



**STEEL AUTHORITY OF INDIA LTD.**  
(A Govt. of India Public Sector Undertaking)  
*Ispat Bhawan, Lodi Road, New Delhi*

**RECRUITMENT NOTIFICATION FOR APPOINTMENT IN VARIOUS PLANTS/UNITS/MINES OF SAIL**

**Advt. No. 01/2024, Dated 22/02/2024**

Steel Authority of India Limited (SAIL) – a Maharatna Central Public Sector Enterprises and leading steelmaker of the Nation, have five integrated Plants, three Special Steel Plants, Centralized Units and Mines at different locations across India.

To join the following Plants / Units including Mines of SAIL, online applications are invited from young and energetic candidates for appointment as **Operator-cum-Technician (Trainee) – (OCTT)**.

- 1) ASP (Alloy Steels Plant at Durgapur, West Bengal)
- 2) BSL ( Bokaro Steel Plant at Bokaro, Jharkhand and mines of JGoM under control of BSL at different locations)
- 3) BSP ( Bhilai Steel Plant at Bhilai , Chhatisgarh and mines under control of BSP at different locations)
- 4) CFP (Chandrapur Ferro-Alloys Plant at Chandrapur, Maharastra )
- 5) DSP (Durgapur Steel Plant at Durgapur, West Bengal)
- 6) ISP (IISCO Steel Plant at Burnpur, West Bengal)
- 7) RSP ( Rourkela Steel Plant at Rourkela, Odisha and mines of OGoM under control of RSP at different locations)
- 8) RDCIS (Research & Development Centre for Iron & Steel at Ranchi, Jharkhand and its units at different locations in different States)
- 9) SRU (SAIL Refractory Unit at Bokaro, Jharkhand and its units at different locations in different States)

**A) THE DETAILS OF POSTS AND VACANCY AVAILABLE FOR POSTING AT DIFFERENT UNITS ARE AS FOLLOWS:-**

Post & Discipline	Plant/ Units	Vacancy	Units/Category-wise vacancies						
			SC	ST	OBC	EWS	UR	PwBDs	ESM
OCTT-METALLURGY	BSL	10	1	3	1	1	4	--	1
	BSP	12	--	3	1	1	7	--	1
	CFP	1	--	--	--	--	1	--	--
	DSP	10	2	1	2	1	4	--	1
	ISP	9	2	1	2	1	3	--	1
	RSP	14	3	2	1	1	7	1 (OL)	3
	RDCIS	1	--	1	--	--	--	--	--
OCTT-ELECTRICAL	ASP	2	--	--	1	--	1	--	--
	BSL	17	1	5	1	1	9	1 ASD(M)	3
	BSP	15	1	4	1	1	8	--	2
	CFP	1	--	--	1	--	--	--	--
	ISP	13	3	1	3	1	5	1 (HH)	2
	RSP	8	2	1	1	1	3	1 ASD(M)	2
	SRU	8	1	2	1	--	4	--	1
OCTT-MECHANICAL	ASP	3	1	--	--	--	2	--	--
	BSL	24	3	6	3	3	9	1 (LV)	4
	BSP	35	3	10	2	3	17	1 (LV)	5
	CFP	2	1	--	--	--	1	--	--
	DSP	10	2	1	2	1	4	1 (OL)	1
	ISP	18	5	1	4	2	6	1 (OL)	3
	RSP	7	1	1	1	1	3	1 (OL)	2
RDCIS	1					1	--	--	
OCTT-INSTRUMENTATION	BSL	5		1	1	1	2	--	--
	BSP	5		2			3	--	--
	ISP	3			1		2	--	--
	RSP	4	1		1		2	--	--

