

Rashtriya Chemicals And Fertilizers Limited

(A Government of India Undertaking)



Rashtriya Chemicals and Fertilizers Ltd (RCF Ltd) is a leading profit making company in the business of manufacturing and marketing of Fertilizers and Industrial Chemicals having sales turnover around Rs.7300 crores. The Manufacturing units are in Maharashtra (at Thal - Dist. Raigad and at Trombay - Chembur, Mumbai) with National Level Marketing Network. Company provides excellent career growth opportunities.

1. The Company invites applications for the post of:

Discipline	No. Of Posts	Eligibility Criteria
BOILER OPERATOR GRADE III(A5) Post Code No :- BLR OPTR/A5/022019	16 No. (Trombay – 6 No. & Thal – 10 No.)	Qualification : As on 01.02.2019 : SSC Examination passed and certificate of Competency as Boiler Attendant of Second Class issued by the Director of Steam Boilers and Chairman to the Board of Examiners of respective state Government. OR SSC Examination passed and NCVT in Boiler Attendant Trade with the Endorsement of the Director of Steam Boilers and Chairman to the Board of Examiners, on NCVT Passing certificate, certifying the “This certificate is valid as equivalent to the certificate of Competency of Second Class Boiler Attendant in the state”. OR SSC Examination passed and Diploma in Boiler Attendant with the Endorsement of the Director of Steam Boilers and Chairman to the Board of Examiners, on Diploma passing certificate, certifying that “This certificate is valid as equivalent to the certificate of Competency of Second Class Boiler Attendant in the state”. OR SSC with engineering sailor of Indian Navy namely, the Engine Room Artificer or Mechanician or Engineering Mechanic in possession of Auxiliary Machinery Watch Keeping Course Certificate issued by the Engineering

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		<p>Officer and commanding Officer of an Indian Naval Ship shall on application have the certificate endorsed equivalent to Second Class Boiler Attendant Certificate of Competency, in the State or Union Territory in which he applies for services: provided that such endorsement shall be made by the Chairman to the Board of Examiners of respective state Government.</p> <p>*Experience : (As on 01.03.2019).</p> <p>Must have Minimum 2 years (Post qualification) as Boiler Attendant/ Boiler Operator.</p>
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* The work experience acquired on the basis of **Provisional** certificate of Competency as Boiler Attendant of Second class issued by the Government will be considered as post qualification experience. However, candidates must possess Permanent Certificate of Competency as Boiler Attendant of Second class issued by the Government on (As on 01.03.2019).

2. Reservation

Total posts	SC	ST	OBC	UR	EWS
16	1	1	5	7	2

Abbreviations used : SC – Scheduled Caste, ST – Scheduled Tribe, OBC – Other Backward Class (Non Creamy Layer), UR – Unreserved, EWS: Economically weaker section.

The number of vacancies are tentative and may increase or decrease at the discretion of RCF Ltd. and in compliance of the Presidential Directives on reservation at the time of appointment. Accordingly, RCF Ltd. reserves the right to cancel/restrict/modify /alter the requirements advertised, if need so arises, without any further notice or assigning any reason therefor. In addition to the notified vacancies a panel of candidates shall also be created for unforeseen vacancies, including but not limited to vacancies caused by cessation of service of selected candidates, arising within one year from date of empanelment. Posts shall be filled according to reservation position. Accordingly, SC/ST/OBC/EWS category candidates are encouraged to apply.

The post of Boiler Operators is not identified as posts reserved for PWBD (Persons with Benchmark Disability) candidates.

3. Upper Age Limit (As on 01.02.2019):

- General – Maximum 30 years.
- SC/ST : Maximum 35 years.
- OBC (NCL)Category – Maximum 33 years.



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4. Domicile :

The candidates domiciled in the state of Maharashtra will only be considered for the post of Boiler Operator Grade III(A5). The Domicile Certificate issued by the Competent Authority will be accepted as valid proof in this regard.

5. Place of posting :

The postings of the selected candidates may be at any of the Units of the company as decided by the Management.

RCF reserves the right to offer initial posting /subsequent transfer post appointment at any other location of RCF based on business requirement from time to time.

6. Salary and other Benefits:

Total Monthly Gross emoluments at the minimum of the A5 scale (Rs.20000 -55000) which includes, Basic Pay plus DA, plus House Rent Allowance and other allowances works out to Rs.33,000/- approximately.

Company accommodation, if desired, will be provided subject to availability in lieu of HRA with standard terms and conditions.

Employee is also entitled to Performance Related Pay (PRP), Free Medical Facility for self and dependents, Gratuity, Contributory Provident Fund, Accident Insurance, and Social Security Schemes as per Company rules.

Available Sports Complex facility will be provided by RCF Ltd.

7. Career Growth :

On appointment as Boiler Operator Grade III, the Candidate will have an opportunity for promotion upto Senior grade in unionised category and thereafter to Officer category on the basis of performance and fulfilling the eligibility criteria applicable from time to time.

