



STEEL AUTHORITY OF INDIA LIMITED
(A Govt. of India Enterprise)
IISCO STEEL PLANT
BURNPUR – 713 325. Dist- Burdwan
West Bengal

EMPLOYMENT NOTIFICATION NUMBER: 2014/4

SAIL, a Maharatna Company, and a leading steel-making company in India with a turnover of around Rs.51866 crore (FY 2013-14) is in the process of modernizing and expanding its production units, raw material resources and other facilities to maintain its dominant position in the Indian steel market.

IISCO STEEL PLANT, a unit of **STEEL AUTHORITY OF INDIA LIMITED**, invites online applications for the following executive & non-executive posts for its integrated steel plant at Burnpur in West Bengal:

1. Details of Posts :

Specialists/Medical Officers

Post & Grade	No. of posts	Genl	SC		ST		OBC		Total
			C	BL	C	BL	C	BL	
Specialists									
Physician, ME-3	2						1	1	2
Paediatrics Medicine, ME-3	2			1				1	2
Orthopaedic Surgeon, ME-3	1							1	1
Occupational Health, ME-3	1		1						1
Medical Officer, ME-1	13	7			1	1	4		13

C=Current, BL=Backlog

Para-Medical Staff

Post & Grade	No. of posts	Genl	SC	ST	OBC	Total
Staff Nurse (Female) (Trainee), S-3*	29	20	8	1	8	37
Staff Nurse (Male) (Trainee), S-3*	2					
Pharmacist (Trainee), S-3*	3					
X-Ray Technician (Trainee), S-3*	2					
Public Health Inspector (Trainee), S-3*	1					

**Grade on completion of two years training*

**Attendant-cum-Technician (Boiler Operation) / Operator-cum-Technician (Boiler Operation) /
Attendant-cum-Technician (Trainee)-Dumper Operator**

Post & Grade	No. of Posts	Genl	SC	ST	OBC	Total
Attendant-cum-Technician (Boiler Operation), S-1	3	2	1	-	-	3
Operator-cum-Technician (Boiler Operation), S-3	3	2	1	-	-	3
Attendant-cum-Technician (Trainee) – Dumper Operator, S-1*	6	6	-	-	-	6

**Grade on completion of two years training*

Candidates belonging to SC/ST/OBC categories may also apply against the unreserved posts provided they fulfil the eligibility criteria for unreserved category. The reservation for Persons with Disabilities (PWD) candidates and Ex-Serviceman shall be on horizontal basis and in line with the guideline on the subject.

2. Eligibility Conditions:

i) Qualification for the posts:

Specialists/Medical Officers

Sl No	Post	Essential Qualification and Experience
1	Specialists	MBBS with MD / MS or equivalent qualification in relevant discipline from a University/Institute recognized by the MCI and with atleast 3 years post qualification experience after MD/MS.
2	Medical Officer	MBBS from a University/Institute recognized by MCI and with post qualification experience of atleast 1 year in a Medical College/Hospital/Institution.

Para-Medical Staff

Sl No	Post	Essential Qualification and Experience
3	Staff Nurse (Female) (Trainee)	B.Sc (Nursing) from an Institution recognized by Nursing Council of India / Diploma of 3 yrs. duration in General Nursing and Midwifery from a Govt. recognized Institution after Intermediate or 10+2 science and valid registration in Nursing Council of India / State Nursing Council; and with at least 1 year post qualification experience in a hospital/nursing home.
4	Staff Nurse (Male) (Trainee)	
5	Pharmacist (Trainee)	Degree in Pharmacy or 10+2 (Science) with Full time Diploma in Pharmacy of minimum 2 years duration and registered with Indian/State Pharmacy Council; and with atleast 1 year post qualification experience in a hospital/nursing home.
6	X-Ray Technician (Trainee)	B.Sc in Radiology from Govt. recognized Institute or 10+2 (Science) with Full time Diploma of minimum 2 years duration in Radiography from Govt. recognized Institute; and with atleast 1 year post qualification experience of Radiology in a hospital/nursing home.
7	Public Health Inspector (Trainee)	10+2 (Science) with Full time Diploma in Public Health Inspector course of minimum 2 years duration from Govt. recognized Institute; and with atleast 1 year post qualification experience in a hospital/nursing home.