OCTT-CIVIL	BSL	2	--	1	--	--	1	--	--
	BSP	4	--	1	--	--	3	--	--
	CFP	1	--	--	--	--	1	--	--
	ISP	9	2	--	2	1	4	--	1
	RSP	6	1	1	1	--	3	1 (HH)	--
OCTT-CHEMICAL	BSL	6	1	1	1	--	3	--	--
	BSP	3	--	1		--	2	--	--
	DSP	5	1	1	1	--	2	--	--
	ISP	4	1	--	1	1	1	--	1
OCTT-CERAMIC	ISP	2	--	--	--	--	2	--	--
	RSP	4	1	--	1	--	2	--	--
OCTT-ELECTRONICS	BSL	2	--	1	--	--	1	--	1
	BSP	6	--	1	--	--	5	--	--
OCTT-COMPUTER/IT (for Mines only)	BSL	18	3	4	2	2	7	--	2
	RSP	2	--	--	--	--	2	--	--
OCTT-DRAUGHTSMAN	ISP	2	--	--	--	--	2	--	--

In addition, the following Posts/Disciplines are identified suitable for PwBDs categories as mentioned against each post/discipline. Accordingly, PwBDs candidates may also apply and compete in general merit.

Post & Discipline	Identified suitable for PwBD Categories
OCT(T) Metallurgy	a) HH b) OA, Dw, AAV c) MD involving (a) to (b)
OCT(T) Electrical	a) LV b) OL, Dw, AAV c) MD involving (a) to (b)
OCT(T) Mechanical	a) HH b) OA, AAV c) ASD (M) d) MD involving (a) to (c)
OCT(T) Instrumentation	a) HH b) OL, Dw, AAV c) MD involving (a) to (c)
OCT(T) Civil	a) LV b) OA, OL, Dw c) SLD d) MD involving (a) to (c)
OCT(T) Chemical	a) LV b) HH c) OA, OL d) SLD
OCT(T) Ceramic	a) LV b) HH
OCT(T) Electronics	a) LV b) HH c) OL d) MD involving (a) to (c)
OCT(T) Computer/IT	a) HH b) OL, Dw

**ABBREVIATIONS USED:**

SC=Scheduled Caste, ST=Scheduled Tribe, OBC=Other Backward Classes, EWS=Economically Weaker Section, UR=Unreserved, ESM=Ex-Serviceman,  
PwBD=Persons with Benchmark Disability, OL=One Leg, OA=One Arm, LV=Low Vision, HH=Hard of Hearing, ASD(M)=Autism Spectrum Disorder (Mild), Dw=Dwarfism, AAV=Acid Attack Victims, SLD=Specific Learning Disability, MD=Multiple Disabilities.

**Important: For posting to a unit, applicant shall indicate his/her preferences mandatorily for all the units having vacancy for the post he or she is applying online. However, the preference is only indicative one. Posting of a selected candidate to a unit is the sole discretion of the SAIL Management and decision of the SAIL Management shall be final and binding on all the applicants applying for the post.**

**B] RESERVATION & AGE RELAXATION:**

1. The reservation of posts for SC/ST/OBC/EWS category is as per Presidential Directives / Govt. Guidelines.
2. Candidates belonging to SC/ST/OBC/EWS categories may also apply against the unreserved posts provided they fulfill the eligibility criteria for unreserved category. Similarly, PwBDs having 40% or more disability may also apply against unreserved posts of the discipline identified suitable for them by competing on general merit.
3. The maximum age is relaxable by 5 years for posts reserved for SC/ST candidates. Candidates belonging to SC/ST will be required to submit the Caste Certificate in the prescribed format issued by the Competent Authority as notified by the Government at the time of skill test.
4. The maximum age is relaxable by 3 years for OBC (Non-creamy Layer) candidates. Candidates belonging to OBC will be required to submit the requisite **OBC (Non-Creamy Layer) certificate** in the prescribed format issued by the competent authority as notified by the Government during the financial year **2023-24** and a self-declaration at the time of skill test. OBC candidates belonging to 'Creamy layer' are not entitled to OBC concession and such candidates have to indicate their category as General.
5. Candidates belonging to EWS category will be required to submit the requisite **Income and Asset Certificate** in the prescribed format issued by the competent authority as notified by the Government during the financial year **2023-24** at the time of skill test.

