



भारत हेवी इलेक्ट्रिकल्स लिमिटेड

(भारत सरकार का उपक्रम)

Bharat Heavy Electricals Limited

(A Govt. of India Undertaking)

Ramachandrapuram, Hyderabad - 502 032

Employment Notice No. HY/01/2013

INVITES APPLICATIONS FROM ELIGIBLE CANDIDATES FOR

THE POST OF ARTISAN

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, Oil and Gas, Defence and International business. The Maharatna PSU has a wide network of 15 Manufacturing Divisions, 4 Power Sector Regional Centers, 8 Service Centers, 15 Regional Offices, 9 Overseas Offices, 2 subsidiaries and a 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 Rs.6485 crores and turnover of Rs.50015 crores in 2012-13.

Heavy Power Equipment Plant, Ramachandrapuram, Hyderabad, a major Manufacturing unit of BHEL, with a workforce of 5500 is currently looking for Artisans in the following Trades:

Trade	Machinist	Turner	Fitter	Blacksmith	Welder	Carpenter	Electrician	TOTAL
No. of vacancies	245	164	285	5	59	5	37	800
Qualification	Matric / SSC with National Trade Certificate (NTC) and National Apprenticeship Certificate (NAC) in the respective trades of <b>Machinist/ Turner/ Fitter/ Blacksmith/ Welder/ Carpenter/ Electrician</b> with not less than 60% marks for General and OBC candidates and 55% for SC/ST candidates, in both NTC and NAC. <b>Working knowledge of Telugu is desirable</b>							
Upper Age limit	27 years as on 01.09.2013 ( for <b>age relaxation</b> in various categories, see details below)							

**RESERVATION & RELAXATION :**  
The above 800 vacancies are reserved as follows:

UR	OBC	SC	ST	TOTAL	Ex-S	Persons with disability		
						LV	HI	LM
400	216	128	56	800	116	12*	12*	8

\*includes backlog

UR - Unreserved, OBC - Other Backward Class (Non-creamy layer), SC-Scheduled Caste, ST - Scheduled Tribe, Ex-S - Ex-serviceman, LV- Low Vision, HI - Hearing Impaired, LM- Loco- motor.

As per Company policy, the vacancies are partially earmarked for being filled through dependents of BHEL deceased employees on compassionate grounds. In case these vacancies are not filled up due to non-availability of qualified candidates, they may also be filled through open selection.

The reservations will be as per the extant Government Rules/Act. The vacancies for ex-servicemen and persons with disability will be filled and adjusted in the appropriate category viz., UR/OBC/SC/ST on horizontal basis.

**Note: The number of vacancies is tentative and hence the reserved vacancies status is only indicative. The number of reserved 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 the OBC means 'the gross annual income of parents of the candidate should not be more than Rs. 4.5 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.
- Persons with not less than 40% of the relevant disability shall alone be eligible for the benefit of reservation, The definition of Low Vision, Locomotor Disability & Hearing Impairment for persons with disability 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 stamped Medical Certificate in relation to their disability from a Government Hospital or Medical Board attached to Special Employment Exchange for the handicap.
- Candidates belonging to SC/ST categories and Persons with disability are exempted from paying the examination fee.
- Upper age limit is relaxed by 5 years for SC/ST candidates and by 3 years for OBC candidates. In respect of 'Persons with disability' the age limit is relaxed by 10 years for General category, 13 years for OBC (Non-Creamy Layer) and 15 years for SC/ST category. All ex-servicemen will be allowed age relaxation to the extent of their 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.
- Upper age limit is further relaxed up to 84 months for candidates possessing relevant experience of working with an employer/organization engaged in the manufacturing, assembly, testing and servicing of power plant equipment. The candidates who are engaged through the contractors directly in these operations would also be entitled to the age relaxation. This age relaxation is available to candidates having aforesaid experience of at-least 50 months of continuous or intermittent service for availing 7 years of relaxation and on pro-rata basis for less than 7 years of relaxation. For claiming age relaxation, experience certificate from the employer/organization is required to be produced with details of period of working, field of experience and nature of products manufactured/services rendered by the organization. Such candidates will have to compete with other eligible candidates in the Written Test/Interview etc. The decision of BHEL regarding authenticity/genuineness of experience certificates and relevance of experience shall be final and binding.
- A one-time relaxation in Upper Age limit and exemption in payment of examination fee will be extended to those candidates who appeared in the written examination conducted on 14.02.2010 against our Advertisement No.02/2009. While submitting their application on-line, these candidates have to necessarily indicate the earlier roll number to be eligible for the age relaxation, for which there is a system check. The earlier roll number can be retrieved on-line by furnishing relevant information or ascertained through the Help Desk on telephone Nos.040-23183587, 040-23184247 which will be operative from 08.30 hours to 16.00 hours on all working days till the last date of submission of the on-line applications.
- Upper age is relaxed further by 5 years for deceased employee dependents. For the dependents of the deceased employees, the cut-off date for computation of upper age limit will be taken as 01.10.2009. A separate written test will be conducted and a separate panel will be prepared for them.

