



STEEL AUTHORITY OF INDIA LIMITED
(A Government of India Enterprise)
BOKARO STEEL PLANT

BOKARO STEEL CITY – 827001, JHARKHAND, INDIA

Advt. No. BSL/R/2022-01

Date: 24/08/2022

SAIL, a Maharatna Company, and a leading steel-making company in India with a turnover of Rs. 1,04,515 crores, 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 motivated workforce of around **13,222 employees** is 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:

Attendant-cum-Technician Trainee (NAC) - 146

Vacancy	UR	SC	ST		OBC	EWS	PwD*						ESM*	
			C	B			OH	HH		VH		Others		
								C	B	C	B	C		B
146	56	16	35	10	16	13	2	2	1	1	5	1	1	21

* Horizontally Reserved

Note:

UR – Unreserved

SC – Schedule Caste

ST – Schedule Tribe

OBC – Other Backward Caste

EWS – Economic Weaker Section

ESM – Ex-Servicemen

C – Current

B - Backlog

PwD – Person with Disability

OH – Orthopedically Handicapped

OA – One Arm Affected

OL – One Leg Affected

BL – Both Leg Affected

HH – Hearing Handicapped

VH – Visually Handicapped

Others – Persons with Multiple Disabilities

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. **Candidates having a minimum of 40 % permanent disability are eligible to apply as PwD Candidates**

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)/EWS candidates are required to submit the requisite certificate in the prescribed format issued by the competent authority on/ after 01/04/2022 and valid at the time of Skill/trade test 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 15/09/2022):

Name of the post	Upper age limit
Attendant-cum-Technician (Trainee) (NAC)	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 reserved/ 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 15/09/2022)

Sl.No.	Name of Post	Essential Minimum Qualification
1	Attendant cum Technician (Trainee)	Matriculation and completion of apprenticeship training of minimum one year duration in designated trade from an integrated steel plant and National Apprenticeship Certificate (NAC) issued by National Council for Vocational Training.

NOTE: This is the minimum essential qualification and the above posts have been advertised only for those candidates who possess this qualification.

Definition of Integrated Steel Plant for the purpose determination of essential qualification shall be-

A Steel Plant in India, starting operation from iron ore, virgin or processed, in one location, producing finished steel to national and international specifications; the production should be through Blast Furnace, Steel melting shop and Rolling mills route.

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/her job effectively.: -

Parameter	Required Standard	
	MALE	FEMALE
Height	155 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 Computer Based examination (which may be Computer Based). The minimum qualifying marks in Computer Based 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 Compute Based 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 Compute Based examination **only**.

The test will comprise of a total 100 questions which are to be attempted in 90 mins. Candidates with benchmark disabilities who are eligible for availing the facility of scribe will be allowed 30 mins compensatory time whether they use the facility of scribe or not.

The written test for the different posts will constitute of the following segments:

Sl No.	POST	WRITTEN EXAM SEGMENTS (100 questions)
1	ACTT (NAC)	a. General Awareness (40 Questions) b. Logical Reasoning (30 Questions) c. Quantitative Aptitude (30 Questions)

Each question will carry 1 mark and for each wrong answer 0.25 marks will be deducted.

The question paper will be of objective type. Model questions will be made available to the candidates in the information handout for the test to be conducted.

Any other information regarding Compute Based examination and Skill Test / Trade Test will be provided on our website www.sail.co.in only.

IV. TRAINING & PROBATION:

Candidates selected for post of 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 of Attendant-cum-Technician Trainee, will be paid consolidated Pay of Rs. 12,900/-pm during 1st year of training and Rs.16,100/-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. 25070/-3%-35070/-.

VI. APPLICATION & PROCESSING FEES (Non-Refundable)

Post	Category	Application Fee
Attendant-cum-Technician Trainee (NAC)	General, OBC, EWS	Rs. 200/-

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

Processing fee of Rs 100/- shall be payable by all the candidates irrespective of their category.