Attendant-cum-Technician (Boiler Operation)/Operator-cum-Technician (Boiler Operation) / Attendant-cum-Technician (Trainee) –Dumper Operator

8	Attendant-cum-Technician (Boiler Operation)	Matriculation and ITI (full time) from Govt. recognised Institute with at least 2nd Class Certificate of Boiler Competency.
9	Operator-cum-Technician (Boiler Operation)	Matriculation and 3 years full time Diploma in engineering from Govt. recognized Institute with 2nd Class or 1st Class Certificate of Boiler Competency.
10	Attendant-cum-Technician (Trainee)- Dumper Operator	Matriculation with Heavy Duty Vehicle Driving Licence and having at least one year experience in operation of Dumpers.

ii) Maximum Age in years as on 01/10/2014

Post	GENL	SC	ST	OBC
Specialist	38 yrs.	43 yrs.	43 yrs.	41 yrs.
Medical Officer	30 yrs.	35 yrs.	35 yrs.	33 yrs.
Para Medical Staff (Trainee)	28 yrs.	33 yrs.	33 yrs.	31 yrs.
Attendant-cum-Technician (Boiler Operation)	30 yrs.	35 yrs.	35 yrs.	33 yrs.
Operator-cum-Technician (Boiler Operation)	30 yrs.	35 yrs.	35 yrs.	33 yrs.
Attendant-cum-Technician (Trainee)- Dumper Operator	28 yrs.	33 yrs.	33 yrs.	31 yrs.

Relaxation in age for candidates belonging to reserved categories will be applicable for posts reserved w.r.t. respective categories. Relaxation in age to Person with Disabilities and Ex-Servicemen shall be as per Government directives. Those domiciled in the State of Jammu and Kashmir from 01.01.1980 to 31.12.1989 will be allowed 5 years relaxation in upper age limit.

iii) **Physical Standards:** Candidates will be required to meet the requisite physical standards laid down by Company for being considered for the post: -

Specialists/Medical Officer

Parameter	Required Standard	
	Male	Female
Height	150 cm	143 cm
Weight	45 kg	35 kg
Chest Measurement	72 cm & 75 cm on expansion	75 cm & 79 cm on expansion
Eye	6/9 with or without glasses or 6/6 and 6/12 in the other eye with or without glasses. Non –Engineering group : one eyed persons with 6/6 in healthy eye	
i. Distant Vision	J1 both eyes with or without glasses. Power glass (if worn): not more than $\pm 4D$ for Engg. Executives and +8D for Non-Engineering Executives	
ii. Near Vision	Normal	
iii. Colour Vision		
Binocular vision	Essential for Engg. Executives. Surgically operated and corrected squint will be acceptable	
Hearing	Normal (relaxable up to 30 dB in speech frequency)	

Other positions

Parameter	Required Standard	
	Male	Female
Height	155 cm	143 cm
Weight	45 kg	35 kg
Chest Measurement	75 cm & 79 cm on expansion	70 cm & 73 cm on expansion
Eye	6/9 both eyes (with or without glasses)	
i. Distant Vision	Power glass (if worn): not more than $\pm 2.5 D$	
ii. Near vision	Normal	
iii. Colour Vision		
Binocular vision	Essentially operated and corrected squint will be acceptable	
Hearing	Normal (relaxable up to 30 dB in speech frequency)	

Before applying candidates must ensure that they possess the above mentioned Physical Standards. Selection of candidates is subject to being found medically fit by the medical officer of the Company as per prescribed rules of the company.

3. Selection Procedure:

Specialists:

The Specialists will be required to appear for a Personal Interview and on selection should undergo Medical Examination before joining the services of the Company.

