



BHARAT HEAVY ELECTRICALS LIMITED
INSULATOR PLANT, JAGDISHPUR-227817
(A Govt. of India Undertaking)

Employment Notice No.JP/RT/01/2011

JUNIOR WORKER CERAMIC – A1 GRADE REQUIRED

BHEL, India's Premier Navaratna Engineering Organization provides world class products and services for the core sectors of Indian economy viz., Power Generation & Transmission, Industry, Transportation, Oil and Gas, Renewable Energy, Defence etc. It has a wide network of 15 Manufacturing Divisions, 4 Power Sector Regional Centres, 8 Service Centres, 15 Regional Offices and a large number of project sites spread across all over India and abroad.

BHEL, INSULATOR PLANT, JAGDISHPUR, a Insulator & Ceralin product Manufacturing unit having a workforce of around 470 employees is looking for **JUNIOR WORKER CERAMIC in A1 Grade**.

Position	No. of vacancies	Qualifications
JUNIOR WORKER IN CERAMIC TRADE	06	VIII class pass or its equivalent + 02 years National Apprentice Certificate (NAC) in (Ceramic Moulder/Ceramic Press Operator/Ceramic Kiln Operator) trade + minimum 05 years experience in relevant field Or Passed 10th class with Science as one of the subject or its equivalent + 03 years National Apprentice Certificate (NAC) in Insulator Maker trade + minimum 05 years experience in relevant field. Desirable: Working knowledge of Hindi

Reservations:

Out of the **06** vacancies stated above, **01** is reserved for candidates from **OBC (Non Creamy Layer)**, **03** are reserved for **SC** and **1 post is reserved** for Physically Challenged (**Loco motor Disability/ Hearing Impairment/ Visual disability**) candidate and as per rules for Ex-Servicemen.

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 put together should not exceed Rs.4.00 lakhs in each of the last three consecutive years.' The OBC candidates who do not belong to Non Creamy Layer should indicate their category as General only.

Age Limits and Relaxations:

The upper age limit is 32 years as on 01/11/2011 i.e. candidates should be born on or after 01.11.1979 and before 01.11.1993. A relaxation of 3 years for candidates from Other Backward Classes (Non Creamy Layer), 5 years for SC 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, SC candidates a total of 15 years and OBC (Non Creamy Layer) candidates a total of 13 years as per rules.

Age relaxation for Ex-Servicemen will be as per Government Rules.

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 **156** months to candidates possessing equivalent and relevant experience of working directly or indirectly through Contractor in a Public Sector or Private Sector organization engaged in manufacture of Porcelain Insulators & High Alumina Products. The relaxation in Age will be extended to the candidates having total experience of 156 months of continuous or intermittent service and on prorata basis for less than 156 months of service in Organization manufacturing Porcelain Insulators & High

Alumina Products. The relaxation in age will be extended according to the number of completed months of experience upto a maximum of 156 months. 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 and binding on the candidates.

Emoluments and other benefits:

Selected candidates will work as Temporary Employees for a period of one year during which they will be paid consolidated wages of Rs. 10500/- per month. 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 company accommodation, if available.

On successful completion of this temporary period, they will be regularized in the regular establishment as **Junior Worker Ceramic** and placed at the minimum of the scale of pay of Rs.10500 - 21000/- with applicable allowances such as Dearness Allowance, perks at 46% of Basic pay, HRA and other benefits viz. Uniform, Leave, Medical benefits, CPF, Gratuity, Group Insurance and Group Accident Insurance as per rules. The regularization in the regular establishment will be as per the extant Company 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

If the number of eligible applicants for a post is in the ratio of upto 1:8 to the number of vacancies, only personal interview shall be conducted. However, if the number of eligible applicants for a post exceeds the ratio of 1:8, a written test will be conducted at Jagdishpur for all eligible candidates and the candidates will be invited for Personal Interview in the ratio of 1:3 for the number of vacancies in order of merit on the basis of their performance in written test. Written Test (if conducted) will be objective type and bi-lingual (English/Hindi) in nature.

Health Standards:

Applicants 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.

Person with disability" means a person suffering from not less than Forty percent of any disability [Low Vision/Blindness, Locomotor Disability & Hearing Impairment] as certified by a Medical Authority as per "The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995".

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 Government Hospital or Medical Board attached to Special Employment Exchange for the handicap.

General:

1. Category such as OBC (Non-Creamy Layer), SC, Physically Challenged and Ex-Servicemen should be carefully filled up in the application form and no request for change at a later stage would normally be entertained. **OBC candidates who do not come under the Non Creamy Layer should indicate their category as General.** 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.
2. Candidates employed in Govt./Semi Govt./Public Sector Undertakings/Autonomous bodies should apply through proper channel or 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. 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 the temporary period before regularization.

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 if D/Ds (Application fee) or documents for experience are sent separately.
9. No traveling allowance will be paid for appearing in the written test. Candidates shortlisted for personal Interview 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. **At the time of Interview, candidates are required to produce all certificates in original in support of age, qualification (SSLC and NAC issued by the respective Regional Directorate of Apprenticeship Training), category/caste, experience if seeking age relaxation on this ground, NOC from present employer, etc.**
10. 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 Dist : CSM Nagar and the Courts / Tribunals / Forums at the Dist only shall have sole and exclusive jurisdiction.
11. The Management reserves the right to Revise / Reschedule / Cancel / Suspend the recruitment process without assigning any reasons. The decision of the management shall be final and no appeal shall be entertained.
12. A **non refundable** processing fee of Rs.125/- is payable by the General and OBC candidates in two installments. Initially, at the time of sending applications an amount of Rs.50/- is to be paid. The candidates short listed for the Written Test / Interview are required to pay the balance amount of Rs.75/- at the time of Written Test/Interview. Candidates belonging to SC/ST categories and Physically Challenged candidates are exempted from paying this processing fee. The Processing Fee is to be sent in the form of a crossed **Demand Draft** drawn in favour of **Bharat Heavy Electricals Limited, INSULATOR PLANT, JAGDISHPUR**, payable at **State Bank of India, IGFC Branch , Industrial Area, Jagdishpur (Branch Code No 9072) or Bank of Baroda, Industrial Area ,Jagdishpur.**

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 Registered post /Speed Post addressed to :

**EXECUTIVE (HR)
HR DEPARTMENT
INSULATOR PLANT
BHARAT HEAVY ELECTRICALS LIMITED
INDUSTRIAL AREA, JAGDISHPUR
DIST: CSM NAGAR (U.P)
PIN: 227817**

THE ENVELOPE SHOULD BE SUPERSCRIBED AS "APPLICATION FOR THE POST OF JUNIOR WORKER CERAMIC".

LAST DATE FOR RECEIPT OF APPLICATIONS IS ...11/12/2011.

Application format can be downloaded from our website at www.bhel.com
