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Bharat Heavy Electricals Limited
(A Govt. of India Undertaking)
Advertisement No. FTA 01/2024

Bharat Heavy Electricals Limited (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, Renewable Energy, Defence, Aerospace, Oil & Gas with over 180 product offerings to meet the needs of these sectors. BHEL has a widespread network of 16 Manufacturing Facilities, 02 Repair Units, 04 Regional Offices, 08 Service Centres, 1 Subsidiary, 3 active Joint Ventures, 15 Regional Marketing Centres, 3 Overseas Offices and current project execution at more than 150 project sites across India and abroad.

BHEL, Power Sector is looking for **WELDER (on Fixed Tenure Basis).** These candidates shall be trained on Company Costs for acquiring **IBR CERTIFICATION** and subsequently will be offered engagement as **WELDERS** purely on **Fixed Tenure Basis** for an initial period of **24 months** at BHEL's Project Sites anywhere in India. This tenure may be extended upto 12 Months at a time, subject to performance and requirements. The nature of engagement involves stationing at BHEL FSIP, Jagdishpur Unit with subsequent deployment at various project sites during the course of the tenure. This engagement shall be purely on Fixed Tenure Contract Basis and shall not confer any right for permanent employment or regularization in BHEL.

JOB DESCRIPTION:

The IBR Certified Welders will be required to perform the following tasks/activities during the course of their engagement:

- **High-Precision Welding:** Perform specialized welding tasks (arc welding, gas torch welding, plasma cutting) on power plant equipment and piping as per strict safety and technical specifications.
- **Work at Heights:** The role requires to carry out welding and other related tasks at significant heights (up to 100 meters) on power plant constructions and repairs, adhering to all safety protocols.
- **Material Preparation:** Prepare materials, fit components, and align structures for welding by interpreting technical drawings and specifications.
- **Welding Operations:** Operate and maintain welding equipment safely and efficiently in various site conditions, including confined spaces.
- **Electrode Handling:** Select and handle different types of welding electrodes as needed for the task, ensuring proper welding materials and techniques are applied.
- **Visual Inspection:** Conduct visual inspections of welded surfaces and joints, ensuring that the welding complies with quality standards, safety regulations, and customer specifications.
- **Repair & Maintenance:** Perform repair, maintenance, and welding modifications on various thermal power equipment and piping systems when necessary.
- **Safety & Compliance:** Follow all workplace safety protocols, including the use of personal protective equipment (PPE), and ensure compliance with site regulations.
- **Documentation:** Maintain accurate records of work performed, welding processes used, and inspections conducted.

JOB SPECIFICATIONS:

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Post	Educational Qualification	Work Experience & Capabilities	Remarks
WELDER (on Fixed Tenure Basis)	Candidate should have **ITI (National Trade Certificate)** in **Welder** Trade plus **National Apprenticeship Certificate (NAC)**	Minimum **2 Years' of Work** experience (experience should be exclusive of Trainee/ Apprenticeship period, if any.) in welding post acquiring **NAC**. Welders with **IBR Certification** may also apply. *	Candidates belonging to UR OBC and EWS category should have obtained minimum 60% marks in ITI and NAC both. Candidates belonging to SC and ST category should have obtained minimum 55% marks in ITI and NAC both.
No. of Posts			
50			

* Their selection is subject to skill test clearance and medical examination.

UPPER AGE LIMIT: 30 years (As on 01.10.2024)

Upper Age limit is relaxable by:

- Relaxation for Ex-Servicemen will be as per extant Govt. Rules
- 3 Years for OBC (Non-Creamy Layer)
- 5 Years for SC/ST
- 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.

RESERVATION & RELAXATION:

Post	UR	SC	ST	OBC	EWS	TOTAL
WELDER (on Fixed Tenure Basis)	22	07	03	13	05	50

UR– Unreserved; OBC– Other Backward Classes (Non-Creamy Layer); SC– Scheduled Caste; ST– Scheduled Tribe; EWS – Economically Weaker Section

As reservation for Ex-Servicemen (14.5%) is on horizontal basis, the vacancies will be filled and adjusted in the appropriate category viz., UR/OBC/SC/ ST/EWS.

No reservation for any other category would be applicable other that mentioned above.

Note: The number of vacancies being tentative, the reserved status is only indicative and the number of vacancies in each category may undergo revision in that eventuality.