VII. HOW TO APPLY:

- Eligible and interested candidates would be required to apply online through SAIL's website: www.sail.co.in (Careers with sail). 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 and mere issue of admit card / interview/skill 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.
- While filling on-line application the candidates must carefully follow all the steps. Incomplete application/application without processing fee and/ or application fee or not fulfilling any eligibility criteria will be rejected summarily. **No communication will be entertained from applicants in this regard.**
- The application being online, if during verification of documents at any stage during the examination process (i.e. before the Computer Based examination, 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 Compute Based examination/Trade test / skill test/(as applicable).
- Candidates are advised to carefully read the instructions for online submission of application. The same will be available in the website itself.

Applicants are required to keep the following things ready before applying:

1. A valid E-mail ID for registration and for receiving all future correspondence till the recruitment process is over and subsequently, if selected.
2. One working Mobile Number to receive SMS based notifications/communications related to the online application; Admit card/Call letter etc till the recruitment process is over and subsequently, if selected.
3. Facility with internet connectivity.
4. A recent scanned passport sized colour photograph (for scanning and uploading in "jpeg" format only. File size of scanned photograph should not be more than 100KB).
5. Candidates applying for the post of Attendant-cum-Technician Trainee must upload their National Apprentice Certificate issued by NCVT in digital form (.jpg or .jpeg only of less than 500 kb size). Failing to upload the valid National Apprentice Certificate issued by NCVT, the candidature of the candidate will be cancelled.
6. Your scanned signature using Blue/Black pen on white sheet (for scanning and uploading in "jpeg" format only. File size of scanned photograph should not be more than 100KB).
7. Access to an online payment facility/service such as:
 - a) Net Banking
 - b) Credit card
 - c) ATM-cum-Debit card
 - d) Or apply for offline payment through bank.

Important Notes for all applicants:

1. A printout of the submitted complete Application form is to be retained with the candidate, which is to be submitted at the time of Skill/Trade test, if shortlisted.
2. Original certificates issued by the competent authority supporting your filled in details will be asked from you **ONLY** at the time of Skill/Trade test. If data provided in the online application is not supported by appropriate documents then your application/claim for employment (if any) shall be summarily rejected.

Steps to be followed for filling the online application:

The entire process of filling online Application form can be completed in below mentioned steps.

The steps are:

1. The applicant is required to go to SAIL careers page at www.sail.co.in or www.sailcareers.com.
2. The applicant is required to read the Advertisement carefully to be certain about your eligibility.
3. The applicant is required to register himself/herself for the online application process at online portal (by clicking on New User) and complete the ONE- TIME registration process. Please note, that One-Time registration is not an application to any examination or recruitment and it is just collection and registration of information in advance. Candidate will have to apply separately after the one-time registration is complete
4. Once registered, click on the link Apply.
5. Activate your online Application with the Email ID and Your Activation Code; send it to your submitted Email ID / Mobile No. in registration process.
3. The applicant is required to fill his “Personal information” after login. The application form will appear on the screen. The applicant is required to fill up the required details in the application form.
4. In the next step, the applicant is required to upload scanned image file of his/her Photograph and Signature one by one.
5. Ensure the information provided is correct.
6. Candidates applying for the post of ACTT are required to ensure that they have uploaded the requisite qualification certificate i.e. National Apprenticeship Certificate along with other details.
7. In the next step, the applicant is required to fill the Educational Information.
8. Once all the details are filled in, the candidate is required to Review the details entered and Confirm. No edit will be allowed once the application is confirmed.
9. Payment of fee's through online mode. The link for payment will be available once the application of the applicant is complete in all other respects. Candidate will have to bear the bank charges in addition to the applicable application & processing fee
10. At every stage of the application process, the candidate must note that all the information provided is correct.

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 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/processing 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.

Downloading of Call letter:

Candidates will have to visit SAIL Careers website (www.sailcareers.com) for downloading call letters for online test. Intimation for downloading call letter will also be sent through email/SMS. Once the candidate clicks the relevant link, he/she can access the window for call letter download. The candidate is required to use (i) Registration Number/Roll Number, (ii) Password/Date of Birth for downloading the call letter. Candidate needs to affix recent recognizable photograph on the call letter preferably the same as provided during registration and appear at the examination centre with (i) Call Letter (ii) Photo Identity Proof as stipulated in clause (xiii) below and also specified in the call letter and photocopy of the same Photo Identity Proof as brought in original.

