



Bharat Heavy Electricals Limited

(A Govt. of India Undertaking)

UNIT-TIRUCHIRAPPALLI

Employment Notice No. 290

ARTISANS REQUIRED

BHEL, is India's premier Engineering organisation providing world class products and services for the core sectors of the economy including power generation and transmission, industry, transportation, oil & gas electronics etc. BHEL has 15 Manufacturing divisions, 4 Power Sector Regional Centres, 8 Service Divisions, 15 Regional Offices and over 100 Project Sites spread across India and abroad.

BHEL, Tiruchirappalli a major Manufacturing unit with a workforce of over 10,000 employees is currently looking for **Artisans** in the following trades:

No	Post	No. of vacancies	Qualifications
1	Fitter	200	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	130	For Welder, Electrician and Plumber: Matric / SSLC plus National Trade Certificate (NTC) plus National Apprenticeship Certificate (NAC)# in the respective trades.
3	Crane Operator cum Rigger	110	For Crane Operator cum Rigger: Matric/SSLC plus National Trade Certificate (NTC) plus National Apprenticeship Certificate (NAC)# in Mechanic (Motor Vehicle) trade.
4	Electrician	20	
5	Furnace Operator	10	For Furnace Operator: Matric/SSLC plus National Trade Certificate (NTC) plus National Apprenticeship Certificate (NAC)# in Forger and Heat Treater trade.
6	Plumber	5	
Total		475	

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

Desirable: Working knowledge in Tamil

Reservations:

The above 475 vacancies are reserved as follows:-

UR	OBC	SC	ST	Total	Out of 475 vacancies the following are reserved for			
					Ex-Serviceman	Physically Challenged		
						VC	HI	LM
250	129	91	5	475	68	4	5	5

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

Ex-S – Ex-Serviceman; VC - Visually Challenged; HI-Hearing impaired; LM - Locomotor

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).

The definition of Low Vision/Blindness, Locomotor Disability and Hearing Impairment for Physically Challenged candidates is as per "The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995". The Physically Challenged candidates are required to furnish duly stamped Medical Certificate in relation to their disability from a Government Hospital or Medical Board attached to Special Employment Exchange for the handicap.

The number of vacancies being tentative, the reserved vacancies is only indicative and subject to marginal revision/adjustment based on re-assessment of vacancies at the time of selection, taking into consideration the category wise excess/shortage.

Preference for BEST Apprentice (Gold Medalists) / RUNNER UP Apprentice (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. Best Apprentice will be inducted as Artisan Gr IV with 2 increments and Runner-up Apprentice will be inducted as Artisan Gr. IV in the pay scale of Rs.11700-23000/-.

Age Limits and Relaxations:

The upper age limit is **27 years** as on **01.05.2011**, i.e. candidates should be born on or after **01.05.1984** and before **01.05.1993**. A relaxation of 3 years for candidates from Other Backward Classes (Non Creamy Layer), 5 years for SC & ST candidates, is admissible in the upper age limit. (Vacancies reserved for OBC category are meant only for OBC 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 Oct,2008.')

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

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 limit is further relaxable upto 84 months to candidates possessing equivalent and relevant experience of working directly in a Public or Private Sector organizations manufacturing Boiler components of not less than 100 MW capacity. This age relaxation of a maximum of 84 months will be applicable to candidates having aforesaid experience of 50 months of continuous or intermittent service. Those with lesser months of experience will be entitled for age relaxation on pro rata basis. Such candidates will have to compete with other eligible candidates in Written Test / Interview etc.

For claiming age relaxation, experience certificate from the employer/organisation is to be produced, with details of period of working, nature of products manufactured etc. Those engaged through a contractor directly in these operations would also be entitled to the relaxation. The experience certificate submitted by candidates for fulfilling eligibility criteria shall be subject to verification by BHEL and the decision of BHEL regarding authenticity / genuineness of experience certificates and relevance of experience shall be final and binding on the candidate. The Company will issue the offer of appointment for the candidates who get selected after availing this relaxation only after verification of the genuineness of the experience certificates.

Emoluments and other benefits:

The selected candidates will initially be taken as Temporary Employees (Artisan) for a period of one year. On selection, all candidates will be required to undergo training including in allied trades. In addition, candidates selected for Crane Operator cum Rigger posts will be required to undergo specific training in crane operation and rigging for one year in the Company during the period as Temporary Employee (Artisan). During the period of one year they will be paid a consolidated wage of Rs.11,000/- p.m. In addition, they will be entitled to free medical benefits for self and dependent family members and for subsidised company accommodation if available as per Company rules.

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.11700-23000/-** with applicable allowances such as Dearness Allowance, perks at 46% of basic Pay, HRA and other benefits like Leave, Contributory Provident Fund (PF), Gratuity, Group Insurance and Group Accident Insurance as per rules. The absorption in the regular establishment will be based on absorption test comprising of written test, skill test and interview to be conducted at the end of one year temporary service period.

Health Standards:

Applicants 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 candidates are advised in their own interest to get themselves thoroughly examined by a Competent Medical Officer before applying.