**EMOLUMENTS AND BENEFITS :**

- The selected candidates will initially work as Temporary Employees (Artisan) for a period of one year. In addition, the selected candidates will be required to undergo specific training, if any, depending upon the requirement during the period as Temporary Employee (Artisan). The absorption in the regular establishment will be based on review of their performance/behavior/suitability to remain in the services of the Organisation as assessed by the Committee constituted for this purpose. During the period of one year, they will be paid a consolidated wage of Rs.11,000/- per month.
- On successful completion of this period, they will be regularized in the establishment as ARTISAN GRADE-IV and placed at the minimum of the sale of pay of Rs.11700-23000/- with applicable allowances in vogue at the time of regularization.

**PREFERENCE FOR BEST/ RUNNER UP APPRENTICE :**

Preference is given for BEST Apprentice/ RUNNER UP Apprentice at All India SKILL Competitions conducted by the Directorate General of Employment and Training. These candidates who were/are selected as BEST APPRENTICE or RUNNER UP APPRENTICE in the All India SKILL Test, will be required to apply online and submit their application as per the procedure. They will, however, be exempted from appearing at the written test and they shall be directly called for interview subject to fulfilling other terms and conditions and eligibility criteria. In the event of their selection, Best Apprentice will be inducted as Artisan Gr.IV with 2 increments and Runner-up Apprentice will be inducted as Artisan Gr.IV at the minimum of the scale in the pay scale of Rs.11700-23000/-.

**HEALTH STANDARDS :**

- Applicant 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.
- 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 :**

- Selection process shall consist of Written Test and Interview. The Written Test will be conducted on Sunday, 10/11/2013 (Tentative).**
- All eligible candidates shall be invited for an objective type Written Test to be conducted at Hyderabad, details of which shall be communicated in the candidate's Permission Slip / Admit card.
- The Written test shall be tri-lingual; in English/Hindi/Telugu languages.
- On the basis of merit of Written Test marks, candidates shall be invited for Personal Interview in the ratio of 1:3 to the number of vacancies.
- For applying the above ratio, initially, all UR candidates of each trade, along with such reserved category candidates of that trade, who do not avail any relaxation, are to be grouped together and then arranged in descending order of written test marks to be called for interview in the ratio of 1:3 in UR category. After this, candidates belonging to OBC/ SC/ ST categories, who are not short listed for interview as UR, shall be regrouped with their respective categories for further consideration and candidates will be called in the prescribed ratio of 1:3 for interview for each category. The same procedure shall apply at the time of final selection.

- All eligible Ex-Serviceman candidates who possess the pass certificate in NTC/NAC or equivalent (% of marks not mandatory) in the relevant trade shall be called for written test.
- All Ex-servicemen shall produce Certificates / Documents in proof of their qualification/trade proficiency being equivalent to NTC/NAC issued by the Armed forces at the time of interview.
- All departmental candidates (BHEL employees) applying for the post/s and possessing the requisite qualification shall be called for written test.

