



Bharat Heavy Electricals Limited

(A Govt. of India Undertaking)

Power Sector – Western Region

BHEL Office, Shri Mohini Complex, 345 Kingsway, Nagpur - 440001

Advertisement No. FTA 01/2022

Bharat Heavy Electricals Limited (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, Renewable Energy, Defence, Aerospace, Oil & Gas with over 180 product offerings to meet the needs of these sectors. BHEL has a widespread network of 16 Manufacturing Facilities, 02 Repair Units, 04 Regional Offices, 08 Service Centres, 1 Subsidiary, 3 active Joint Ventures, 15 Regional Marketing Centres, 3 Overseas Offices and current project execution at more than 150 project sites across India and abroad.

BHEL, Power Sector is looking for **experienced WELDERS WITH IBR CERTIFICATION** to be engaged purely on **Fixed Tenure Basis** for a period of **12 months** at their Project Sites anywhere in India as shown below:

JOB SPECIFICATIONS:

| Post | Educational Qualification | Work Experience & Capabilities (As on 01.02.2022) |
|---|---|---|
| WELDER (on Fixed Tenure Appointment) | ITI , (National Trade Certificate) Pass <i>plus</i> Qualified Boiler Welder's Certificate as per Indian Boiler Regulations, 1950 (valid as on 14/02/2022) | Minimum 2 Years' of experience in welding post acquiring IBR Certification. Welding Experience: Experience in ARC & TIG/ GTAW welding in Pressure part joints welding at Project Sites for specialized works like boiler, power cycle piping and other such proficient works. |
| No. of Posts | | |
| 75 | | |

UPPER AGE LIMIT: 35 years (As on 01/02/2022)

RESERVATION & RELAXATION:

| Post | UR | SC | ST | OBC | EWS | TOTAL |
|--------------------------------------|----|----|----|-----|-----|-------|
| WELDER (on Fixed Tenure Appointment) | 37 | 11 | 03 | 18 | 06 | 75 |

UR– Unreserved; OBC– Other Backward Classes (Non-Creamy Layer); SC– Scheduled Caste; ST– Scheduled Tribe; EWS – Economically Weaker Section; PWD – Person with Disabilities, Hearing Impaired (Deaf, Partially Deaf); OL(One Leg).

As reservation for Ex-Servicemen (14.5%) and Persons with Disabilities (4%) is on horizontal basis, the vacancies will be filled and adjusted in the appropriate category viz., UR/OBC/SC/ ST/EWS.

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

- Vacancies reserved for **OBC category** (valid on date of application) are meant only for candidates coming under **“Non Creamy Layer”**. The OBC candidates who do not belong to Non Creamy Layer should indicate their category as **“General”** only.
- The persons belonging to EWSs who, are not covered under the scheme of reservation for SCs, STs and OBCs shall get 10% reservation in direct recruitment in civil posts and services in the Government of India. Reservation for Economically Weaker Section candidates shall be done in accordance with Government directives. Notification (No.36039/1/2019-Estt (Res) Dated 31st January, 2019)
- Reservation for PWD candidates (4%) will be in accordance with Government Directives. (File No. 38-16/2020-DD-III Dated 20.01.2021)

Upper Age limit is relaxable by:

- Relaxation for Ex-Servicemen will be as per extant Govt. Rules which is being reproduced (For appointment to any vacancy in Central Civil Services Group 'C' and Group 'D', whether reserved or not under these rules, every ex-serviceman who has put in not less than six months continuous service in the Armed Forces of the Union shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post or service for which he seeks appointment by more than three years, he shall be deemed to satisfy the condition regarding age limit.)
- 3 Years for OBC (Non Creamy Layer)
- 5 Years for SC/ST
- Persons with Disabilities Candidates:
 - By 10 years for General
 - By 13 years for OBC (Non-Creamy Layer)
 - By 15 years for SC/ST
- 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.

REMUNERATION & OTHER BENEFITS

Compensation per month:

Rs. 37,500/- consolidated amount is payable during fixed tenure.

In addition to the consolidated compensation payable per month, Quality incentive (maximum Rs 10000 per month, subject to meeting quality standards) and Productivity incentive (subject to number of joints welded above the standard benchmark) will also be payable.

Incentive Chart

| Quality Incentive (In Rs) for percentage of defect free Water Wall Equivalent Joint per month | | Productivity Incentive for each additional Water Wall Equivalent Joint per month (For the indicated range, cumulative total of the month is to be considered) | |
|---|-------|---|--------------------|
| 100 % | 10000 | 301-400 | @ Rs 80 Per Joint |
| 99% | 8000 | | |
| 98% | 7000 | 400 and Above | @ Rs 100 Per Joint |
| 97% | 6000 | | |
| 96% | 5000 | | |

Note:

- Quality performance will not be considered satisfactory, if defect free water wall equivalent joint per month are less than 95%.
- Productivity performance will not be considered satisfactory, if less than 300 no equivalent Joint of Water Wall Joints, are done in a month.
- If either Quality performance or Productivity performance is not found satisfactory in consecutive three months, appointee will be terminated from service without giving any further notice.

