



STEEL AUTHORITY OF INDIA LIMITED
SALEM STEEL PLANT

Employment Notification No. 1/2014

Steel Authority of India Limited, a Maharatna Company and a leading steel-making company in India with a turnover of Rs. 51,866 crores, 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.

Salem Steel Plant, a Special Steels Plant of Steel Authority of India Ltd. (SAIL), with modernised facilities produces Cold rolled stainless steel, Hot rolled carbon & stainless steel products and micro-alloyed carbon steel. Salem Steel Plant invites applications from eligible candidates for the following posts.

1. Details of Posts are as under:

I. Senior Manager(E-5)

Post & Grade	No. of Posts	Reservation
		Unreserved(UR)
Senior Manager(E-5)	2	2

II. Medical Officers (ME-1)

Post & Grade	No. of Posts	Reservation
		Unreserved(UR)
Medical Officers (ME-1)	1	1

III. Operator cum Technician Trainee(S-3) *

Post & Grade	No. of Posts	Reservation				
		UR	SC	OBC	Ex-S Men**	PwD**
Operator cum Technician (Trainee) (S-3*)	28	14	4	10	4	1

PwD reservation details:

SNo.	Discipline wise Break up	Operator cum Technician (Trainee)		
		No. Of Posts	PwD(Persons with Disability)***	
			Reserved	Identified suitable
1.	Metallurgy	8	HH(PD)=01	OH(OA,OL),HH(PD)
2.	Civil	3	---	OH(OA,OL),HH(PD)
3.	Mechanical	6	---	OH(OA,OL)
4.	Electrical	6	---	OH(OL),HH(PD)
5.	Chemical	5	---	OH(OA,OL),HH(PD)
	Total	28	01	---
***OH-Orthopedically Handicapped [OL-One Leg affected, OA- One Arm affected], HH-Hearing Handicapped [PD- Partially Deaf]				

IV. Attendant cum Technician Trainee(S-1) *

Post & Grade	No. of Posts	Reservation					
		UR	SC	ST	OBC	Ex-S Men**	PwD**
Attendant cum Technician (Trainee) (S-1*)	24	15	5	1	3	3	2

PwD reservation details:

SNo.	Discipline wise Break up	Attendant cum Technician (Trainee)		
		No. Of Posts	PwD(Persons with Disability)***	
			Reserved	Identified suitable
1.	Fitter	10	---	OH(OL),HH(PD)
2.	Electrician	8	OH(OL)=01	OH(OL),HH(PD)
3.	Welder	3	---	OH(OL),HH(PD)
4.	Machinist	3	VH(LV)=01	OH(OL),VH(LV),HH(PD)
	Total	24	02	---

*** OH-Orthopedically Handicapped [OL-One Leg affected], HH-Hearing Handicapped [PD- Partially Deaf], VH- Visually Handicapped [LV-Low Vision]

* Regular Grade on successful completion of 2 years of training

** Reservation for PwD and Ex-servicemen is on horizontal basis.

2. Eligibility:

i) Qualification:

a) Essential Qualification & Experience for executive cadre posts:

Post	Essential Qualification	Experience required as on 1.11.14
Senior Manager(E-5) – Electrical	Degree in Electrical Engineering (full time) with 65% marks (average of all semesters) from AICTE approved college or recognised university/Institution.	Post qualification experience(in executive cadre) of atleast 13 years in operation, maintenance, repair & testing of power equipment,sub-stations / DG sets / Transformers / Protection & Switch gears, switch yard equipment and other associated equipments of EHV yard(upto 230KV) in heavy industries, Power system and related equipment spares planning and finalizing specifications with knowledge on power system study, analysis, Static VAR compensation and harmonics.
Senior Manager(E-5) – C&IT	Engineering Degree in Computer Science / IT (full time) with 65% marks (average of all semesters) from AICTE approved college or recognised university/Institution. MCA (3 years full time) with 65% marks (average of all semesters) are also eligible.	Post qualification experience(in executive cadre) of atleast 13 years in IT with knowledge of IT Infrastructure, proficiency in IT Application System design , programming, knowledge of ORACLE DataBase and administration, PLSQL/SQL/ DotNet/JAVA, experience in Internet/Intranet implementation, knowledge in managing Fibre networks and associated layered switches, network security, exposure to ERP and its implementation, ISO certification for IT systems. Experience in IT project management will have an added advantage.
Medical Officers (ME-1)	MBBS from a University/Institute recognised by MCI.	Post qualification experience of at least one year in a Medical college/Hospital/Institution.

