



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

RECRUITMENT IN SAIL-ISP, BURNPUR
ADVERTISEMENT NO. ISP/RECTT./2018/1

SAIL, a Maharatna Company, and a leading steel-making company in India with a net sales turnover of Rs.57,558.46 crores (FY 2017-18) is in the process of stabilizing its production units 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 posts for its Integrated Steel Plant at Burnpur in West Bengal:

1. Details of Posts :

A. Post: Operator-cum-Technician (Trainee) (S-3) – 126 Nos.

Discipline	No. of Posts	UR	SC	ST	OBC	PWD #		Ex-Service Men	Total
						OH	HH		
Mechanical	36	64	28	7*	27	9	14	18	126
Metallurgy	35								
Electrical	25								
Instrumentation	10								
Chemical	5								
Civil	10								
Ceramics	5								

***Includes 1 backlog vacancy for ST**

Includes 18 Carry Forward vacancies from previous year

B. Post: Attendant-cum-Technician (Trainee) (S-1) -30 Nos.

Discipline	No. of Posts	UR	SC	ST	OBC	PWD*		Ex-Service Men	Total
						OH	HH		
Fitter	10	17	6	1	6	3	13	4	30
Electrician	10								
Turner	5								
Welder	3								
Machinist (CNC)	2								

***Includes 15 Carry Forward vacancies from previous year**

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

For the post of Operator-cum-Technician (Trainee) and Attendant-cum-Technician (Trainee), in case of PWD, the posts are reserved for Orthopedically Handicapped (one arm affected, one leg affected) and Hearing Handicapped both with minimum of 40% disability.

OBC candidates belonging to “Creamy Layer” are not entitled for OBC reservation and such candidates have to indicate their category as General. OBC (Non Creamy Layer) candidates are required to submit the requisite OBC certificates in the prescribed format issued in the current financial year (on or after 01.04.2018) by the Competent Authority and a self-declaration in the prescribed format as available on Company’s website www.sail.co.in at the time of Skill Test / Trade Test.

2. Eligibility Conditions:

Sl. No	Post	Essential Minimum Qualification (as on 14/12/2018)
1	Operator-cum-Technician (Trainee)	Matriculation and 3 years full time Diploma in Engineering in Mechanical/Metallurgy/Electrical/Instrumentation/Chemical /Civil /Ceramics disciplines from a Govt. recognized Institute with minimum 50% marks (40% for SC/ST/PWD/ Departmental candidates).
2	Attendant-cum-Technician(Trainee)	Matriculation and ITI (full time) in Fitter/ Electrician/ Turner/ Welder/ Machinist (CNC) trades from Govt. Recognised Institute.

3. Upper Age in years as on 14/12/2018

Name of the Post	Upper Age Limit
Operator-cum-Technician (Trainee)	28 yrs.
Attendant -cum-Technician (Trainee)	28 yrs.

Relaxation in upper age limit shall be as under:

SC/ST	OBC(Non-Creamy Layer)	PWD
5 Years	3 Years	10 Years for General, 15 years for SC/ST and 13 years for OBC

- Ex-servicemen, 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 3 years against reserved /unreserved vacancies as per government guidelines.
- Candidates domiciled in the State of Jammu and Kashmir from 1.1.1980 to 31.12.1989 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 corresponding upper age limit, subject to a maximum upper age limit of 45 years irrespective of the category of the candidate.

4. Scale of Pay:

Sl.No.	Name of the Post	Grade	Pay Scale
1	Operator-cum-Technician (Trainee)	S-3*	Rs.16800-3%-24110
2	Attendant-cum-Technician (Trainee)	S-1*	Rs.15830-3%-22150

****Pay Scale and Grade after successful completion of Two years' training period***

5. Emoluments and other benefits:

The emoluments for the above posts will include basic pay (in the scales of pay revised for non-executives with effect from 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.

6. Consolidated Pay during training period:

The selected Operator-cum-Technician (Trainee) and the Attendant-cum-Technician (Trainee) will be paid consolidated pay during training period as per the rates given below:

Name of the Post	Consolidated pay (Rs./Month)	
	First Year	Second Year
Operator-cum-Technician (Trainee)	10700/-	12200/-
Attendant-cum-Technician (Trainee)	8600/-	10000/-

During the period of 2 years 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.

7. Mode of Selection:

Post	Selection Procedure
Operator-cum-Technician (Trainee) / Attendant-cum-Technician (Trainee)	Eligible candidates will be required to appear in a written examination and on the basis of their performance in the written examination, the candidates shall be called for Trade Test/Skill Test in the ratio of 1:3. Trade Test/Skill Test will be of qualifying in nature. The final merit list will be prepared in descending order separately for each discipline and category on the basis of the total marks obtained in the written test by the candidates who qualify in Trade Test/Skill Test. There shall be 4 stages of Bio-Metric intervention in the entire selection process.

8. Physical Standards:

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

Post: Operator-cum-Technician (Trainee)/Attendant-cum-Technician (Trainee)

Parameter	Required Standard	
	Male	Female
Height (minimum)	155 cm	143 cm
Weight (minimum)	45 kg	35 kg

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.

