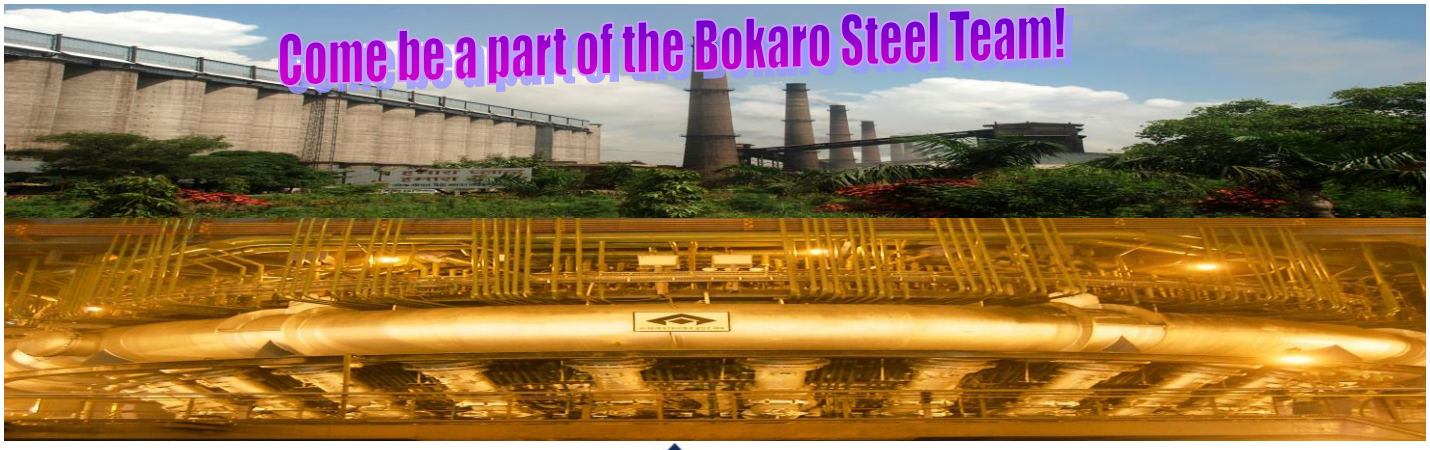

सेल SAIL

STEEL AUTHORITY OF INDIA LIMITED
(A Government of India Enterprise)
BOKARO STEEL PLANT
BOKARO STEEL CITY – 827001, JHARKHAND, INDIA

Advt. No. BSL/R/2016 – 02 **Date: 25/11/2016**

SAIL, a Maharatna Company, and a leading steel-making company in India with a turnover of around ₹ 43,337 crores (FY 2015-16) is in the process of modernizing and expanding its production units, captive mines and other facilities to maintain its dominant position in the Indian steel market.
Bokaro Steel Plant, one of the modernised integrated steel plants of SAIL employing a committed workforce of around 14968 employees is a producer of HR Coils/Sheets/Plates, CR Coils /Sheets, GP sheets /Coils. Bokaro Steel is working towards becoming a one-stop-shop for world-class flat steel products in India.
SAIL, Bokaro Steel Plant invites online applications from energetic, result oriented, promising and talented youth for the following posts for its existing & modernisation units.

I. DETAILS OF POSTS:

A. Post: Operator-cum-Technician Trainee (S-3) – 84 nos.

Discipline	No. of Posts	UR	SC		ST		OBC		PwD*			Ex-Servicemen	Total
			C	BL	C	BL	C	BL	OH	HH	VH		
Chemical	07	39	8	1	19	5	8	4	3	5	6	12	84
Electrical	35												
Mechanical	25												
Metallurgy	15												
Ceramics	02												

* Includes 11 carry forward vacancies from the previous years.

B. Post: Attendant-cum-Technician Trainee (S-1)– 42 nos. –
[Special Recruitment Drive for Scheduled Tribe (ST) Category candidates only]

Discipline	No. of Posts	UR	SC		ST		OBC		PwD*			Ex-Servicemen	Total
			C	BL	C	BL	C	BL	OH	HH	VH		
Electrician	14	--	--	--	--	42	--	--	--	--	3	6	42
Machinist	05												
Welder	06												
Fitter	11												
Rigger	06												

* Includes 02 carry forward vacancies from the previous years.