- Vacancies reserved for **OBC category** are meant only for candidates coming under ***"Non Creamy Layer".*** *The OBC candidates who do not belong to Non-Creamy Layer should indicate their category as* ***"UR"*** *only.*
- *The persons belonging to EWSs who, are not covered under the scheme of reservation for SCs, STs and OBCs shall get 10% reservation in direct recruitment in civil posts and services in the Government of India. Reservation for Economically Weaker Section candidates shall be done in accordance with Government directives***.** Notification (No.36039/1/2019-Estt (Res) Dated 31st January, 2019)

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REMUNERATION & OTHER BENEFITS:

Compensation per month during Training (for upto 3 Months):

All-inclusive consolidated amount of Rs. 15,000/- p.m. is payable during the period under IBR Training.

Compensation per month on Fixed Tenure Appointment:

Rs. 42,500/- p.m. consolidated amount is payable during fixed tenure.

In addition to the consolidated compensation payable per month, Quality incentive (maximum Rs 10000 per month, subject to meeting quality standards) and Productivity incentive (subject to number of joints welded above the standard benchmark) will also be payable.

Incentive Chart

<table>
<tr><td colspan="2">Quality Incentive (In Rs) for percentage of defect free Water Wall Equivalent Joint per month</td><td colspan="2">Productivity Incentive for each additional Water Wall Equivalent Joint per month (For the indicated range, cumulative total of the month is to be considered)</td></tr>
<tr><td>100 %</td><td>10000</td><td rowspan="2">301-400</td><td rowspan="2">@ Rs 80 Per Joint</td></tr>
<tr><td>99%</td><td>8000</td></tr>
<tr><td>98%</td><td>7000</td><td rowspan="3">401 and Above</td><td rowspan="3">@ Rs 100 Per Joint</td></tr>
<tr><td>97%</td><td>6000</td></tr>
<tr><td>96%</td><td>5000</td></tr>
</table>

Note:

- Quality performance will not be considered satisfactory, if defect free water wall equivalent joint per month are less than 95%.
- Productivity performance will not be considered satisfactory, if less than 250 no equivalent Joint of Water Wall Joints, are done in a month.
- If either Quality performance or Productivity performance is not found satisfactory, then the FTA will be under observation for improvement in performance (250 no. equivalent Joint of Water Wall joints with 95% defect free welding per month) for the next 15 Days, otherwise their contract will be terminated.

Medical Benefits:

The premium of Mediclaim policy to be availed by appointee for Rs. 5 lakhs for self, spouse and dependent children will be reimbursed.

Joining TA:

While joining the appointee is eligible for II Class Sleeper train fare for self.

SELECTION PROCESS:

All eligible applications received will be screened with reference to the advertised educational qualification and experience in welding and will be considered for further process.

In the event of eligible candidates being large, they will be shortlisted for **Skill Test** in the ratio of 1:5 to the number of vacancies, in order of merit to the number of vacancies in each category. The merit will be **based on the marks received in ITI & NAC (Weightage of 50% to ITI Marks,**

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25% to NAC Marks) & marks for qualifying Experience (25% Weightage). All applicants with each additional six months of qualifying experience (over and above the minimum prescribed of 2 years) shall be awarded 2.5 Marks, limited to a maximum of 25 Marks. Over and above, IBR Welders having valid IBR certificate with a minimum validity of up to 06 Months (as on 01.10.2024) will be given 10 additional marks. IBR Welders with an expired IBR Certificate or less than 6 Months validity shall be given 05 additional marks.

- For shortlisting as per 1:5 ratio, initially, all UR candidates along with such reserved category (i.e. EWS, OBC, SC, ST) candidates of that discipline, who do not avail any relaxation, will be grouped together and then arranged in descending order of merit of their (NTC + Experience) marks and candidates shall be called for Skill Test in the ratio of 1:5 in UR category.
- After this, candidates belonging to EWS/OBC/SC/ST categories, who are not shortlisted for Skill Test under UR category, shall be regrouped with their respective categories for further consideration and will be called for Skill Test in prescribed ratio of 1:5 in their respective categories

In case of candidates obtaining same cut-off marks in respective categories, the younger candidate shall be given preference. However, total count of candidates shortlisted for skill test shall not exceed 250 numbers.

The Skill test for the shortlisted candidates will be conducted at **BHEL designated place**.

