



Bharat Heavy Electricals Limited

TIRUCHIRAPPALLI - 620014
(A Govt. of India Undertaking)

EMPLOYMENT NOTICE NO. 296

INTRODUCTION

BHEL, India's premier engineering and manufacturing enterprise provides World-class products and services and caters to core sectors of the Indian Economy viz., Power Generation and Transmission, Industry, Transportation, Renewable Energy, Defence etc. The Maharatna PSU has a wide network of 17 Manufacturing Divisions, 4 Power Sector Regional Centers, 8 Service Centers, 17 Regional Offices, 4 Overseas Offices, a subsidiary and large number of Project Sites spread all over India and abroad. The company has its footprints in more than 70 countries all over the world and has achieved a net profit of ₹1314 Crores and turnover of ₹ 30806 Crores in 2014-15. Bharat Heavy Electricals Limited's Tiruchirappalli Complex, which manufactures boilers and wide range of power plant equipments for the power sector, has crossed an annual turnover of ₹ 15000 crores. It is also making its footprints in defence, oil and gas sectors among others. The turnover of the Unit for 2014-15 is ₹ 7402 crores and the Unit has a workforce of around 10550 employees. BHEL, Tiruchirappalli Unit is currently looking for Artisans in the following trades:

No	Post	No. of Vacancies	PH Suitability	Qualifications
1	Fitter	150	VC (LV), HI (PD), LM (OL, BL)	For Fitter: Matric / SSLC plus National Trade Certificate (NTC) plus National Apprenticeship Certificate (NAC) # in the trade of Fitter or Sheet Metal Worker .
2	Welder	50	HI (PD), LM (OL)	For Welder: Matric / SSLC plus National Trade Certificate (NTC) plus National Apprenticeship Certificate (NAC) # in the trade of Welder .
	Total	200		

VC—Visually Challenged (LV-Low Vision); HI—Hearing impaired, PD—Partially Deaf, LM—Loco motor (OL-One Leg, BL-Both Legs) Visually Challenged-Low vision means a person with impairment of visual functioning even after treatment or standard refractive correction but who uses or is potentially capable of using vision for the Planning or execution of a task with appropriate assistive device or visual acuity not exceeding 6/60 or 20/200(snellen) in the better eye with correcting lenses; or limitation of the field of vision subtending an angle of 20 degree or worse.

Hearing Impairment-Partially Deaf are those whose hearing loss in the better ear is 43 to 70 dB HL in the better ear and binaural percentage of hearing disability is 40 % to 68 %.

Locomotor disability: "Locomotor disability" means disability of the bones, joints or muscles leading to substantial restriction of the movement of the limbs.

Candidates belonging to General & OBC categories should have obtained a minimum of 60% marks in NTC as well as NAC and candidates belonging to SC/ST categories should have obtained a minimum of 55% marks in NTC as well as NAC.

UPPERAGE LIMIT:

27 years for General Candidates as on 01/09/2015 (for age relaxation in various categories, see details below).

Desirable: Working Knowledge of Tamil.

RESERVATIONS & RELAXATIONS:

The above 200 vacancies are reserved as follows:-

UR	OBC	SC	ST	TOTAL	Out of vacancies the following are reserved for			
					Ex-S	Physically challenged		
						VC-LV	HI-PD	LM-OL, BL
106	54	38	2	200	29	2	2	2

UR-unreserved; OBC – Other Backward Classes (Non-creamy layer); SC – Scheduled Caste; ST – Scheduled Tribe; Ex-S – Ex-serviceman;

As per Company policy, the vacancies are partially earmarked for being filled through dependents of the deceased employees of BHEL on Compassionate grounds. All relevant details as to how to/ who can apply under this category are given in 'Compassionate Consideration' link on our website <http://careers.bhel.in>. In case these vacancies are not filled up due to non-availability of qualified candidates, they may be filled through open selection.

As reservation for Ex-Servicemen and Physically Challenged persons is on horizontal basis, the vacancies will be filled and adjusted in the appropriate category viz., UR/OBC/SC/ST.

Note: The number of vacancies being tentative, the reserved vacancies status is only indicative and the number of vacancies in each category may undergo revision in that eventuality.

• 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 ₹ 6 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.