Abbreviation: **SRD-**Special Recruitment Drive, **UR** –Unreserved, **SC-**Schedule Caste, **ST-**Schedule Tribe, **OBC-**Other Backward Caste, **PwD-**Person with Disability, **C-**Current, **BL-**Backlog, **OH-**Orthopedically Handicapped, **HH-**Hearing Handicapped, **VH-**Visually Handicapped

Note: Candidates belonging to SC/ST/OBC categories may also apply against the unreserved posts provided they fulfil the eligibility criteria for unreserved category. Reservation for persons with Disabilities (PwD) candidates and Ex-Servicemen shall be on horizontal basis and in line with the guidelines on the subject.

Only Orthopedically handicapped (OL-One Leg Affected), Hearing Handicapped (PD-Partially Deaf) & Visually Handicapped (PB-Partially Blind) candidates having a minimum of 40 % disability are eligible to apply, as advertised post-wise respectively.

OBC candidates belonging to 'Creamy layer' are not entitled to OBC concession and such candidates have to indicate their category as General. OBC (non-creamy layer) candidates are required to submit the requisite certificate in the prescribed format issued by the competent authority and valid in the current financial year (issued on or after 01.04.2016) and a self-declaration in the prescribed format as available on Company's website www.sail.co.in at the time of Skill/Trade Test.

II. ELIGIBILITY

a) Upper Age Limit: (as on 17.12.2016)

Name of the post	Upper age limit
Operator-cum-Technician (Trainee)	28 Years
Attendant-cum-Technician (Trainee)	28 Years

Relaxation in Upper Age Limit: Upper age limit is relaxable by 5 years for candidates belonging to SC/ ST category and 3 years for candidates belonging to OBC (Non-creamy layer) category respectively with respect to posts reserved for them. Additional relaxation of 10 years in age to Persons with Disabilities. Ex-Service men (ESM), who have put in not less than 6 months continuous service in the armed forces, will be allowed age relaxation to the extent of military service plus three years against reserve/ unreserved vacancies as per government guidelines.

Those domiciled in the state of Jammu & Kashmir from 1/1/80 to 31/12/89 will be allowed 5 years relaxation in upper age limit.

Departmental candidates (employees of SAIL) will be given relaxation of 10 years over and above the upper age limit. However, the upper age limit for the departmental candidates will be 45 years, irrespective of the category of the candidate.

b) Essential Qualification (as on 17/12/2016)

Sl.No.	Name of Post	Essential Minimum Qualification
1	**Operator-cum-Technician (Trainee)**	Matriculation & Three years full time Diploma in Engineering from Govt. recognized institute in Chemical, Electrical, Mechanical, Metallurgy, Ceramics discipline
2	**Attendant cum Technician (Trainee) (SRD for ST Category candidates only)**	Matric + ITI from Govt. Recognized Institute in Electrician, Machinist, Welder, Fitter & Rigger trades only.

For the post of OCT(T), SC/ ST candidates having relevant requisite qualification and experience as mentioned at Sl. No. 1 above, with 40% marks in Diploma in Engineering shall be eligible to apply against posts reserved only for the respective category. However, for them to be eligible against UR category, candidates having relevant requisite qualification and experience as mentioned at Sl. No. 1 above, with 50% marks in Diploma in Engineering shall only be eligible to apply. PWD/ Departmental candidates having relevant requisite qualification and experience, with 40% marks shall be eligible to apply.

For the post of ACT(T)-SRD, ST candidates having relevant requisite qualification and experience as mentioned at Sl. No. 2 above shall be eligible to apply.

c) Physical Standards: To be considered fit for employment, the candidate should be in good physical and mental health and should be able to perform his job effectively: -

Parameter	Required Standard	
	MALE	**FEMALE**
Height	150 cms	143 cms
Weight	45 Kgs	35 Kgs

The medical standards indicated above are minimum pre-requisites. Before applying candidates must ensure that they possess the above mentioned Physical Standards. However, appointment of selected candidates will be subject to being found medically fit by the medical officer of the Company as per standards laid down under SAIL's Medical & Health Manual.