Medical Officer, Para Medical Staff, Operator-cum-Technician (Boiler Operation), Attendant-cum-Technician (Boiler Operation) and Attendant-cum-Technician (Trainee)- Dumper Operator :

Eligible candidates will be required to appear in a Written Examination and on the basis of their performance in the Written Examination, they shall be called for interview. ***In the case of candidates called for interview for the post of ACT (Trainee) – Dumper Operator, in addition to the interview, Practical test will also be conducted.*** Information for Written test, Interview and Practical Test (where applicable) will be provided on our website www.sail.co.in

4. Training & Probation:

Specialist & Medical Officer :The selected candidates shall be placed under probation for one year before confirmation.

Operator-cum-Technician (Boiler Operation) & Attendant-cum-Technician (Boiler Operation) : The selected candidates shall be placed under probation for one year before confirmation.

Para Medical Staff:The selected candidates will be placed on training for a period of 2 Years. On successful completion of training period, they shall be placed in regular grade of S-3. After successful completion of Training, candidates shall be placed under probation for 1 year.

Attendant-cum-Technician (Trainee) –Dumper Operator :The selected Candidates will be placed on training for a period of 2 Years. On successful completion of training period, they shall be placed in regular grade of S-1. After successful completion of Training, candidates shall be placed under probation for 1 year.

5. Consolidated Pay during training period:

Post	Consolidated pay (Rs./Month)	
	First Year	Second Year
Para Medical Staff (Trainee)	10700/-	12200/-
Attendant-cum-Technician (Trainee) – Dumper Operator	8600/-	10000/-

During the period of 2 year training, trainees will also get Medical facility for self, spouse and dependent children and Company accommodation as per availability. Leave, etc. will be as per the Rules of the company.

6. Scale of Pay :

Post & Grade	Scale of Pay
Specialist (ME-3)	Rs.32900-3%-58000/-
Medical Officer (ME-1)	Rs.20600-3%-46500/-

Post & Grade	Scale of Pay
Operator-cum-Technician (Boiler Operation) (S-3)	Rs.16800-3%-24110/-
Attendant-cum-Technician (Boiler Operation) (S-1)	Rs.15830-3%-22150/-

Post & Grade	Scale of Pay
Para Medical Staff (Trainee), S-3	Rs.16800-3%-24110/-
Attendant-cum-Technician (Trainee)-Dumper Operator, S-1	Rs.15830-3%-22150/-

7. Emoluments and Other Benefits:

(1) **Specialists & Medical Officer:** Emoluments include Basic Pay, Industrial Dearness Allowance, perquisites under cafeteria approach (upto 44% or 46% of basic pay as applicable) & Non-Practicing Allowance as applicable and other facilities such as medical facility for self & dependent family members, PF, Gratuity, etc. as per rules of the Company. In addition, House Rent Allowance will be paid only where company accommodation is not available.

(2) **Operator-cum-Technician (Boiler Operation) & Attendant-cum-Technician (Boiler Operation) :** The Emoluments will include basic pay (in the scales of pay revised for non-executives w.e.f. 01.01.2012), industrial dearness allowance [AICPI-198, Base 2001=100], reimbursement of local travelling expenses and other facilities such as medical facility for self and family, contributory provident fund, gratuity(as per ceiling prescribed under Payment of Gratuity Act, 1972), LTC etc., as per rules of the company. In addition, House Rent Allowance will be paid only where company accommodation is not available.

- (3) **Para Medical Staff& Attendant-cum-Technician (Trainee) – Dumper Operator** : Emoluments on regularisation after 2 years of training will include basic pay (in the scales of pay revised for non-executives w.e.f. 01.01.2012), industrial dearness allowance [AICPI-198, Base 2001=100], reimbursement of local travelling expenses and other facilities such as medical facility for self and family, contributory provident fund, gratuity(as per ceiling prescribed under Payment of Gratuity Act, 1972), LTC etc., as per rules of the company. In addition, House Rent Allowance will be paid only where company accommodation is not available.

8. Application Fees and Processing Fee (Non-refundable):

Post	Category	Application & Processing Fee
Specialist & Medical Officer	Genl / OBC	Rs.500/-
Paramedical Staff / OCT (Boiler Operation)	Genl / OBC	Rs.250/-
ACT (Boiler Operation)/ACT (Trainee) –Dumper Operator	Genl / OBC	Rs.150/-

SC/ST/PWD candidates are exempted from payment of Application & Processing Fees.

