



BHARAT HEAVY ELECTRICALS LIMITED  
TIRUCHIRAPPALLI-620014  
(A Govt. of India Undertaking)

Employment Notice No. 285

ARTISANS REQUIRED

BHEL, India's premier Engineering organisation providing world class products and services for the core sectors including power generation and transmission, industry, transportation, oil & gas and electronics etc. BHEL has 14 Manufacturing divisions, 4 Power Sector Regional Centres, 8 Service Divisions, 15 Regional Offices and over 100 Project Sites spread across India and abroad. BHEL is the only PSU among the 12 Indian Companies to figure in the "Forbes Asian Fabulous 50" list.

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

Trade	No. of vacancies	Qualifications
Fitter	183	<b>For Welder, Machinist &amp; Electrician:</b> Matric / SSLC plus National Trade Certificate (NTC) plus National Apprenticeship Certificate (NAC)# in the respective trade of <b>Welder / Machinist &amp; Electrician.</b>
Crane Operator cum Rigger	103	
Welder	101	<b>For Fitter:</b> Matric / SSLC plus National Trade Certificate (NTC) plus National Apprenticeship Certificate (NAC)# in the trade of <b>Fitter or Sheet Metal Worker.</b>
Machinist	56	
Electrician	39	
<b>TOTAL</b>	<b>*482</b>	<b>For Crane Operator cum Rigger:</b> Matric/SSLC plus National Trade Certificate (NTC) plus National Apprenticeship Certificate (NAC)# in <b>Mechanic (Motor Vehicle)</b> trade.
*Out of 482 vacancies 318 vacancies are reserved for Ex-Servicemen.		<b>#Candidates belonging to General &amp; OBC categories should have obtained at least 60% marks in both NTC and NAC and candidates belonging to SC/ST categories should have obtained at least 55% marks in both NTC and NAC.</b>
		<b>Desirable:</b> Working knowledge of Tamil

**Reservations:**

Out of 482 vacancies stated above, **130 are reserved for candidates from OBC (Non Creamy Layer), 92 are reserved for SC and 5 for ST candidates and 14 posts are reserved for Physically Challenged candidates**(5 Locomotor, 5 Hearing and 4 Visually Challenged) and 318 vacancies are reserved exclusively for Ex-Servicemen (Backlog). **In case sufficient numbers of Ex-servicemen do not meet the qualifying standards, candidates from the open selection would be considered against these vacancies.** 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/RUNNER UP Apprentice of All India Apprentices Competitions:**

The candidates who were selected as BEST APPRENTICE or RUNNER UP APPRENTICE in the All India Trade Test conducted by the Directorate General of Employment and Training in the Trade Apprenticeship, **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.4800-130-5190-EB-5255-150-7805/- (under revision).

**Age Limits and Relaxations:**

The upper age limit is 27 years as on 01/07/2009, i.e. candidates should be born on or after 01.07.1982 and before 01.07.1991. 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.

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 in the armed forces 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 organization 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. The decision of BHEL regarding authenticity / genuineness of experience certificates and relevance of experience will be final. Those engaged through a contractor directly in these operations would also be entitled to the relaxation.

#### **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 this period they will be paid daily wages prescribed by the State Government for the first six months and consolidated wages for the next six months. Currently the average wage on daily rate basis is Rs. 4800/- p.m. and on consolidated wage is Rs.5500 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.4800-130-5190-EB-5255-150-7805/- (under revision) with applicable allowances such as Dearness Allowance, House Rent Allowance etc. and other benefits like Uniforms, reimbursement of conveyance expenditure, Leave Travel Concession/Leave Travel Assistance, 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 review of their performance/ behaviour / suitability to remain in the services of the Organisation as assessed by the Committee constituted for this purpose.

#### **Selection Process**

- All Eligible candidates will be invited for objective type Written Test to be held at Tiruchirappalli. The Question Booklets will be in English but will also be available to candidates on request in Hindi/Tamil languages, provided they have indicated language preference while applying.
- All Eligible Ex-Servicemen candidates who possess the pass certificate of NTC/NAC or equivalent (% of marks not mandatory) in the relevant trade from Armed Forces 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.

#### **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.

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

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.

#### **General:**

1. 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 suitable actions including termination and prosecution. The OBC candidates who do not belong to Non Creamy Layer should indicate their category as General only.

2. 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 TA will be admissible.
3. 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.
4. 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 any where in India and abroad.
5. 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.
6. Applications which are incomplete, not legible or not in the format prescribed and without the required enclosure as indicated or received after the due date will be rejected and no correspondence in this regard will be entertained.
7. Interim inquiries will not be attended to and any form of canvassing will be a disqualification and will render the candidate ineligible for selection.
8. BHEL does not take responsibility of attaching the documents or proof for payment of application fee if sent separately after the despatch of the original application form.
9. Candidates short listed for interview, which will follow immediately after the Written Test, 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. No travelling allowance will be paid for appearing the written test.
10. **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 list 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, etc. OBC candidates are required to produce OBC certificates in original issued on or after 01.04.2006 only.**
11. Management reserves the right to cancel, reschedule, alter the terms and conditions at any time during the process due to any exigency.
12. 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.
13. 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, 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 [www.bhel.com](http://www.bhel.com). The **Journal No.** given by the bank on payment of fee needs to be filled in the Application Form and the **challan copy of BHEL, needs to be attached with the application.**

#### How to apply:

Interested candidates who fulfill all eligibility conditions may send in their applications in the prescribed format on plain white A4 size paper (neatly handwritten or typed) along with the copies / documents (applicable to them) by post addressed to :

**Dy General Manager (HR )  
Artisan Recruitment Cell,  
HRM Department, Building 24  
Bharat Heavy Electricals Limited  
Tiruchirappalli - 620014.**

So as to reach us latest by **04.08.2009**

Application Format and SBI Payment Challan  
can be downloaded from our website at:

**[www.bhel.com](http://www.bhel.com)**  
(Current Job Opening page)