6. Reservation for PwBD and ESM shall be on horizontal basis as per the prevailing rules. In case, no suitable PwBD candidates are available for the posts reserved for them, the same shall be filled up by the candidates from other category of disability identified suitable for the post. If suitable ESM candidates are not available for the posts reserved for them, the same will be filled up by the candidates other than ESM.
7. In case of PwBD, maximum age is relaxable by 10 years for GENERAL/EWS, 15 years for SC/ST and 13 years for OBC (Non-creamy Layer) candidates. Candidates belonging to PwBDs as mentioned against each post / discipline above and having disability of 40% or more shall only be considered. Such candidate will be required to submit **Disability Certificate** issued by the Competent Authority as notified by the Government in the prescribed format at the time of skill test.
8. In case of Ex-Servicemen, maximum age is relaxable as per Government directives.
9. For Departmental candidates (employees of SAIL), the upper age limit shall be 45 years irrespective of the caste/category of the candidates.

**C] ELIGIBILITY CRITERIA:**

Post & Discipline	Age as on 18/03/2024	Qualification & Experience as on 18/03/2024*	Minimum Qualifying Marks in Eligibility Qualification
OCT (Trainee) (Metallurgy)	From 18 to 28 years	Matriculation with 03 years (full time) Diploma in Metallurgy Engineering from Govt. recognized university/ institute.	50% for Unreserved posts & post reserved for OBC/ EWS  40% for posts reserved for SC/ST/PwBD/Departmental Candidates.
OCT (Trainee) (Electrical)	From 18 to 28 years	Matriculation with 03 years (full time) Diploma in Electrical / Electrical & Electronics Engineering from Govt. recognized university / institute.	
OCT (Trainee) (Mechanical)	From 18 to 28 years	Matriculation with 03 years (full time) Diploma in Mechanical Engineering from Govt. recognized university/ institute.	
OCT (Trainee) (Instrumentation)	From 18 to 28 years	Matriculation with 03 years (full time) Diploma in Instrumentation / Instrumentation & Electronics / Instrumentation & Control / Instrumentation & Automation Engineering from Govt. recognized university/ institute.	
OCT (Trainee) (Civil)	From 18 to 28 years	Matriculation with 03 years (full time) Diploma in Civil Engineering from Govt. recognized university / institute.	
OCT (Trainee) (Chemical)	From 18 to 28 years	Matriculation with 03 years (full time) Diploma in Chemical Engineering from Govt. recognized university / institute.	
OCT (Trainee) (Ceramic)	From 18 to 28 years	Matriculation with 03 years (full time) Diploma in Ceramic Engineering from Govt. recognized university / institute.	
OCT (Trainee) (Electronics)	From 18 to 28 years	Matriculation with 03 years (full time) Diploma in Electronics / Electrical & Electronics / Electronics & Telecommunication / Electronics & Communication / Electronics & Instrumentation Engineering from Govt. recognized university / institute.	
OCT (Trainee) (Computer/IT)	From 18 to 28 years	Matriculation with 03 years (full time) Diploma in Computer Science / Information Technology Engineering from Govt. recognized university / institute.	
OCT (Trainee) (Draughtsman)	From 18 to 28 years	Matriculation with 3 years full time Diploma in Civil Engineering / Electrical Engineering / Mechanical Engineering / Architectural Assistantship from Govt. recognized institute  and  01 (one) year experience as Draughtsman/ Design Assistant having worked in AUTOCAD system for drawing preparation in Industrial/ commercial establishment.	

\* Qualification must be from Universities or Institutes recognized / accredited by Boards/Council/bodies like UGC/AICTE/SCTE&VT set up by Central/State Government. Candidates having prescribed qualification, experience etc, as given above, can apply against relevant Posts/discipline.

**Candidates possessing the requisite qualification through Distance Mode/Correspondence Course/Off Campus are not eligible to apply.**

Candidates who have not possessed the prescribed required age, qualification, experience etc, as mentioned above, on or before closing date of submitting application i.e **18/03/2024** need not apply.