b) Essential Qualification for non- executive cadre posts:

Post	Essential Qualification
Operator cum Technician (Trainee)- Civil	Matriculation with Three years full time Diploma in Civil Engineering from a Govt. recognised institute.
Operator cum Technician Trainee – Metallurgy	Matriculation with Three years full time Diploma in Metallurgy Engineering from a Govt. recognised institute.
Operator cum Technician Trainee – Mechanical	Matriculation with Three years full time Diploma in Mechanical Engineering from a Govt. recognised institute.
Operator cum Technician Trainee – Electrical	Matriculation with Three years full time Diploma in Electrical Engineering from a Govt. recognised institute.
Operator cum Technician Trainee – Chemical	Matriculation with Three years full time Diploma in Chemical Engineering from a Govt. recognised institute.
Attendant cum Technician Trainee - Fitter Trade	Matriculation with ITI (full time) in Fitter Trade from Govt. recognised Institute
Attendant cum Technician Trainee - Electrician Trade	Matriculation with ITI (full time) in Electrician Trade from Govt. recognised Institute
Attendant cum Technician Trainee - Machinist Trade	Matriculation with ITI (full time) in Machinist Trade from Govt. recognised Institute
Attendant cum Technician Trainee – Welder Trade	Matriculation with ITI (full time) in Welder Trade from Govt. recognised Institute

ii) Age:

Name of Post	Upper Age Limit as on 01-01-2015
Sr. Manager	43 years
Medical Officer	30 years
Operator cum Technician Trainee	28 years
Attendant cum Technician Trainee	28 years

(Minimum age for Operator – cum- Technician Trainee and Attendant-cum-Technician Trainees – 18 years)

- 3. Relaxation in Age:** Upper Age Limit is relaxable by 5 years & 3 years for candidates belonging to SC/ST & OBC (non-creamy layer) respectively with respect to posts reserved for them. Relaxation in age to Persons with Disabilities (PwD) and Ex-Serviceman (Ex-SM) shall be as per Government directives. Upper age limit for PwD candidates is relaxable by 10 years. Cumulative age relaxation is applicable for those PwD candidates who belong to SC/ST/OBC (non-creamy layer) category. 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. Relaxation in upper age limit upto 35 years for the post of ACTT will be admissible for Displaced Persons who have given their land to Salem Steel Plant.
- 4. Reservations:** Reservation for SC/ST/OBC will be provided as indicated in the “Details of the Posts”. Reservation for PwD (Persons with Disability) and ESM (Ex- Serviceman) will be on Horizontal basis as per prevailing rules. In case of PwD (Persons with Disabilities), the post is reserved for Orthopedically Handicapped (one leg affected) – for ACTT-Electrician trade, Hearing Handicapped (partially deaf) – for OCTT-Metallurgy discipline and Visually Handicapped (Low Vision) – for ACTT-Machinist trade with minimum 40 % disability.

OBC candidates who belong to “CREAMY LAYER” are not entitled for OBC concession and such candidates have to indicate their category as “General”. The OBC (non-creamy layer) candidates are required to submit requisite certificate in the prescribed format in the current financial year issued by the competent authority at the time of interview.

Caste Certificates should be submitted 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.

For claiming the benefit admissible to PwDs under the Act, candidates are required to produce disability certificate (as per format available in our website www.sail.co.in) issued by the Medical Board duly constituted by the State Govt./Central Govt. as per the provisions of Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act 1995. They have to satisfy the relaxed Physical Standard required for the posts. In case, the candidate fails to produce the certificate in the prescribed format issued by Competent Authority, his/her candidature will not be considered. A copy of the Disability Certificate must be submitted at the time of interview for consideration of their name under PwD category.

5. Selection Procedure

Senior Manager/Medical Officer posts:

Eligible candidates will be required to appear for a **Written Test**, information for which will be provided in the Admit Card. Candidates shortlisted on the basis of their performance in the Written Test will be intimated to appear in **Interview**. Weightage for written test and Interview will be 80:20 respectively. (Selection will be subject to candidates being found medically fit by the Medical Officer of the Company as per prescribed rules of the company).