III. SELECTION PROCEDURE

Eligible candidates for the above posts will be required to appear in Written Examination. The minimum qualifying marks in Written Examination will be determined based on 50 percentile score (for UR Category) and 40 percentile score (for SC/ ST/ OBC (NCL) & PWD candidates. Candidates who qualify in the written examination will be called for **Skill Test** / **Trade Test** in the ratio of 1:3. **Skill Test** / **Trade Test** will be only qualifying in nature and the final merit list of candidates who qualify the **Skill Test** / **Trade Test** will be prepared on the basis of marks obtained in the written examination only. Information for Written Examination and **Skill Test** / **Trade Test** will be provided on our website www.sail.co.in only.

IV. TRAINING & PROBATION:

Candidates selected for post at Sl. No. 1, Operator-cum-Technician Trainee, will be placed on training for a period of 2 (two) Years followed by one year of probation. On successful completion of training period, they shall be regularized in S-3 Grade at the minimum basic pay scale of S-3 grade.

Candidates selected for post at Sl. No. 2, Attendant-cum-Technician Trainee, will be placed on training for a period of 2 Years followed by one year of probation. On successful completion of training period, they shall be regularized in S-1 Grade at the minimum basic pay scale of S-1 grade.

V. EMOLUMENTS AND OTHER BENEFITS

Candidates selected for post at Sl. No. 1, Operator-cum-Technician Trainee, will be paid consolidated Pay of Rs. 10700/- pm during 1st year of training and Rs. 12200/-pm during the 2nd year of training. During the period of 2 years training Trainees will also get Medical facility for self, spouse and dependent children. Leave etc will be as per the Rules of the Company.
The emoluments for the post on confirmation after 2 years of training will include basic pay, dearness allowance, reimbursement of local travelling expenses and other facilities such as medical facility for self and family, provident fund, gratuity, LTC, etc., as per rules of the company. In addition, House Rent Allowance will be paid only where company accommodation is not available. Pay Scale of S3 grade is Rs. 16800/-3%-24110/-.

Candidates selected for post at Sl. No. 2, Attendant-cum-Technician Trainee, will be paid consolidated Pay of Rs. 8600/-pm during 1st year of training and Rs.10000/-pm during the 2nd year of training. During the period of 2 years training Trainees will also get Medical facility for self, spouse and dependent children. Leave etc will be as per the Rules of the Company.
The emoluments for the post on confirmation after 2 years of training will include basic pay, dearness allowance, reimbursement of local travelling expenses and other facilities such as medical facility for self and family, provident fund, gratuity, LTC, etc., as per rules of the company. In addition, House Rent Allowance will be paid only where company accommodation is not available. Pay Scale of S1 grade is Rs. 15830/-3%-22150/-.

VI. APPLICATION FEE

Post	Category	Application Fee
Operator-cum-Technician (Trainee)	General , OBC	Rs. 250/-
Attendant-cum-Technician Trainee	ST	Nil

SC/ ST/ PwD/ ESM & Departmental candidates are exempted from payment of Application fees

VII. HOW TO APPLY:

Eligible and interested candidates would be required to apply online through SAIL's website : **www.sail.co.in** (link available on the 'Bokaro Steel Plant' section of the "Careers" page of the website).
No other means/mode of application will be accepted.

Before applying the candidates should ensure that they fulfill all the eligibility norms. Their registration will be provisional as their eligibility will be verified only at the time of Skill Test/ Trade Test. Mere issue of admit card or Skill test / Trade Test call letter will not imply acceptance of candidature. Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or even on joining, if any information provided by the candidate is found to be false or not in conformity with the eligibility criteria at any stage or if candidate fails to produce valid documentary proof in support of his eligibility.

Before registering their applications on the website the candidates should possess the following:

a) Valid e-mail ID, which should remain valid till the completion of this recruitment process.
b) Candidates should ensure that they possess requisite qualification at the time of applying.
c) Provision to pay Non-refundable application fee for the posts of Rs. 250/- for General & OBC Candidates. Candidates can opt to pay through internet banking account or credit / debit card. SC/ ST/ PwD/ ESM & Departmental candidates are exempted from payment of Application fees.
d) Candidates should have latest passport size photograph as well as photograph of signature in digital form (.jpg or .jpeg only of less than 500 kb size) for uploading with the application form.
e) Candidates are advised to read carefully instructions for online submission of application. The same will be available in the website itself.
f) While filling on-line application, the candidates must carefully follow all the steps. Incomplete application/application without fee/ application not fulfilling any eligibility criteria will be rejected summarily. No communication will be made/ entertained from applicants in this regard.
g) After applying online, candidate is required to download the system generated Provisional Registration Slip with unique registration number and other essential details.
h) Candidates are not required to send any document to Bokaro Steel Plant at this stage. The candidates will be allowed to appear in the Written Examination only if they possess the valid Photo Admit Card which will be available for downloading from the SAIL website as per schedule indicated below.
i) The application being online, if during verification of documents prior to trade test / skill test, it is found that the candidate does not possess the requisite eligibility criteria, he/she will not be allowed to appear for the trade test / skill test.