VIII. IMPORTANT

All correspondence whenever required with candidates shall be done through e-mail/SMS only. All information regarding examination schedule/admit card/result of written exam/ Trade Test / Skill Test 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/ Trade Test / Skill 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 from original 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 caste 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 are required 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 through SAIL web-site only 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) 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.
- xvii) 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 discretion, administrative feasibility and response.
- xviii) 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.
- xix) 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.
- xx) 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.
- xxi) Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of the examination Centres.
- xxii) 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.
- xxiii) In case of disparity in English & Hindi version of advertisement, English version will prevail.
- xxiv) Candidate will appear for the examination at an Examination Centre at his/her own risks and expenses and SAIL, BSL for any injury or losses etc. of any nature.

X. CONDUCT OF EXAMINATION

IDENTITY VERIFICATION

In the examination hall as well as at the time of skill/trade test, the call letter along with original and a photocopy of the candidate's currently valid photo identity (bearing exactly the same name as it appears on the call letter) such as PAN Card/ Passport/ Permanent Driving Licence/ Voter's Card/ Bank Passbook with photograph/ Photo identity proof issued by a Gazetted Officer on official letterhead along with photograph / Photo identity proof issued by a People's Representative on official letterhead along with photograph / valid recent Identity Card issued by a recognized College/ University/ Aadhar card/ E-Aadhar Card with a photograph/ Employee ID/ Bar Council Identity Card with photograph should be submitted to the invigilator for verification. The candidate's identity will be verified with respect to his/her details on the call letter, in the Attendance List and requisite documents submitted. If identity of the candidate is in doubt the candidate may not be allowed to appear for the Examination.

Ration Card and Learner's Driving License are **not** valid id proof.

Note: Candidates have to produce in original the photo identity proof and submit photocopy of the photo identity proof along with Examination call letter as well as the Interview Call Letter while attending the examination/ interview respectively, without which they will not be allowed to take up the examination/ interview/Skill test. Candidates must note that the name as appearing on the call letter (provided during the process of registration) should exactly match the name as appearing on the photo identity proof. Female candidates who have changed first/last/middle name post marriage must take special note of this. If there is any mismatch between the name indicated in the Call Letter and Photo Identity Proof the candidate will not be allowed to appear for the examination. In case of candidates who have changed their name, will be allowed only if they produce original Gazette notification / their original marriage certificate / affidavit in original.

CANDIDATES REPORTING LATE i.e. after the reporting time specified on the call letter for Examination will not be permitted to take the examination. The reporting time mentioned on the call letter is prior to the Start time of the test. Though the duration of the examination is 90 minutes, candidates may be required to be at the venue for about 150 minutes for completion of various formalities such as verification and collection of various requisite documents, logging in, giving of instructions.

GUIDELINES FOR PERSONS WITH DISABILITIES USING A SCRIBE

The visually impaired candidates and candidates whose writing speed is adversely affected permanently for any reason can use their own scribe at their cost during the online examination, subject to limits as in (ii) and (iii) below. In all such cases where a scribe is used, the following rules will apply:

- The candidate will have to arrange his/her own scribe at his/her own cost.
- The scribe arranged by the candidate should not be a candidate for the same examination .If violation of the above is detected at any stage of the process, candidature of both the candidate and the scribe will be cancelled. Candidates eligible for and who wish to use the services of a scribe in the examination should invariably carefully indicate the same in the online application form. Any subsequent request may not be favourably entertained.
- A person acting as a scribe for one candidate cannot be a scribe for another candidate.
- The scribe may be from any academic stream. However for Specialist Officers' posts the scribe should be from an academic stream different from that prescribed for the post.
- Both the candidate as well as scribe will have to give a suitable undertaking confirming that the scribe fulfils all the stipulated eligibility criteria for a scribe mentioned above. Further in case it later transpires that he/she did not fulfill

any laid down eligibility criteria or suppressed material facts the candidature of the applicant will stand cancelled, irrespective of the result of the online examination.

- Those candidates who use a scribe shall be eligible for compensatory time of 20 minutes for every hour of the examination or as otherwise advised.