**Candidates applying for the post of OCT (Trainee)–Draughtsman must upload the scanned copy(ies) of experience certificate(s) while filling the online application form.**

**D] EMOLUMENTS & OTHER BENEFITS:**

- i) Candidates selected for the above posts will be required to undergo, on the job training, for a period of 2 (two) years, which can be extended for a further period of 2 (two) years, as per requirement. During the training period, they will be paid consolidated pay of Rs.16,100/- for the 1<sup>st</sup> year and Rs.18,300/- for the 2<sup>nd</sup> year of training. They will also get for free medical facility, leave etc. as per rules of the company.  
On successful completion of training, they shall be considered for regular employment in S-3 grade in the scale of pay of Rs.26600-3%-38920/-(S-3). On regularization, the emoluments will include Basic Pay, Industrial Dearness Allowance, perquisites under cafeteria approach and other allowances, Contributory Provident Fund, Gratuity as per Gratuity Act, free Medical Treatment for self and family etc. as per rules of the Company. In addition, House Rent Allowance will be paid only where company accommodation is not available.
- ii) **CTC at minimum of scale of pay on regularisation in S-3 grade will be Rs.10.4 Lakh (approx) per annum (excluding location based allowances, category specific allowances etc.)**
- iii) Being direct recruitment on initial basic pay, the company will not bear any liability on account of salary / leave salary / pension contribution etc. of previous employment, if any.

**E] MODE OF SELECTION:**

- (i) Eligible candidates will be required to appear in the Computer Based Test (CBT) in Hindi/English. The CBT will consist of 100 Objective type questions in 2 segments i.e 50 on Domain Knowledge & 50 on Aptitude Test. The duration of the CBT would be 90 minutes.
- (ii) The minimum qualifying marks in the CBT will be determined based on 50 percentile score for unreserved/EWS posts & 40 percentile score for posts reserved for SC/ST/OBC (Non-creamy Layer)/PwBDs. The qualifying marks will be calculated separately for each post/discipline.
- (iii) Candidates, who qualify in the CBT for the above posts will be shortlisted for skill test in order of merit, at the ratio of 1:3 for each post/discipline. If the cut-off marks so arrived are obtained by more than one candidate, all of them will be called for the skill test. The skill test shall be held at any Plant/Unit/Mines location of the SAIL.
- (iv) Skill Test will only be of qualifying in nature. For final selection, weightage of marks of the CBT will be 100%. Keeping in view the reservation criteria, offer letter will be issued to the candidate having higher marks in the CBT. In case, there is a tie in the cut-off marks of the CBT, the candidate with higher marks in the eligibility qualification will be selected.
- (v) A discipline-wise panel will be formed in order of merit (in the ratio of 1:1 i.e. no. of post advertised : no. of candidates in panel) which will be operated in case of non-joining of candidates against initial offer of appointment. The panel will be valid for a period of six months from the date of approval.
- (vi) Candidates will be allowed for CBT/Skill Test on production of call letter / admit card, one Govt approved photo identity proof and after undergoing Biometric authentication at venue.

**F] PHYSICAL STANDARD:**

Physical 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
<b>Visual Parameters</b>		
Distant Vision	6/12 with or without glasses.	
Near Vision	J1 or N6 both eyes. Power of glasses not to exceed $\pm$ 4.0 D	
Colour Vision	Normal in Lantern test with maximum aperture. Night blindness will be a disqualification.	
Binocular Vision	Essential. Surgically operated and corrected squint will be acceptable	
<b>Hearing Parameter</b>	Normal (Relaxable upto 30 db in speech frequency)	

The health standards indicated above are minimum pre-requisites. However, appointment of selected candidates will be subject to they being found medically fit by the Company's Medical Officer / Board as per standards laid down under SAIL Medical & Health Manual.

**G] APPLICATION & PROCESSING FEE:**

- |     |   |          |
|-----|---|----------|
| (i) | Application & Processing Fee (for General/OBC/EWS candidates) | Rs.500/- |
|     | Processing Fee (for SC/ST/PwBD/ESM/ Departmental candidates)  | Rs.200/- |
- (ii) At the time of submission of online application, candidates will be required to pay Application & Processing Fee through **Net Banking / Credit Card / ATM-cum-Debit Card**. Fee shall not be collected by any other mode.
- (iii) Candidates will have to bear the Bank charges, if any in addition to the applicable Application / Processing Fee.
- (iv) Fee once paid will not be refunded under any circumstances.

**H] TEST CENTRES:**

- a) Date, Time & Test Venue for Computer Based Test (CBT) / Skill Test will be intimated to eligible candidates through Admit Card / Call Letter and information shall be shared through E-mail/SMS and SAIL website.
- b) Management reserves the right to allocate the test centres as per availability at anywhere in India. No request for change of test centre shall be entertained.