- 9. How to Apply:** Eligible and interested candidates would be required to apply online through SAIL's website: www.sail.co.in (Career with SAIL). **No other means/mode of application shall 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 interview. Mere issue of admit card / interview 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/her eligibility.

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

- Valid e-mail ID and Mobile No., which should remain valid for at least one year.
- Candidates have latest passport size coloured photograph as well as photograph of own signature, both in digital format (.jpg or .jpeg file only each not more than 500 kb size) for uploading with the application.
- Pay in Slip (SBI Challan) of amount applicable for the above mentioned posts as at 8. above. Candidate has to approach any nearby SBI branch with the print out of SBI Challan available on website and deposit the fees for proper crediting of amount in the allocated account.
- Candidates are advised to read carefully instructions for online submission of application. The same will be available in the website itself.
- Candidate to upload attested copies of the following documents along with the on-line application:
 - Certificates and marksheets as proof of age, Educational / Professional qualification.
 - Registration of respective council wherever applicable.
 - Experience certificate(s).
 - Caste/Category certificate in the prescribed format from the appropriate authority if applicable
 - All photocopies of certificates, testimonials to be uploaded with the application need to be duly attested by a Gazetted Officer.
- After applying online, the candidate is required to download system generated **Registration Slip** with unique registration number and other essential details.
- Candidates applying for the posts of Specialists/Medical Officers/Para-medical Staff/Operator-cum-Technician (Boiler Operation) / Attendant-cum-Technician (Boiler Operation) and Attendant-cum-Technician (Trainee)-Dumper Operator**, are required to send their downloaded on-line registration slip along with the Application format (available on website) and documents in support of their Qualifications, Age, Caste, Registration in MCI and certificates in support of their experience, Registration in Nursing Council of India / State Nursing Council, certificates in support of their experience along with ISP's copy of the Bank Challan to DGM (Pers-CF), CEO's Office Complex, 7 The Ridge, Burnpur-713325 **latest by 18/11/2014** through speed post. **Envelope containing the application should be clearly superscribed 'Application for the post of _____ in SAIL – ISP' as the case may be, on the top of the envelope.**

Applications received later than the mentioned date would not be considered for selection to the post. The candidates will be allowed to appear in the Written Test only if they possess the valid Photo Admit Card which will be available for downloading from the SAIL website as per schedule indicated below.

Note: This advertisement, Application format, Challan, Caste /category Certificate(s) and Disability Certificates are to be downloaded from the website: www.sail.co.in Incomplete application/ application without enclosures as at (e) above/ applications without coloured photograph/ applications without application fee/ applications not fulfilling the eligibility criteria will be summarily rejected. No communication in this regard will be entertained from the applicant. The decision of SAIL-ISP, Burnpur in all matters relating to eligibility, acceptance, rejection of the application, issue of call letters, verification of testimonials and selection will be final and binding on the candidates and no enquiry or correspondence will be entertained in this connection.

10. MODE OF PAYMENT OF APPLICATION & PROCESSING FEE

Payment through Pay-in –Slip

State Bank of India has been authorized to collect the application and processing fee, in a specially opened “Power Jyoti” account No. -31932241266 at Burnpur, on behalf of IISCO Steel Plant, SAIL. Candidate has to approach the nearby SBI branch with a printout of the “SBI Challan” which is available on the Application Registration Portal. The SBI Challan printed from the Portal only should be used for depositing the fee for proper crediting of amount in the allocated account. On receipt of the money, the concerned branch of SBI will issue a unique Journal Number and a Branch Code of the branch collecting the money. This **Journal Number and the Branch Code are to be filled up by the candidate during online registration**. In case a candidate deposits the fee in a wrong account, or doesn’t finally submit the application form with payment details, IISCO Steel Plant will not be responsible. There will not be any other mode of collection of Application& Processing fee. **Also, please note that the candidate will have to bear the Bank Charges to be paid to the collection branch of SBI in addition to the applicable Application&Processing fee.** The SBI branches will accept the fee during banking hours up to the closing date of submission of online application. The candidates will be provided opportunity to verify their payment status after reconciliation on SAIL website and edit the payment details in case of wrong submission of Journal No. or Branch Code. No request for editing the payment details and issue of Admit card after closure of edit option will be entertained in wrong submission cases and candidature will stand rejected. Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the Application& Processing fee and to fill in the payment details carefully.