Medical Benefits:

The premium of Medclaim policy to be availed by appointee for Rs. 2 lakhs for self, spouse and dependent children will be reimbursed.

Joining TA:

While joining the appointee is eligible for II Class Sleeper train fare for self

SELECTION PROCESS:

All eligible application received will be screened with reference to the advertised educational qualification and experience in welding post acquiring IBR certification and will be considered for further process.

In the event of eligible candidates being large, i.e. in the ratio of 1:3 to the number of vacancies, the eligible candidates, will be shortlisted for **Skill Test** in order of merit to the number of vacancies in each category, **based on the marks received in NTC.**

- For shortlisting as per 1:3 ratio, initially, all UR candidates along with such reserved category (i.e. EWS, OBC, SC, ST) candidates of that discipline, who do not avail any relaxation, will be grouped together and then arranged in descending order of merit of their NTC marks and candidates shall be called for Skill Test in the ratio of 1:3 in UR category.
- After this, candidates belonging to EWS/OBC/SC/ST categories, who are not shortlisted for Skill Test under UR category, shall be regrouped with their respective categories for further consideration and will be called for Skill Test in prescribed ratio of 1:3 in their respective categories

All candidates obtaining same cut-off marks in respective groups shall be called for Skill Test.

The Skill test for the shortlisted candidates will be conducted at **BHEL decided venue/ site.**

The skill test will require the candidate to present themselves at venue/site, and also required to stay for 3 to 7 days at their own cost.

However, candidates shortlisted for skill test will be reimbursed to and fro sleeper train fare from mailing address or the starting station, whichever is nearer to the place of skill test by the shortest route, on production of proof of journey.

MEDICAL STANDARDS:

Applicants should possess sound health. Before Joining, selected candidates will have to undergo medical examination by the Company's Authorized Officer and the appointment will be subject to medical fitness.

The candidates are advised in their own interest to get themselves thoroughly examined by Competent Medical Authority before applying against the advertisement. The Persons with Disability

candidates are required to furnish self-attested copy of duly stamped Medical Certificate in relation to their benchmark disability (percentage of disability not less than 40%) from a Government Hospital or Medical Board attached to Special Employment Exchange for the handicapped.

GENERAL INSTRUCTIONS:

1. The posts are purely temporary in nature and offered on fixed tenure basis for One year (12 months). This post is not against any permanent vacancy. This placement will not entitle the candidate for any regular / permanent employment in BHEL in future.
2. Candidates should possess the required Job Specifications as on 01/02/2022.
3. Candidates must have 2 Years' of experience in welding, post acquiring IBR certification & experience in areas mentioned under "Work Experience & Capabilities". IBR certificate shall be valid as on 14/02/2022 and shall ensure IBR permission needed to work in a particular location which an appointee has to arrange by himself.
4. Candidates should be able to furnish their relevant educational, IBR Certificate and Post Qualification Work-Experience certificates at the time of reporting for skill test.
5. All candidates are required to pay a Non-Refundable **Processing Fee of Rs. 200/-** (Rupees Two Hundred only) through **Demand Draft drawn in favour of BHEL, PSWR Payable at Nagpur or QR Code (UPI ID:BHELNAGPUR@SBI)**. Candidates are advised to write their name and post applied for and Application No. on the reverse side of the Demand Draft and to submit along with the downloaded application form.
6. After remittance of Fee through the online mode, please note down the Transaction Reference Number for filling the fee remittance details in the Online Application. Printout of e-Receipt for the said payment also need to be taken and submitted along with the downloaded application form.
7. However, SC/ST, EWS and PWD candidates are exempted from paying the processing fee. but will still be required to send their application form to the address mentioned, in Point No.12.
8. Category such as OBC, SC, ST & EWSs should be carefully filled-up in the online application format as this will not be allowed to be changed at a later date. OBC candidates who do not belong to Non-Creamy Layer should submit their application under **Unreserved** category only.
9. Candidates applying under **EWSs** category should fulfil the conditions stipulated for applying under '*Reservation for Economically Weaker Sections (EWSs) in civil posts and services in Government of India*' issued vide DoPT OM dt.19/01/2019. Such candidates should attach the requisite certificate certifying their "*Income and Asset of the family*" in the prescribed format (as available in our website), from an officer not below the rank of Tehsildar, along with their application and at the time of interview.
10. The submission of applications will be ONLINE only through our website <https://www.bhelpswr.co.in> or <https://pswr.bhel.com> or <https://careers.bhel.in>
11. Duly filled-in and signed application form downloaded from our website <https://www.bhelpswr.co.in> or <https://pswr.bhel.com> <https://careers.bhel.in> with requisite documents including payment acknowledgment printout (if required) to be enclosed and photograph pasted are to be sent to the following address so as to reach on or before **17.02.2022** and from far flung areas by **19.02.2022** BHEL will not be responsible for any postal loss / postal delay in receipt of application.

