challenged candidates are exempted from paying this fee.
 6. Caste/Community Certificate for SC/ST candidates issued by the Competent Authority.
 - 7.a. OBC Caste Certificate indicating Non-Creamy Layer status for OBC candidates issued by the Competent Authority.
 - 7.b. OBC candidates are also required to furnish a self-undertaking that they belong to OBC (Non Creamy Layer) by filling and signing the self-undertaking provided in the application format.
 8. Medical Certificate for Physically Challenged indicating clearly the nature and percentage of handicap.

9. Discharge Certificate indicating period of service for Ex-Servicemen.
10. If claiming age relaxation on the basis of experience, a certificate from employer(s)/Self undertaking stating clearly the Name of employer/Organisation, designation of the candidate, period of service, the products manufactured, date of his PF enrollment, his PF/ EPS membership No., etc.
11. If claiming age relaxation as candidate from J&K – relevant certificate.

LAST DATE FOR RECEIPT OF APPLICATIONS IS 16/08/2008

Details and Application format are also available at our website at <http://www.bhel.com> or <http://www.bheledn.com>