• Physically Challenged candidates with not less than 40% of the relevant disability shall alone be eligible for the benefit of reservation. They are required to furnish stamped Medical Certificate in relation to their disability (percentage of disability not less than 40%) from a Government Hospital or Medical Board attached to Special Employment Exchange for the handicap.

• Candidates belonging to SC/ST categories, Physically Challenged and Ex-Servicemen are exempted from paying the processing fee.

• Upper age limit is relaxable by 5 years for SC/ST, 3 years for OBC candidates. For Physically Challenged category - 10 years for General candidates, 13 years for OBC (Non-Creamy Layer) and 15 years for SC/ST category as per rules. All Ex-Servicemen will be allowed age relaxation to the extent of service plus 3 years (6 years in the case of OBC and 8 years for SC/ST).

• Upper age is relaxed by 5 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.

EMOLUMENTS AND BENEFITS:

• The selected candidates will initially work as Temporary Employees (Artisans) for a period of one year. During the period of one year they will be paid a consolidated wage of ₹11,000/- p.m. In addition, they will be entitled for 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 GRADE-IV** and placed at the minimum of the scale of pay of ₹ 11700-23000/- with applicable allowances such as Dearness Allowance, perks at 46% of Basic pay, HRA and other benefits viz., Uniform, Leave, CPF, Gratuity, Group Insurance, Group Accident Insurance etc. At the end of one year period, an absorption test comprising of written test, Skill test and interview will be conducted. 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.

PREFERENCE FOR BEST APPRENTICE:

• Preference for BEST Apprentice / RUNNER UP Apprentice (Gold Medalists and Silver medalists at All India Apprentices Competitions conducted by The Directorate General of Employment and Training). These candidates who were selected as **BEST APPRENTICE** or **RUNNER UP APPRENTICE** in the All India Trade Test **NEED NOT appear for written test**. They will be directly called for Interview subject to fulfilling other terms and conditions and eligibility criteria. In the event of their selection, Best Apprentice (Gold Medalist) will be inducted as Artisan Gr.IV with 2 increments and Runner-up Apprentice (Silver medalists) will be inducted as Artisan Gr.IV in the pay scale of ₹ 11700-23000/-

HEALTH STANDARDS:

• Applicant 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 standards is allowed.** The company's Medical Examination rules in brief can be accessed on the website <http://www.careers.bhel.in>

• The candidates are advised in their own interest to get themselves thoroughly examined by a competent Medical Officer before applying against the advertisement.

SELECTION PROCESS:

• All eligible candidates shall be invited for an objective type Written Test to be conducted at **Tiruchirappalli**, details of which shall be communicated in the candidate's call letters to be downloaded from <http://careers.bhel.in>. The Question paper will be tri-lingual in English/Tamil/Hindi languages. **No separate intimation will be sent to the candidates by post.**

• On the basis of merit of Written Test marks, candidates shall then be invited for Personal Interview in the ratio of 1:3 to the number of vacancies. For applying the above ratio, initially, all General candidates of each trade, along with such reserved category candidates of that trade, who do not avail any relaxation, shall be grouped together and then arranged in descending order of written test marks and candidates shall be called for interview in the ratio of 1:3 in UR category.

• After this, candidates belonging to OBC/SC/ST categories who do not avail any relaxation and who are not shortlisted for interview as UR, shall be regrouped with their respective categories for further consideration under their respective reserved categories and then candidates shortlisted for interview in the ratio of 1:3 separately for each category in order of merit of Written Test marks.

• Later on, at the time of final selection after the Personal Interviews, the same method shall be followed for all those reserved category candidates considered thus far under UR category.

• Final selection panels shall be prepared by assigning a weightage of 75% for written test marks and 25% to Interview marks.

• All eligible Ex-Servicemen candidates who possess the pass certificate of NTC/NAC or equivalent (% of marks not mandatory) in the relevant trade shall be called for written test.

• No Travelling Allowance is payable to the candidates for attending the Written Test. Candidates shortlisted for the Interview will be reimbursed 2nd class to and fro train 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, as per rules. However, at the time of Interview if it is found that the candidate does not fulfill any of the eligibility conditions, he will neither be allowed for the Interview nor paid any Travelling Allowance.