**I] HOW TO APPLY:**

Eligible and interested candidates would be required **to apply online only through SAIL's website [www.sail.co.in](http://www.sail.co.in) at "Careers" page or [www.sailcareers.com](http://www.sailcareers.com) only. No other means / mode of application shall be accepted.**

Before registering their application on the website, candidates should ensure the following:

**(a) The process of submission of application form:**

- Submit the application only through SAIL website [www.sail.co.in](http://www.sail.co.in) at "Careers" page or [www.sailcareers.com](http://www.sailcareers.com)
- Read the advertisement carefully to be certain about your eligibility.
- Go through the User Manual available in the site and follow the steps as mentioned.
- Click on "**Login**".
- **If "New User"**, complete **One Time Registration (OTR) first** and then click on "**Registered User**" by using User ID & Password.
- If already registered, click on "**Registered User**" by using User ID & Password.
- Complete the application submission process step by step by filling required information, uploading the document(s) as required and making payment through payment gateway.
- Submit the application after completion of all requisites and take a print out of application for having application ID.
- 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 successful submission of online application, candidates are required to download the system generated Application Form with unique Application ID / Number. Candidates shortlisted for skill test, submit the same at time of skill test.**

- (b) Have a valid E-mail ID and Mobile No. which should remain valid for at least one year.
- (c) Candidate should have latest passport size coloured photograph (.jpg or .jpeg file only upto 50kb) as well as photograph of own full signature in running letters (.jpg or .jpeg file only upto 20 kb) in digital format for uploading with the application form.
- (d) Candidates to pay the application / processing fee online through Net Banking/Credit Card/ATM-cum-Debit Card.
- (e) While submitting the application online, candidates should note the following:
- (i) Candidates are advised to read carefully instructions for online submission of application, which will be available in the website itself.
  - (ii) The detailed scrutiny of applications for eligibility and other aspects is not being undertaken before CBT and therefore, the candidature for CBT is accepted provisionally.
  - (iii) Candidate must write his/her name as it appears in the Matriculation certificate or equivalent examination. In case of change of name at a later stage, necessary documentary proof to be submitted at the time of skill test.
  - (iv) Category (General/SC/ST/OBC/EWS/PwBD/ESM) once submitted in the online application cannot be changed and no benefit of other category will be subsequently admissible.
  - (v) Wherever CGPA/OGPA or letter grade in a diploma / degree is awarded; equivalent percentage of marks should be indicated in the online application form as per norms adopted by the University / Institute. Where no norms have been specified, the CGPA / OGPA will be presumed to have been provided on a 10 point scale. The candidates will have to produce a copy of these norms with respect to their University / Institute at the time of skill test.

- (g) Candidates short-listed for **Skill Test** would be required to furnish certificates/documents in original regarding proof of date of birth, caste/category, qualification, experience, PWD/ESM status, NOC from present employer etc. as applicable at the time of skill test.

**Note:** While filling the online application, candidates must carefully follow all the steps. Incomplete application, application without photograph & signature, application without application / processing fee, application not fulfilling the eligibility criteria will be summarily rejected. No communication in this regard will be made to the candidates or entertained from the applicant. The decision of the Management in all matters relating to eligibility, acceptance, rejection of the application, issue of call letters will be final and binding on the candidates and no enquiry/ correspondence will be entertained in this connection or no correspondence will be made Plants/Units of SAIL.

**J] IMPORTANT:**

All correspondence with candidates as required shall be done through Email/SMS/SAIL Website only. All information regarding "Test Schedule/Admit Card/Call Letter etc." shall be provided through Email/SMS/uploading on SAIL website. Candidates must download/ print their Admit Card/Call Letter once it is made available on the SAIL website. The Management will not be responsible for any loss of Email/SMS sent, due to invalid or wrong Email ID/ Mobile Number provided by the candidate or for delay / non-receipt of information if a candidate fails to access his/her Email/Mobile in time or due to any network related issue. **Candidates will be allowed to appear in the CBT/Skill Test only if they possess valid Photo Admit Card/Call Letter.** Responsibility of receiving, downloading and printing of Admit Card for CBT / Call Letter for Skill Test or any other information shall be of the candidate.