The skill test will require the candidate to present themselves at venue and also required to stay for 3 to 4 days at their own cost, as such candidates shall also be required to undergo Medical Examination.

However, candidates shortlisted for skill test will be reimbursed to and fro II Class Sleeper train fare from mailing address or the starting station, whichever is nearer to the place of skill test by the shortest route, on production of proof of journey.

MEDICAL STANDARDS:

Applicants should possess sound health. Before being selected, shortlisted candidates will have to undergo medical examination by the Company's Authorized Officer and the final selection will be subject to medical fitness as per prescribed medical standards for the post.

On being declared medically fit:

1. Candidates not having IBR certification would be required to undergo IBR Welder training at BHEL designated place. On **successful completion of the training & IBR certification** they will be offered engagement as WELDERS purely on Fixed Tenure Basis.
2. IBR Welders will be offered engagement as WELDERS purely on Fixed Tenure Basis.

Service Agreement Bond

Trainee Welders shall be trained on Company Costs for acquiring IBR CERTIFICATION and subsequently will be offered engagement as WELDERS purely on Fixed Tenure Basis for an initial period of 24 months at BHEL's Project Sites anywhere in India. This tenure may be extended upto 12 Months at a time, subject to performance and requirements. These Trainee Welders shall be required to execute a Service Agreement Bond of **Rs 4 lakhs** to serve the company on Fixed Tenure Basis **for a period of 3 Years** on successful completion of training

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Welders who are already IBR certified will be offered engagement as WELDERS purely on Fixed Tenure Basis for an initial period of 24 months at BHEL's Project Sites anywhere in India. This tenure may be extended upto 12 Months at a time, subject to performance and requirements. These Welders shall be required to execute a Service Agreement Bond of **Rs 3 lakhs** to serve the company for a **period of 3 years**.

GENERAL INSTRUCTIONS:

1. The posts are purely temporary in nature and offered on fixed tenure basis for Two year (24 months). This post is not against any permanent vacancy. This placement will not entitle the candidate for any regular / permanent employment in BHEL in future.

2. Candidates should possess the required Job Specifications as on 01.10.2024.

3. Candidates must have 2 Years' of experience in welding, after apprenticeship period. Experience should be exclusive of Trainee/ Apprenticeship period, if any.

4. Candidates should be able to furnish their relevant educational and Post Qualification Work-Experience certificates at the time of reporting for skill test.

5. Candidates are required to pay non-refundable processing fee of Rs.250/- through SBI Collect through the link: https://www.onlinesbi.sbi/sbicollect/icollecthome.htm. Instructions for remittance of fee through State Bank Collect is shown below:

   Type of Corporate / Institution : "PSU-Public Sector Undertaking"
   State of Corporate / Institution : "Tamil Nadu"
   Name of PSU-Public Sector Undertaking: "BHEL PSSR, CHENNAI"
   Payment Category : "FTA-Processing Fee"

   After remittance of Fee through SB Collect, please note down the SB Collect Reference Number for filling the fee remittance details in the Online Application. Printout of e-Receipt for State Bank Collect Payment also need to be taken and submitted along with the downloaded application form.

6. However, SC/ST and Ex-Servicemen candidates are exempted from paying the processing fee but will still be required to send their application form to the address mentioned, in Point No.10.

7. Category such as OBC, SC, ST & EWSs should be carefully filled-up in the online application format as this will not be allowed to be changed at a later date. OBC candidates who do not belong to Non-Creamy Layer should submit their application under **Unreserved** category only.

8. Candidates applying under **EWSs** category should fulfil the conditions stipulated for applying under '*Reservation for Economically Weaker Sections (EWSs) in civil posts and services in Government of India'* issued vide DoPT OM dt.19/01/2019. Such candidates should attach the requisite certificate certifying their "*Income and Asset of the family*"

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in the prescribed format (as available in our website), from an officer not below the rank of Tehsildar, along with their application and at the time of interview.

9. The submission of applications will be through our website *https://careers.bhel.in*

10. Duly filled-in and signed application form downloaded from our website *https://careers.bhel.in* with requisite documents including payment acknowledgment printout (if required) to be enclosed and photograph pasted are to be sent to the following address by Post/Courier so as to reach on or before 08.11.24 and from far flung areas by 14.11.24. BHEL will not be responsible for any postal loss / postal delay in receipt of application.