How to apply:

Candidates desirous of applying shall apply online at the website: <http://careers.bhel.in>. The candidates shall fill the online application and the particulars of the fee paid if applicable. A non refundable fee of Rs.125/- is payable by the General and OBC candidates. Candidates belonging to SC/ST categories and Physically Challenged candidates are exempted from paying the fee. The fee can be paid in any of the branches of State Bank of India, in to **Power Jothi A/c, No. 30796267034 @ HE, Kailasapuram, Trichy-14 (code no.01363)** in favour of Bharat Heavy Electricals Limited, Tiruchirappalli. The triplicate challan for payment of Examination and processing fee of Rs.125/- can be downloaded from the web site. The Journal No. of the bank on payment of fee needs to be entered in the online Application Form and the challan copy (BHEL copy only), needs to be attached with the **Acknowledgement Slip** and sent to BHEL along with other documents. **No other mode of payment like Demand Draft, Money Order, Postal Order, etc., is acceptable.**

Selection Process

- All Eligible candidates will be invited for objective type Written Test to be held at Tiruchirappalli, for which they may download call letters from the website <http://careers.bhel.in>. **No separate intimation will be sent to the candidates by post.**
- The Question Booklets will be trilingual in English/Hindi/Tamil languages.
- All Eligible Ex-Servicemen candidates who possess the pass certificate of NTC/NAC or equivalent (% of marks not mandatory) in the relevant trade will be called for written test.
- On the basis of merit of Written Test marks, candidates will then be invited for Personal Interview in the ratio of 1:3 to the number of vacancies.

General Instruction / conditions :

- The submission of applications will be on-line only through our recruitment website 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
- Candidates shall send the Acknowledgement Slip along with the applicable enclosures:
 - Challan (BHEL copy) for having paid the application fee wherever applicable
 - Caste Certificate (SC/ST/OBC Non creamy layer)
 - Permanent Disability Certificate issued by the Medical Board consisting of atleast three Members (Physically Challenged candidates only)
 - Discharge and trade proficiency certificates (Ex-Servicemen only)
 - Certificate/Communication issued by the Directorate General of Employment and Training (All India Best/Runner up Apprentices)
 - Domicile certificate (J&K Candidates only)
 - Experience Certificate for claiming age relaxation
- Candidates belonging to OBC (Non-Creamy Layer), SC, ST, Physically Challenged and Ex-Servicemen are required to carefully fill in the application form and no request for change of category at a later stage would be entertained. The category once declared, if found to be false at any later stage will render the candidate liable for action including termination and prosecution. The OBC candidates who do not belong to Non Creamy Layer should indicate their category as General only.
- Mere conformity to the job requirement will not entitle a candidate to be called for written test and/or interview. Management reserves the right to reject the application without assigning any reason and to raise the standard of specifications to restrict the number of candidates to be called for written test and/or interview.
- 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.
- 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 only shall have sole and exclusive jurisdiction.
- Though the vacancies are initially for posting at Tiruchirappalli, the selected candidates are liable to be transferred / posted at any of the Company's Offices / divisions anywhere in India and abroad.
- Persons employed in Govt./Semi-Govt./Public Sector Undertaking/Autonomous bodies may apply directly to BHEL. In case of being short listed for the personal interview which will immediately follow the Written Test, they should produce 'No Objection Certificate' at the time of interview. Otherwise, they will not be interviewed and no travelling allowance will be admissible.
- 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.
- At the time of Interview, candidates are required to produce all certificates in original for verification and to submit attested copies in support of age, qualification (SSLC, NTC with mark sheet and NAC issued by the respective Regional Directorate of Apprenticeship Training), category/caste, physical disability, experience if seeking age relaxation on this ground, NOC from present employer if employed in Govt/Semi Govt/PSUs, Discharge certificate and Trade Proficiency Certificate equivalent to NAC and other relevant certificates for Ex-servicemen etc.**
- Candidates short-listed for interview, will be reimbursed Second 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. No travelling allowance will be paid for appearing in the written test..
- Acknowledgement Slips that are not in conformity with the requirements indicated in this advertisement, incomplete and those received after the last date and not accompanied with BHEL challan copy (wherever applicable) for payment of fee will not be entertained.
- BHEL does not take responsibility of attaching the documents required as above or proof for payment of application fee if sent separately after the despatch of the Acknowledgement Slips.
- Candidates will be required to undergo to medical examination by the Company's Doctor prior to their appointment after due selection.
- 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 and without assigning any reason.
- Interim inquiries will not be attended to and any form of canvassing will be a disqualification and will render the candidate ineligible for selection.
- 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.
- 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.
- No correspondence will be entertained from candidates not invited/selected for written test or interview.

Important Dates:

1. Commencement of online submission of applications	11.05.2011
2. Closing of online submission of applications	01.06.2011
3. Last date for receipt of Acknowledgement Slips at BHEL Tiruchi	08.06.2011

Acknowledgement Slips with Enclosures required, shall be addressed to:
 Deputy General Manager (HR)
 HRM Department, Building 24
 Bharat Heavy Electricals Limited
 Tiruchirappalli-620014

so as to reach us latest by 08.06.2011

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

<http://careers.bhel.in>