**K] GENERAL:**

1. Candidates applying for the post should ensure that they fulfill all the eligibility condition as per advertisement. Their admission all stages of examination will be provisional, subject to their satisfying prescribed eligibility conditions, which will be verified at the time of skill test. However, on verification at any stage of selection process, if it is found that any candidate is not fulfilling the eligibility conditions, his/her candidature to the post shall be cancelled forthwith without any further communication in this regard.
2. Candidate must be an Indian national possessing requisite qualification from an institute recognized by State Govt./Central Govt.
3. **At the time of application, candidates should keep in mind that the date of CBT / Skill Test for more than one post/discipline may coincide.**
4. Admit Cards for CBT will be issued to all prima-facie eligible candidates on the basis of the details furnished in online application form and submission of application/processing fees as may be applicable.
5. Biometric registration and subsequent verification of candidates will be carried out during the selection process and also at the time of joining.
6. Selection/joining of the candidate will be subject to medical fitness as per rules of the company. Selected candidates shall also be required to serve at any Plant/Unit/Mines of SAIL.
7. While applying the candidates should enter their full name as it appears in the matriculation or equivalent examination. Mere issue of Admit Card for CBT / Call Letter for Skill Test or Offer of Appointment will not imply acceptance of candidature.
8. Candidature of a registered candidate is liable to be rejected/cancelled at any stage of recruitment process, even on joining or thereafter, if any information provided by the candidate is found to be false or not in conformity with the eligibility condition / criteria at any stage or if candidate fails to produce valid documentary proof in support of his/ her eligibility or if candidate found unfit in the pre-employment medical examination.
9. Candidates who are in regular employment in any Govt./PSUs will have to produce NOC from the present employer at the time of Skill Test and/or release order at the time of joining.
10. **PAYMENT OF TRAVELLING EXPENSES:**
  - (i) **No Traveling Expenses would be payable to candidates called for Computer Based Test (CBT) & Medical Examination.**
  - (ii) Outstation candidates belonging to **SC/ST/PwBDs** categories, attending the **Skill Test** will be reimbursed single to and fro Sleeper Class Rail fare / Bus fare alongwith reservation and tatkal booking charges, if any from the normal place of correspondence to the place of **Skill Test** by the shortest route on production of original ticket(s), provided the distance covered by rail or road is more than 30 kilometers each way.
  - (iii) **Outstation Departmental candidates** attending skill test will be reimbursed travelling expenses by the concerned Plant/Unit as per rules.
11. **Management reserves the right to reject any application or to cancel the candidature or the whole process of CBT/ skill test or to cancel the whole/partly recruitment process of this advertisement, without assigning any reason thereof and no enquiry or correspondence will be entertained in this connection.**

12. **Posts advertised are tentative. Management reserves the right to cancel/restrict/modify/alter the requirements advertised, if need so arise, without issuing any further notice or assigning any reason thereto; in which case Rourkela Steel Plant is not liable to compensate the applicant for the consequential damages.**
13. Ex-Serviceman candidates are required to produce **Civil Equivalence Certificate** of his/her qualification from the competent authority & Discharge / Separation order at the time of skill test.
14. **If any certificates / documents have been issued in a language other than Hindi/ English, the candidates will be required to submit a self-certified translated copy of the same either in Hindi or English.**
15. Bringing influence at any stage of the selection process will disqualify the candidate.
16. **The advertisement is available at SAIL website [www.sail.co.in](http://www.sail.co.in) at the link "Careers". 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.**
17. Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of examination centres.
18. Court of jurisdiction for any dispute during recruitment process will be at Rourkela, Odisha.

**L] IMPORTANT DATES:**

- 1 Starting date for submitting online applications: **26/02/2024**
- 2 Closing date for submitting online applications: **18/03/2024**

DGM (PL) TA, G & GA  
SAIL, Rourkela Steel Plant

*For any assistance, please contact through:  
Phone : 0661-2523371 / 2448580 / 2448841  
Email : [recruitment.rsp@sail.in](mailto:recruitment.rsp@sail.in)*