HOW TO APPLY:

• Candidates desirous of applying shall apply online at the website: <http://careers.bhel.in>

• A non-refundable processing fee of ₹ 125/- is payable by the General / OBC candidates.

• The processing fee can be paid in any of the branches of State Bank of India, into *Power Jothi A/c, No. 30796267034 @ HE, Kailasapuram, Trichy-14 (code no.01363)* in favour of Bharat Heavy Electricals Limited, Tiruchy-14.

• The triplicate challan for payment of processing fee of ₹ 125/- can be downloaded from the website.

• The Journal No. given by the Bank on payment of fee should be entered in the online Application Form. The challan copy wherever applicable (BHEL copy only), should be attached with the **Acknowledgement Slip** and sent to BHEL along with other documents.

• **No other mode of payment** i.e., Demand Draft, Money Order, Postal Order, Cheque etc., is acceptable.

Note:

Candidates belonging to SC/ST categories, Physically Challenged and Ex-Servicemen are exempted from paying the processing fee.

GENERAL INSTRUCTIONS:

1. The submission of applications will be only **on-line** through our recruitment website (<http://careers.bhel.in>) and no other form of application will be entertained. After submission, candidates shall take print out of the Acknowledgement Slips to be sent to BHEL.

2. Candidates shall send the Acknowledgement Slips along with the following **applicable enclosures**:

• Challan (BHEL copy) for having paid the application fee wherever applicable

• Caste Certificate (SC / ST / OBC-Non creamy layer)

• Medical Certificate issued by the Medical Board (Physically Challenged candidates only)

• Discharge and trade proficiency certificates (Ex-Servicemen only)

• Letter issued by the Directorate General of Employment and Training (All India Apprentices Competitions – Best Apprentice and Runner up Apprentice) – if applicable

• Domicile certificate (J&K Candidates only)

3. Category such as OBC, SC, ST and Physically Challenged should be carefully filled up in the Application form, as this will not be allowed to be changed at 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.

4. Employees of Govt./Semi Govt. Departments, Public Sector Undertakings/ Autonomous Bodies must apply through Proper Channel or should produce a "NO OBJECTION CERTIFICATE" at the time of interview.

5. 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.

6. No request for transfer or change in place of posting shall be entertained for the first five years of service including the one year of temporary period before regularization.

7. 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 Tiruchirappalli and the Courts / Tribunals/ Forums at Tiruchirappalli alone shall have sole and exclusive jurisdiction.

8. 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/ true, then the selection/appointment of the candidate can be cancelled at any time without assigning any reasons.

9. The Management reserves the right to reschedule / cancel / suspend / terminate the recruitment process without assigning any reasons and alter the terms and conditions at any time during the process due to any exigency. The decision of the management will be final and no appeal will be entertained.

10. Interim inquiries will not be attended to and any form of canvassing will be a disqualification and will render the candidates ineligible for selection.

11. BHEL does not take responsibility of attaching the documents or application fee sent separately after the despatch of the original application form.

12. Candidates are advised to possess a valid e-mail ID, which is to be entered in the on-line application form. They are also advised to retain this e-mail ID active as any important intimation to them shall be provided by BHEL through e-mail.

13. Our recruitment website (<http://careers.bhel.in>) will provide necessary details regarding selection, how to apply, general instructions, last date of submission of Acknowledgement Slips, written test, etc.

14. No correspondence will be entertained from candidates not invited/selected for written test or interview.

Important Dates:

1.	Commencement of online submission of applications	09/09/2015
2.	Closing of online submission of applications	30/09/2015
3.	Last date of receipt of Acknowledgement slips at BHEL, Tiruchy	07/10/2015
4.	Last date of receipt of acknowledgement slips from North Eastern states and far flung areas	14/10/2015
5.	Downloading of Permission slips from website	24/10/2015
6.	Date of written test (tentative)	01/11/2015

Acknowledgement Slips with all applicable and relevant enclosures required, shall be sent to the following address:

Sr. Deputy General Manager / HR(R & W)
HRM Department, Building No.24
Bharat Heavy Electricals Limited,
Tiruchirappalli – 620014.

The envelope should be superscribed with
"Application for the post of Artisan"

So as to reach us latest by 07/10/2015

Apply Online and download Acknowledgement Slips and SBI Payment Challan from our website.

<http://careers.bhel.in>