9. Training and Probation:

Name of the Post	Training and Probation
Operator-cum-Technician (Trainee) / Attendant-cum-Technician (Trainee)	Candidates selected as Operator-cum-Technician (Trainee) and Attendant-cum-Technician (Trainee) 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 S3 and S1, respectively. After successful completion of Training, Candidates shall be placed under probation for 1 year.

10. Application Fee (Non-refundable):

Sl.No.	Name of the Post	Application Fee (Rs.)				
		General	OBC	SC	ST	PWD/ESM/Deparmental Candidate
1	Operator-cum-Technician (Trainee)	250/-	250/-	Nil	Nil	Nil
2	Attendant-cum-Technician (Trainee)	150/-	150/-	Nil	Nil	Nil

11. 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 'IISCO Steel Plant' section of the 'Careers' page of the website). **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 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/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 should ensure that they possess requisite qualification at the time of applying.
- Candidates should have latest passport size coloured photograph (taken against a white background and not more than two months old and candidates must ensure that they are not wearing sun goggles, dark glasses etc.) as well as photograph of own signature (running signature and not individual alphabets), both in digital format (.jpg or .jpeg file only each not more than 500 kb size) for uploading with the application form.
- Candidates are advised to read carefully instructions for online submission of application. The same will be available in the website itself.
- 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.
- After applying online, candidate is required to download the system generated Provisional Registration Slip with unique registration number and other essential details.
- Candidates are not required to send any document to IISCO 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.
- If it is found during verification of documents prior to trade test/skill test 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: Filing up of Application:

The candidates should -

- visit the SAIL careers page at www.sail.co.in or www.sailcareers.com
- read the advertisement carefully to be sure about his/her eligibility
- click on the link **Apply** and then click on the link **I Agree**
- ensure that all the required fields are filled up
- ensure correctness of information provided before submission of the online form

Step 2: Making Payment

- For making payment of application fee **the candidates should -**
 - a) visit the website **www.onlinesbi.com** and click on the link '**State Bank Collect**'
 - b) accept the terms & conditions of the '**DISCLAIMER CLAUSE**' in the next screen by clicking on relevant check box before clicking on the link '**PROCEED**'
 - c) select the '**State of Corporate/Institution**' as '**West Bengal**' and '**Type of Corporate/Institution**' as '**INDUSTRY**' and then click '**GO**'
 - d) select '**Industry Name**' as '**STEEL AUTHORITY OF INDIA LTD**' and then click '**SUBMIT**'
 - e) select the option '**Select Payment Category**' as '**SAIL ISP –RECRUITMENT**'
- The candidates should fill the name of post applied for, Registration No., Name of Applicant and Amount on the payment portal (in capital letters). If the need arise, fields as per instruction given on the screen for reprinting your e-receipt/remittance (PAP) form should be filled along with the text displayed and then click '**SUBMIT**'.
- All filled in details of the candidate will be displayed in the next screen. Proper filling of all fields are to be ensured before making payment. **Data on this screen should be checked and verified before proceeding 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.
- Payments may be made through Net Banking, Debit Card or 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.

12. Important

All correspondence wherever 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 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/ Skill Test / Trade Test call letter/ any other information shall be of the candidate. SAIL / 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 or due to any network related data loss. Mere issue of admit card / Trade Test / Skill Test call letter will not imply acceptance of candidature.

13. 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) Wherever CGPA/OGPA or Letter grade in a degree is awarded, equivalent percentage of marks should be indicated in the online application form as per norms adopted by the University/Institute. The candidate will have to produce a copy of these norms with respect to his/her University/Institute at the time of skill test/trade test. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 point scale.
- iv) Candidates possessing the requisite qualification as per the advertisement only need to apply and those possessing the requisite qualification through Distance Mode / Correspondence Course / Off Campus are not eligible to apply.**
- v) While applying, the candidates should enter their full name as it appears in the matriculation/secondary certificate.
- vi) Candidates claiming benefit of reservation for posts against reserved category should submit Caste Certificates at the time of Skill Test/Trade Test 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.
- vii) 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.
- viii) 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 at the time of Skill Test/Trade Test.
- ix) 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.
- x) 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 skill test/trade test.
- xi) 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.
- xii) Candidates sponsored by the Local Employment Exchange will have to apply online 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.
- xiii) Candidates called for written test will have to appear at their own cost.
- xiv) Outstation candidates belonging to SC/ST category and called for Trade test / Skill Test, will be reimbursed single to and fro 2nd Class railway/bus fare by shortest route on production of Railway/Bus Tickets.
- xv) 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.
- xvi) 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.
- xvii) 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.
- xviii) Bringing influence at any stage of the selection process will disqualify the candidate.
- xix) If at any stage, it is detected that the candidate has given false information; his/her candidature will be rejected forthwith.
- xx) Category (General/SC/ST/OBC/Ex.SM/PwD) once submitted in the application form cannot be changed and no benefit of other category will be subsequently admissible.

- xxi) 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 center depending on the response in that area/centre.
- xxii) Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of examination centre.
- xxiii) Candidates should retain a photocopy of their e-receipt and Registration Slip as they can be asked to produce it for future reference, at any stage of selection process. 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.
- xxiv) Court of jurisdiction for any dispute will be at Asansol, West Bengal.

14. Important Dates:

1	Starting date for submitting applications through website	:	15/11/2018
2	Closing date for submitting applications through website	:	14/12/2018
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