Step 1: Filling up of Application

a) Go to SAIL careers page at **www.sail.co.in** or www.sailcareers.com.
b) Read the Advertisement carefully to be sure about your eligibility
c) Click on the link **Apply** and Click on the link **I Agree**
d) Fill up all the required fields
e) Ensure the information provided is correct and then submit.

Step 2: Making Payment

- For making payment of application fee the following steps may be followed:

a) Open a new window on the browser and Log into www.onlinesbi.com and on the home page click "State Bank Collect".

b) In the next screen of "DISCLAIMER CLAUSE" click the check box for acceptance of terms & conditions and click "PROCEED".
c) In the next screen select the "State of Corporate/Institution" as "Jharkhand" and "Type of Corporate/Institution" as "INDUSTRY" and click "GO".
d) In the next screen select "Industry Name" as "STEEL AUTHORITY OF INDIA LTD" and click "SUBMIT"
e) In the next screen select the option "Select Payment Category" as "SAIL BSL – PERS RECRUITMENT".

- In CAPITAL LETTERS, Fill the **Name of post applied for**, **Registration No.**, **Name of Applicant** and **Amount** on the payment portal. In addition to the above also fill the fields as per instruction given on the screen for "reprinting your e-receipt/ remittance (PAP) form, if the need arise as well as the text displayed and then click SUBMIT".
- Next Screen – All filled in details of the candidate are displayed. Ensure that all the details are filled properly while making payment. Please **check/ verify the data on this screen** and then **proceed to the payment screen.** SAIL or SBI will not be responsible, in case a candidate deposits the fee against a different or incorrect Registration no. In case of incorrect registration no. or amount the candidate will have to deposit the amount once again with correct registration details or amount. The amount deposited with incorrect registration details/ amount will be forfeited.
- Submit the Payment through Net Banking/ Debit Card/ Credit Card option.
- Candidate will have to bear the bank charges in addition to the applicable application fee.
- On successful payment, the candidate shall be **prompted to print the e-receipt. Note down the SB Collect reference no. as the same would be required during Step 3 i.e. "Final registration" stage of the Registration process.**

Step 3 : Final Registration & Printing of Provisional Registration Slip:

- Once the payment is made, the State Bank Collect Reference No. and date of payment is required to be entered in the SAIL Web site to generate the provisional Registration Slip.
- Candidates should retain a photocopy of their e-receipt and Registration Slip as they can be asked to produce them for reference, at any stage of selection process.
- In case a candidate deposits the fee in a wrong account, or doesn't finally submit application form with payment details, application will be rejected as incomplete and SAIL will not be responsible.
- No request for editing of payment details and issue of Admit card will be entertained in wrong submission cases and candidature will stand rejected.

After applying online, candidate is required to download the system generated Provisional Registration Slip with unique registration number and other essential details.
The candidates will be provided opportunity to verify their registered candidate status, after three days of making payment on SAIL website.
Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the application fee and to fill in the payment details carefully. Failed Transaction amount will be automatically refunded to same A/c from which payment was originally made, within seven working days.

VIII. IMPORTANT

All correspondence where ever required with candidates shall be done through e-mail/ SMS only. All information regarding examination schedule/ admit card/result of written exam/ skill test / trade test schedule and call letters/ intimation regarding final selection etc. shall be provided through publishing the information on SAIL website only. Responsibility of receiving, downloading and printing of admit card/ Skill Test/ Trade Test call letter/ any other information shall be of the candidate. SAIL/ Bokaro Steel Plant will not be responsible for any loss of email sent, due to invalid/ wrong email ID provided by the candidate or for delay/ non receipt of information if a candidate fails to access his/ her email/ website in time or due to any network related data loss.