Address to which hard copy of application to be sent:

BHEL PSSR
BHEL Integrated Office Complex
TNEB Road, Pallikaranai
Chennai 600100

Requisite Documents to be enclosed with the Application:

i. Matric/SSC certificate/ TC from last school attended/ PAN Card/ Passport / AADHAR Card (DOB to be clearly mentioned in dd/mm/yyyy format) **as proof of DOB**
ii. ITI & NAC Certificates **along with mark sheets**, IBR Certificate, if applicable
iii. Category Certificate (SC/ST/OBC Non-creamy layer), If applicable. **OBC Non-creamy layer certificate (as per format given in our website) obtained on or after 01.01.2024 only will be treated as valid**.
iv. Self-undertaking in the prescribed format by OBC candidates belonging to Non-Creamy Layer.
v. EWS certificate in the prescribed format, obtained on or after 01.01.2024 only will be treated as valid.
vi. Discharge certificates (Ex-servicemen only).
vii. Domicile certificate (J&K Candidates only).
viii. Documents in support of duration of work experience (Any one of the following):
    a. Joining – Relieving Letter from Company/Organization Working/worked previously.
    b. Experience/Service certificate issued by Company/Organization (Experience Certificate produced should clearly indicate date of joining and date of relieving from each organization where worked)
    c. Salary certificate together with ITR or Form-16 issued by the present/past employer(s).

11. The envelope comprising the above documents should be super-scribed as **"Application for the Post of WELDER (on Fixed Tenure Basis)".**

12. Candidates are advised to possess a valid e-mail ID which is to be entered in the online application Form. They are also advised to retain this e-mail ID active for at least one year as any important intimation to the candidates shall be provided by BHEL through e-

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mail. They are further requested to **check their e-mails regularly** for any communication from BHEL in this regard.

13. Applications not in conformity with the requirements indicated in the advertisement, incomplete applications and those applications not with requisite attachments will not be entertained.

14. Candidates are required to enclose self-certified copies of all the relevant documents in support of date of Birth, Qualification, Experience, Category Certificate, latest pay slip etc., along with their applications. However, supporting documents in original as prescribed will be required for verification at the time of reporting for skill test.

15. 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 fulfil the essential eligibility criteria, his/her candidature / service are liable for rejection/termination without notice.

16. Management reserves the right to restrict the number of candidates to be called for skill test, reject the application without assigning any reason/change the number of posts / raise the standard of specification.

17. No correspondence will be entertained with the candidates not invited/ selected for skill test.

18. Only Indian Nationals need to apply.

19. Interim inquiries will not be attended to and any form of canvassing will be a disqualification and will render the candidate ineligible for selection.

DOCUMENTS REQUIRED AT THE TIME OF SKILL TEST:

The following documents shall be produced in original for verification at the time of skill test. If any of the following documents are not produced by the candidates at the time of skill test for verification, then he or she will neither be allowed to appear for the skill test nor any fare reimbursed to him/her.

1. Proof of DOB - Matric/SSC certificate/ TC from last school attended/ PAN Card/ Passport / AADHAR Card (DOB to be clearly mentioned in dd/mm/yyyy format)
2. Educational Qualification & Certification - ITI & NAC Certificates along with mark sheets, IBR Certificate if applicable
3. Category Certificate - SC/ST/OBC Non-creamy layer, If applicable.
4. Self-undertaking in the prescribed format by OBC candidates belonging to Non-Creamy Layer.
5. EWS certificate in the prescribed format, if applicable
6. Discharge certificates (Ex-servicemen only).
7. Domicile certificate (J&K Candidates only).
8. Documents in support of duration of work experience.

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IMPORTANT DATES:

Milestones	Scheduled Date
Commencement of Online Submission of Applications.	16.10.2024
Closing of On-line Submission of Applications.	30.10.2024
Last date for receipt of filled-in and signed application forms at BHEL	08.11.2024
Last date for filled in and signed application forms at BHEL, from far flung areas. *	14.11.2024

*Far Flung areas: for candidates residing in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Jammu & Kashmir, Lahaul & Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman & Nicobar Islands or Lakshadweep or abroad.

Please Note:

The recruitment process can be cancelled / suspended / terminated without assigning any reasons. The decision of the Management will be final and no appeal will be entertained on what so ever matter.

Corrigendum/Extension etc., if any, shall be published in our website https://careers.bhel.in only.