Operator cum Technician Trainee (OCTT) / Attendant cum Technician Trainee (ACTT) :

Eligible candidates will be required to appear for a **Written Test**, information for which will be provided in the Admit Card. Candidates shortlisted on the basis of their performance in the Written Test will be intimated to appear in **Interview**. Weightage for written test and Interview will be 80:20 respectively. (Selection will be subject to candidates being found medically fit by the Medical Officer of the Company as per prescribed rules of the company).

6. Training & Probation :

All appointments in the post of Sr. Manager & Medical Officer will be against regular grade and pay scale. The selected candidates on joining the Company will be on probation for a period of twelve months before confirmation.

Candidates selected for the posts of Operator cum Technician (Trainee) / Attendant cum Technician (Trainee) will be placed on training for the initial period of two years. On successful completion of two year's training period they shall be regularized in S-3 /S-1 Grade.

The candidates selected for the post of OCTT and ACTT will be paid consolidated pay during training period as per rates given below:

Post	Consolidated Pay (per month)	
	1st year (Rs.)	2nd year (Rs.)
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, Leave etc. as per the Rules of the Company.

7. Scale of pay:

Post	Scale of pay
Senior Manager	Rs. 43200-3%-66000/- (E5)
Medical Officer	Rs. 20600-3%-46500/- (ME1)

Operator -cum-Technician (Regular Scale on completion of 2 years training)	Rs. 16800-3%-24110/- (S3)
Attendant-cum-Technician (Regular Scale on completion of 2 years training)	Rs. 15830-3%-22150/- (S1)

8. Emoluments and other Benefits:

The emoluments for post of Senior Manager will include basic pay (in the scales of pay revised for executives w.e.f. 1.1.07), industrial dearness allowance [AICPI-126.33, Base 2001 = 100], perquisites under cafeteria approach (upto 46% Basic pay) and other facilities such as medical for self and family, Contributory provident fund, gratuity etc., as admissible as per rules of the company. In addition, House Rent Allowance will be paid only when company accommodation is not available.

Emoluments for the post of Medical Officer will include basic pay (in the scales of pay revised for executives w.e.f. 1.1.07), industrial dearness allowance [AICPI-126.33, Base 2001 = 100], non-practicing allowance, perquisites under Cafeteria approach and other facilities such as medical facility for self and family, Contributory Provident Fund, Gratuity etc. as admissible as per rules of the Company. In addition, House Rent Allowance will be paid only where Company accommodation is not available.

The emoluments for the posts of Operator cum Technician / Attendant cum Technician in non-executive category in the regular grade of S-3 and S-1 pay scale will include basic pay (in the scales of pay revised for non executives w.e.f. 1.1.12), 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.

9. How to apply:

Eligible and interested candidates would be required to apply online through SAIL's website, [www.sail.co.in\(Career tab\)](http://www.sail.co.in(Career tab)). **No other means/mode of application will be accepted.** Before registering their applications on the website the candidates should possess the following:

- Valid e-mail ID, which should remain valid for at least one year.
- For **Senior Manager/Medical Officers**: Candidates belonging to General/OBC category will be required to possess Pay in Slip (SBI Challan) of Rs. 500/- (Rupees Five Hundred only) as application and processing fee. Candidates belonging to SC/ST/PWD category are exempted from paying application/ processing fee.
- For **Operator cum Technician Trainee**: Candidates belonging to General/OBC category will be required to possess Pay in Slip (SBI Challan) of Rs. 250/- (Rupees Two Hundred and fifty only) as application and processing fee. Departmental Candidates to possess pay in slip of Rs. 50/- as processing fee. Candidates belonging to SC/ST/PWD category are exempted from paying application/ processing fee.
- For post of **Attendant cum Technician Trainee**, candidates belonging to General and OBC category to possess Pay in Slip (SBI Challan) for Rs.150/- as application and processing fee.

Departmental candidates to possess Pay in Slip of Rs. 50/- only as processing fee. Candidates belonging to SC/ST/PWD category are exempted from paying application/ processing fee.

- The Pay in Slip(SBI Challan) is to be downloaded from the website after filling in the required details.
- Candidates should have latest passport size photograph as well as photograph of signature in digital form (.jpg or .jpeg format less 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. After applying online, candidate is required to download the system generated **Registration Slip** with unique registration number and other relevant details.