Scribe should not answer on his/her own. Any such behaviour observed will result in cancellation of candidature

- Only candidates registered for compensatory time will be allowed such concessions since compensatory time given to candidates shall be system based, it shall not be possible for the test conducting agency to allow such time if he / she is not registered for the same. Candidates not registered for compensatory time shall not be allowed such concessions.

(ii) Guidelines for Candidates with locomotor disability and cerebral palsy

A compensatory time of twenty minutes per hour or otherwise advised shall be permitted for the candidates with locomotor disability and cerebral palsy where dominant (writing) extremity is affected to the extent of slowing the performance of function (minimum of 40% impairment).

(iii) Guidelines for Visually Impaired candidates

- Visually Impaired candidates (who suffer from not less than 40% of disability) may opt to view the contents of the test in magnified font and all such candidates will be eligible for compensatory time of 20 minutes for every hour or otherwise advised of examination.
- The facility of viewing the contents of the test in magnifying font will not be available to Visually Impaired candidates who use the services of a Scribe for the examination

These guidelines are subject to change in terms of GOI guidelines/ clarifications, if any, from time to time.

Important terms and conditions regarding conduct of Examination

1. The possibility of occurrence of some problem in the administration of the examination cannot be ruled out completely which may impact test delivery and/or result from being generated. In that event, every effort will be made to rectify such problem, which may include movement of candidates, delay in test. Conduct of a re-exam is at the absolute discretion of test conducting body. Candidates will not have any claim for a re-test. Candidates not willing to move or not willing to participate in the delayed process of test delivery shall be summarily rejected from the process.
2. Decision of SAIL/BSL in all matters relating to recruitment will be final and binding on the candidate. No correspondence or personal enquiries shall be entertained by the SAIL/BSL in this behalf.
3. If the examination is held in more than one session, the scores across various sessions will be equated to adjust for slight differences in difficulty level of different test batteries used across sessions. More than one session are required if the nodes capacity is less or some technical disruption takes place at any center or for any candidate.
4. SAIL/BSL would be analyzing the responses (answers) of individual candidates with those of other candidates to detect patterns of similarity of right and wrong answers. If in the analytical procedure adopted by SAIL/BSL in this regard, it is inferred/ concluded that the responses have been shared and scores obtained are not genuine/ valid, SAIL/BSL reserves right to cancel the candidature of the concerned candidates and the result of such candidates (disqualified) will be withheld.
5. Instances for providing incorrect information and/or process violation by a candidate detected at any stage of the selection process will lead of disqualification of the candidate from the selection process and he/she will not be allowed to appear in any SAIL/BSL recruitment process in the future. If such instances go undetected during the current selection process but are detected subsequently, such disqualification will take place with retrospective affect.

6. Process for Arriving at Scores

The Scores of Online Examination are obtained by adopting the following procedure:

(i) Number of questions answered correctly by a candidate in each objective test is considered for arriving at the Corrected Score after applying penalty for wrong answers.

(ii) The Corrected Scores so obtained by a candidate are made equivalent to take care of the minor difference in difficulty level, if any, in each of the objective tests held in different sessions to arrive at the Equated Scores*

* Scores obtained by candidates on any test are equated to the base form by considering the distribution of scores of all the forms.

(iii) Testwise scores and scores on total is reported with decimal point upto two digits.

Note: Cutoffs are applied in two stages:

- i. on scores in individual tests
- ii. on Total Score

7. Biometric data/ Photo verification: In order to deter any malpractice during the conduct of the examination, SAIL/BSL may for Biometric/Photo verification of the candidates as per government guidelines in vogue.

I. IMPORTANT DATES:

1	Starting date for submitting applications through website	:	25/08/2022
2	Closing date for submitting applications through website	:	15/09/2022
3	Availability of Payment Reconciliation Status with edit option	:	Will be communicated through SAIL website later on
4	Closing of payment editing option	:	
5	Display of final reconciliation status	:	
6	Starting date for downloading of Admit Card/Call letter from SAIL website for Compute Based examination / Interview	:	
7	Tentative Date of Written Test/Interview	:	Will be confirmed in Admit Card / Call letter