11. IMPORTANT

All correspondence with candidates shall be done through e-mail/SMS only. All information regarding examination schedule/admit card/ result of written exam/ interview schedule and call letters/ intimation regarding final selection etc. shall be provided through email/uploading on SAIL website. Responsibility of receiving, downloading and printing of admit card/interview call letter/ any other information shall be of the candidate. IISCO 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.

12. General Conditions:

- i) Candidates must be an Indian national possessing requisite qualification from an Institute recognised by State Govt. / Central Govt.
- ii) Before applying the candidates should read all the instructions to ensure about his/her eligibility. Candidates who do not fulfil the eligibility criteria need not apply.
- iii) While applying, the candidates should enter their full name as it appears in the matriculation/secondary certificate.
- iv) Candidates claiming benefit of reservation for posts against reserved category 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 Tahsildar.
- v) If the SC/ST certificate has been issued in a language other than English/Hindi, the candidate will be required to submit a self-certified translated copy of the same either in English or Hindi.
- vi) Upper age limit for PWD candidates is relaxable by 10 years. They are required to produce valid disability certificate issued by the Medical Board duly constituted as per Govt. guidelines and have to satisfy the relaxed Physical Standard required for the posts.
- vii) Ex-servicemen are required to produce civil equivalence certificate of his / her qualification from the competent authority.
- viii) Candidates working in Govt. /Semi-Govt./Public Undertakings should apply through proper channel / should produce ‘No Objection Certificate’ from their present employer at the time of Interview.

- ix) Company reserves the right to cancel recruitment for any or all of the posts without assigning any reason. Decision of IISCO Steel Plant shall be final and binding on each candidate. No separate communication shall be made in this regard.
- x) Candidates sponsored by the Local Employment Exchange will have to apply in the prescribed application format along with the requisite fees as indicated in this advertisement, failing which they will not be considered for the selection process.
- xi) Candidates called for written test will have to appear at their own cost.
- xii) All outstation candidates called for the personal interview for the posts of Specialist & Medical Officer will be reimbursed single to and fro AC III tier railway/bus fare by shortest route on production of Railway/Bus Tickets. Outstation candidates for the post of Para Medical Staff, Operator-cum-Technician (Boiler Operation), Attendant-cum-Technician (Boiler Operation) and Attendant-cum-Technician (Trainee) – Dumper Operator belonging to SC/ST category and called for interview for the above mentioned posts, will be reimbursed single to and fro 2nd Class railway/bus fare by shortest route on production of Railway/Bus Tickets.
- xiii) IISCO Steel Plant reserves the right to fill or not to fill all or any of the above positions without assigning any reason whatsoever. IISCO Steel Plant is not liable to compensate the applicant for the consequential damages, if any, arising out of the aforesaid.
- xiv) Mere fulfilling of the eligibility criteria will not entitle the applicant to be considered for the selection process. Decision of IISCO Steel Plant shall be final in this regard.
- xv) 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.
- xvi) Bringing influence at any stage of the selection process will disqualify the candidate.
- xvii) If at any stage, it is detected that the candidate has given false information; his/her candidature will be rejected forthwith.
- xviii) No request for change of examination centre will be entertained after final submission of application form. However, IISCO Steel Plant reserves the right to cancel or add any centre depending on the response in that area/centre.
- xix) Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of examination centre.
- xx) Candidates should retain their copy of Pay in Slip (SBI Challan) and Registration Slip as they can be asked to produce it for future reference. Only original registration slip (no photocopy) shall be accepted. In case of any over writing or tampering of Registration slip, candidature of the candidate shall be rejected.
- xxi) Court of jurisdiction for any dispute will be at Asansol, West Bengal.

13. IMPORTANT DATES:

1	Starting date for submitting applications through website	:	10/10/2014
2	Closing date for submitting applications through website	:	03/11/2014
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 Test	:	Will be communicated through Admit Card