Mode of payment of application and processing fee:

State Bank of India has been authorized to collect the application and processing fee, in a specially opened account No.33182116230 at SSP Campus Branch, Salem, on behalf of Salem 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 in by the candidate during online registration. The filling up of journal number and the branch code has to be completed by the candidates before the closure of online registration i.e. on or before 09-02-2015. In case a candidate deposits the fee in a wrong account, or doesn't finally submit the application form with payment details, Salem 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 upto 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 of 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.

IMPORTANT:

All correspondence with candidates shall be done through e-mail/ SMS only. All information regarding examination schedule/ admit card/ interview call letters etc. shall be provided through e-mail/ uploading on SAIL website. Responsibility of receiving, downloading and printing of admit card/ interview call letter / any other information shall be of the candidate. Salem Steel Plant will not be responsible for any loss of e-mail sent, due to invalid / wrong e-mail ID provided by the candidate or for delay / non receipt of information if a candidate fails to access his/her email / SAIL website in time. Candidates are not required to send any document to Salem Steel Plant at this stage. 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 SAIL website (date will be intimated later.)

10. GENERAL CONDITIONS:

1. Candidate must be an Indian national possessing requisite qualification from an Institute recognised by State Govt. /Central Govt.
2. Candidates not satisfying the requisite eligibility criteria specified in this advertisement need not apply. All certificates and documents in support of eligibility will be verified only during the interview and any candidate, who fails to produce the same, will not be allowed to appear for interview. Therefore, candidates are requested to ensure their eligibility before applying.
3. Candidates possessing the requisite qualification through Distance Mode/ Correspondence Course/ off Campus are not eligible to apply.
4. Candidates should note that only the date of birth as recorded in the Matriculation / Secondary Examination Certificate on the date of submission of application shall be accepted and no subsequent request for its change will be considered or granted.

5. 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.
6. Candidates will have to appear for the written test and medical examination at their own cost.
7. Candidates registered in the local Employment Exchanges will also 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. No other mode/means of application will be accepted.
8. 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
9. All things being equal, preference will be given to displaced persons who have given their land to Salem Steel Plant.
10. 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 not found in conformity with eligibility criteria mentioned in the advertisement. Salem Steel Plant reserves the right to reject the application and no communication in this regard will be made with the applicant.
11. Vacancies shown are provisional and liable to be increased or decreased or may be reduced to nil; in which case Salem Steel Plant is not liable to compensate the applicant for the consequential damages.
12. The prescribed qualification / experience are the minimum and mere possession of the same does not entitle a candidate for written test / physical ability test / interview. SAIL / SSP's decision shall be final in this regard.
13. Candidates may visit the FAQs section on the SAIL website for any queries.
14. The advertisement is available at SAIL website www.sail.co.in in Career tab. Any subsequent changes if made in the employment notice shall be communicated through the website. Candidates are advised to keep themselves updated of the changes if any.
15. Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of examination centres.
16. Bringing influence at any stage of the selection process will disqualify the candidate.
17. Candidates should give clear and complete postal address of correspondence, phone number and email address. Salem Steel Plant will not be responsible for any postal delay / wrong delivery/ non-delivery of any communication at any stage of the recruitment process.
18. SSP reserves the right to cancel/restrict/enlarge/modify/alter the requirements advertised, if need so arise, without issuing any further notice or assigning any reason thereto.
19. Candidates working in Govt / Semi-Govt. / Public Undertakings will have to produce "No Objection Certificate" from the present employer at the time of interview.
20. At the time of interview, if the SC/ST/OBC/PwD 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.
21. Ex-servicemen are required to produce civil equivalence certificate of his / her qualification from the competent authority at the time of interview.
22. Candidates who have applied in Displaced persons category are required to produce the necessary document as proof from the Competent Authority at the time of interview.
23. Candidates should retain their copy of SBI Challan and Registration Slip as they can be asked to produce it for future reference.
24. Court of jurisdiction for any dispute will be at Madras High Court, Chennai.

IMPORTANT DATES:

1	Starting date for submitting applications through Website	12.01.2015
2	Closing date for submitting applications through website	09.02.2015
3	Availability of Payment Reconciliation Status with edit option	12.02.2015
4	Closing of payment editing option	16.02.2015
5	Display of reconciliation status	19.02.2015
6	Tentative date for downloading of Admit Card from SAIL website for written examination	Will be intimated later on in website.
	The date of written examination will be announced in the admit card	