**HOW TO APPLY :**

- Candidates desirous of applying shall apply on-line at the website : <http://careers.bhel.in> or [www.bhelhyderabad.com](http://www.bhelhyderabad.com) (Recruitment of Artisans at Hyderabad - 2013). After submission, candidates shall take print out of the Acknowledgement Slip.**
- Anon-refundable examination fee of Rs. 125/- is payable by the General/OBC candidates.
- The examination fee can be paid in any of the branches of State Bank of India, into Power Jyoti Account No.32838381735 at Ramachandrapuram 502032, Medak (Dist.) (Branch Code No.10689) in favour of Bharat Heavy Electricals Limited, Ramachandrapuram, Hyderabad.
- The triplicate challan for payment of examination fee of Rs.125/- can be downloaded from the web-site.
- The Journal number given by the bank on payment of examination fee needs to be entered in the on-line Application form.
- No other mode of payment i.e. Demand Draft, Money Order, Postal Order, Cheque etc. is acceptable.
- Candidates shall send the Acknowledgement Slips along with the applicable enclosures viz.**
  - Challan (BHEL copy) for having paid the examination fee wherever applicable
  - Caste Certificate (SC/ST/OBC-Non Creamy Layer)
  - Medical Certificate issued by the Medical Board (Persons with disability 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)
  - Experience certificate for claiming age relaxation

**GENERAL INSTRUCTIONS / CONDITIONS :**

- Category such as OBC, SC, ST and persons with disability 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.**
- Employees of Government/Semi-Government Departments, PSUs / Autonomous Bodies must produce a "NO OBJECTION CERTIFICATE" at the time of interview.
- 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.
- 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.
- 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 Hyderabad and the Courts/Tribunals/Forums at Hyderabad only shall have the sole and exclusive jurisdiction.
- 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 and true, then the selection/appointment of the candidate can be cancelled at any time without assigning any reasons.
- 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.
- Interim inquiries will not be attended to and any form of canvassing will be a disqualification and will render the candidates ineligible for selection.
- BHEL does not take responsibility of attaching the documents or examination fee sent separately after the dispatch of the original Acknowledgement Slip.
- 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 at-least for one year as any important intimation to them may be provided by BHEL through e-mail and also published in the web site (<http://careers.bhel.in>).
- 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.
- Any corrigendum/changes/updates shall be available only in the website and no other intimation shall be given in any newspaper/any other media.
- Candidates short listed for interview are required to produce all original certificates pertaining to Caste/Class, educational qualification, experience certificate etc., (refer to our web site for details) along with one set of photo copies duly attested by the candidate, for verification. In the absence of original documents, the candidate will not be permitted to attend the interview.
- If there is any variation between the English and Hindi versions of the advertisement, the English version may be treated as authentic.

IMPORTANT DATES :	
1. Commencement of On-line submission of Application	14.09.2013
2. Closing of On-line submission of Applications	05.10.2013
3. Last date for receipt of Acknowledgement Slips along with other documents at BHEL Hyderabad	12.10.2013
4. Last date for receipt of acknowledgement slips from far flung areas at BHEL Hyderabad	17.10.2013
5. Downloading of permission slips from website w.e.f	28.10.2013 onwards
6. Date proposed for Written Test (Tentative)	10.11.2013

Acknowledgement slip along with all applicable and relevant enclosures, should be sent by **ordinary post ONLY**. Superscribe the envelope with the word 'ARTISAN' and provide your mailing address. Mail it to :  
**Post Bag No. 9, Mukhya Dak Ghar, BHEL RC Puram HE, Hyderabad-502032**

**Apply on-line** and download Acknowledgement Slip and SBI payment challan from our website **<http://careers.bhel.in>**  
**Beware of job-racketeers trying to deceive the candidates by false promises of securing job in BHEL either through influence or by use of unfair and unethical means. BHEL has not appointed any agents or training agencies. All recruitments by BHEL are purely MERIT BASED.**