IX. GENERAL CONDITIONS

i) Candidate must be an Indian National possessing requisite qualification from an Institute recognised by state Govt./ Central Govt.

ii) Candidates not satisfying the requisite eligibility criteria specified in the advertisement need not apply. All certificates and documents in support of eligibility will be verified only during the Skill Test/ Trade Test and any candidate, who fails to produce the same will not be allowed to appear for the Skill Test/ Trade Test. Therefore, candidates are requested to ensure their eligibility before applying.

iii) Candidates possessing the required qualification in their respective stream through Distance mode/ correspondence course/ off-campus are not eligible to apply.

iv) While applying the candidates should enter their full name as it appears in the Matriculation/ Secondary certificate.

v) Candidates claiming benefit of reservation should submit Caste Certificates in the format for appointment to posts under Government of India/ Central Government/ Public Sector Undertaking (format available in our website www.sail.co.in) issued by a Revenue Officer not below the rank of Tehsildar.

vi) If the SC/ ST certificate has been issued in a language other than English/Hindi, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi.

vii) Upper age limit for PWD candidates is relaxable by 10 years. The physically challenged candidates are required to produce valid disability certificate issued by the Medical Board duly constituted as per Govt. guidelines. They have to satisfy the relaxed Physical Standard required for the posts.

viii) Ex-servicemen are required to produce civil equivalence certificate of his / her qualification from the competent authority at the time of Skill Test/ Trade Test. In absence of the above, candidates shall not be allowed to appear in the trade test/skill test.

ix) Candidates sponsored by Local employment exchange will have to apply in the prescribed format in the prescribed system along with requisite application fees failing which they will not be considered.

x) Candidature of a registered candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or is found not to be in conformity with eligibility criteria mentioned in the advertisement. SAIL/ Bokaro Steel Plant reserves the right to reject the applications and no communication in this regard will be made with the applicant.

xi) Information once entered by the candidate during online application shall not be allowed to change at any stage of the recruitment process.

xii) The posts advertised are tentative. SAIL/ Bokaro Steel Plant reserves the right to fill or not to fill all or any of the above positions without assigning any reason whatsoever. SAIL/ Bokaro Steel Plant is not liable to compensate the applicant for the consequential damages, if any, arising out of the aforesaid.

xiii) Physical standards indicated above are minimum pre-requisites. However, appointment of selected candidates will be subject to their passing the Company's Medical Examination as per standards laid down under SAIL's Medical & Health Policy.

xiv) Bringing influence at any stage of the selection process or using of unfair means will disqualify the candidate from selection.

xv) The advertisement is available on SAIL website: **www.sail.co.in**. Any subsequent information/ changes for the recruitment process with respect to this advertisement/ employment notice shall be communicated through this website only. Candidates are advised to keep themselves updated of the changes if any.

xvi) Preference to Local Displaced Persons shall be regulated in terms of the judgement dated 5th march '08 of Hon'ble Supreme Court Civil Appeal No. 1774 of 2008.

xvii) Candidates employed in Govt. Departments/ PSUs/ Autonomous Bodies will have to produce NOC from the present employer at the time of Skill Test/ Trade Test and release order at the time of joining.

xviii) No request for change of examination centre will be entertained after final submission of application form. However, SAIL/ Bokaro Steel Plant reserves the right to cancel or add any center depending on the requirement.

xix) Candidates should retain a photocopy of their e-receipt and Registration Slip as they can be asked to produce them for reference, at any stage of selection process.

xx) Bokaro Steel Plant reserves the right to reject the applications that are not complete or do not conform to the eligibility requirements and no communication in this regard will be made with the applicants.

xxi) If the candidates do not fulfill any of the conditions given in the Employment Notice his/her candidature will be cancelled at any stage whenever the discrepancy is noticed.

xxii) Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of the examination Centres.

xxiii) Any proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response there to can be instituted in the district of Bokaro, Jharkhand and courts/tribunal/forums in the district of Bokaro, Jharkhand only shall have sole and exclusive jurisdiction to try any such cause/dispute.

xxiv) In case of disparity in English & Hindi version of advertisement, English version will prevail.

X. IMPORTANT DATES:

1	Starting date for submitting applications through website	:	25/11/2016
2	Closing date for submitting applications through website	:	17/12/2016
3	Availability of Payment Reconciliation Status with edit option	:	Will be communicated through website later on
4	Closing of payment editing option	:	
5	Display of final reconciliation status	:	
6	Starting date for downloading of Admit Card from SAIL website for written examination	:	
7	Tentative Date of Written Examination	:	will be confirmed in Admit Card

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