Requisite Documents

1. Matric/SSC certificate **as proof of DOB**
2. ITI, National Trade certificate **along with mark sheets**, as applicable
3. Caste Certificate (SC/ST/OBC Non-creamy layer), If applicable. **OBC Non-creamy layer certificate (as per format given in our website) obtained on or after 01.02.2022 only will be treated as valid.**
4. Self-undertaking in the prescribed format by OBC candidates belonging to Non-Creamy Layer.
5. EWS certificate in the prescribed format, obtained on or after 01.02.2022 only will be treated as valid.
6. Medical Certificate issued by the Medical Board (for Persons with disabilities candidates only).
7. Discharge certificates (Ex-servicemen only).
8. Domicile certificate (J&K Candidates only).
9. Documents in support of duration of work experience:
 - a. Joining – Relieving Letter from Company/Organization. Working/worked previously.
 - b. Experience/Service certificate issued by Company/Organization (Experience Certificate produced should clearly indicate date of joining and date of relieving from each organization where worked)
 - c. Salary certificate together with ITR or Form-16 issued by the present/past employer(s).

Address to which hard copy of application to be sent:

**Sr. Deputy General Manager (HR)
BHEL, Power Sector Western Region,
Shree Mohini Complex, 345 Kingsway, Nagpur - 440001**

12. The envelop comprising the above documents should be super-scribed as **“Application for the Post of Fixed Tenure Engagement- IBR WELDER”** .
13. Candidates are advised to possess a valid e-mail ID which is to be entered in the online application Form. They are also advised to retain this e-mail ID active for at least one year as any important intimation to the candidates shall be provided by BHEL through e-mail. They are further requested to **check their e-mails regularly** for any communication from BHEL in this regard.
14. Applications not in conformity with the requirements indicated in the advertisement, incomplete applications and those applications not with requisite attachments will not be entertained.
15. Candidates are required to enclose self-certified copies of all the relevant documents in support of date of Birth, Qualification, IBR Certificate (**Valid on 14.02.2022**), Experience, Category Certificate, PWD certificate (if applicable), latest pay slip etc., along with their applications. However, supporting documents in original as prescribed will be required for verification at the time of reporting for skill test.
16. 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 fulfil the essential eligibility criteria, his/her candidature / service are liable for rejection/termination without notice.
17. Management reserves the right to restrict the number of candidates to be called for skill test, reject the application without assigning any reason/change the number of posts / raise the standard of specification.
18. No correspondence will be entertained with the candidates not invited/ selected for skill test.
19. Only Indian Nationals need to apply.

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

DOCUMENTS REQUIRED AT THE TIME OF SKILL TEST:

The following documents shall be produced in original for verification at the time of skill test. If any of the following documents are not produced by the candidates at the time of skill test for verification, then he or she will neither be allowed to appear for the skill test nor any fare reimbursed to him/her.

1. Aadhar Card/ Class 10 Certificate / Passport for Date of Birth / DOB certificate & relevant educational qualification mark sheets / certificates
2. Valid IBR Certificate (Valid on 14.02.2022)
3. Category i.e. SC/ST/OBC (Non-Creamy Layer) Certificates / EWS / PWD Certificate/ Discharge certificate in case of Ex-Servicemen if applicable / J&K Domicile Certificate, as applicable
4. Offer of Appointment / Joining & Relieving Order / Experience in welding post acquiring IBR Certification issued by the Employers along with first and / or last salary slip

IMPORTANT DATES:

| Milestones | Scheduled Date |
|--|-----------------------|
| Commencement of Online Submission of Applications. | 01/02/2022 |
| Closing of On-line Submission of Applications. | 14/02/2022 |
| Last date for receipt of filled-in and signed application forms at BHEL, PSWR Nagpur office | 17/02/2022 |
| Last date for receipt of filled in and signed application forms at BHEL, PSWR Nagpur office from far flung areas.* | 19/02/2022 |

*Far Flung areas: for candidates residing in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Jammu & Kashmir, Lahaul & Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman & Nicobar Islands or Lakshadweep or abroad.

Please Note:

The recruitment process can be cancelled / suspended / terminated without assigning any reasons. The decision of the Management will be final and no appeal will be entertained on what so ever matter.

Corrigendum/Extension etc., if any, shall be published in our website <https://www.bhelpswr.co.in> or <https://pswr.bhel.com> and <https://careers.bhel.in> only.



SBI Payments

MERCHANT NAME: BHARAT HEAVY ELECTRICALS LTD

UPI ID: BHELNAGPUR@SBI

SCAN & PAY



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