8. Nature of job & Physical fitness :

The job requires working in rotating shifts including night shift and the selected candidates may be posted in any plant subject to exigencies of work. This job is of rigorous nature and requires high level of physical fitness and candidates if selected / provisionally selected would be required to meet the medical and physical fitness standards for post failing which they shall be considered ineligible and not qualifying the criteria.

9. Selection:

Selection Methodology:

The selection will be through the below mentioned steps:

- A. Written / Online Test
- B. Trade Test
- C. Pre-Employment Medical Test



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A) Written Test / Online Test

- a) The candidate meeting the eligibility criteria as per application form the candidates will be called for the Written / Online Test at Centre in Mumbai / Navi Mumbai. No request of change in date of Written Test / Online Test or centre will be entertained for any reason whatsoever.

The Written Test / Online Test will assess the candidates consist of following :

- i) Technical Knowledge
 - ii) Quantitative Aptitude
 - iii) Reasoning
 - iv) General Awareness
 - v) Knowledge of English
- b) The Written / Online Test will consist of objective type question with 80% weightage for Technical knowledge and 20% for Quantitative Aptitude, Reasoning, General Awareness & Knowledge of English.
- c) There will be no negative marking system in the written / online test.
- d) The company reserves the right to define the cut off marks for the Written / Online Test. No queries will be entertained in this regard.
- e) Candidates can exercise the option of appearing in the Written / Online Test in Marathi, Hindi or English.

B) Trade Test :

Candidates qualifying in the Written / Online Test in the ratio of 1:2 will be called for the Trade test which will be held in Mumbai / Navi Mumbai. The Nature of the trade test will be decided by the company. The Trade test will be of qualifying nature only. The candidates qualifying in the trade test will only be called for further process. The selected candidates should meet the eligibility criteria and final selection will be subject to clearing document verification.

The wait list of the candidates will be prepared and will be operated as and when required.

C) Pre – employment medical test :

Final Appointment of the candidates will be subject to medical fitness. The candidates qualified in the Trade test will be called for medical test. If any candidate is medically fit and not meeting the eligibility criteria at the time of document verification, his candidature shall be cancelled. Documents will be verified at every stage of recruitment. Candidate meeting the eligibility criteria will only be processed further.

10. How to Apply:

- i) Candidates are required to apply online providing details regarding age, date of birth, qualification, and percentage of marks obtained (mentioned upto two decimal points), year of passing, respective School/College/University/Board, work experience. Candidates are also



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required to upload their scanned copy of the recent photograph and signature, without which their application will not be accepted.

- ii) Candidates fulfilling the prescribed eligibility criteria should apply online through RCFL website: Candidates have to log on to website www.rcfltd.com and go to HR section and thereafter recruitment section for submitting the online application. Candidates sponsored by Employment Exchange also need to apply online through this mode only. No other means / mode of application will be accepted.
- iii) The below mentioned information should be readily available while filling up the online application form.

Since the online application form requires details of payment of processing fee (Only for General, OBC & EWS applicants) caste (in case of SC/ST Candidates), in case of OBC (Non-Creamy Layer) Category applicants, EWS category applicants and the percentage of marks obtained in the qualifying examination/ Permanent certificate of Competency as Boiler Attendant of Second Class issued by the Government/ NCVT (Boiler Attendant) examination passing certificate with endorsement equivalent to Second Class Boiler Attendant Certificate of Competency/ Certificate of Diploma examination passed in Boiler Attendant Trade with the Endorsement of the Director of Steam Boilers and Chairman to the Board of Examiners/ Certificate of engineering sailor of Indian Navy namely, the Engine Room Artificer or Mechanician or Engineering Mechanic in possession of Auxiliary Machinery Watch Keeping Course Certificate issued by the Engineering Officer and commanding Officer of an Indian Naval Ship shall on application have the certificate endorsed equivalent to Second Class Boiler Attendant Certificate of Competency by the Board of Examiners and Work experience, the candidates must have the relevant documents/ details readily available with them at the time of filling the online application form.

- iv) Before registering their application on the website, the candidates should upload the following as per the specifications mentioned below :
1. Photo - Image should not exceed 50 KB and not less than 20KB.
 2. Sign - Image should be in jpg/jpeg format and should not exceed 20 KB and not less than 10KB.
- v) Provision to pay application fee of Rs.500/- plus bank processing charges for 'UR', 'OBC' and 'EWS' candidates. Candidates can opt to pay through internet banking/ credit/ debit card.
- vi) On submitting the application online, if the same is accepted, the system will generate a Unique Application Number which will get printed on the Application Form.

It may be noted that mere acceptance of the Online Form by the system does not mean that the candidature is accepted. This is subject to the candidate meeting the eligibility criteria exhaustively.

On filling up the Online Application Form, the candidate should check the details that the Candidate has filled in and if any corrections are required, the same should be done. the Candidate has then to confirm the details by pressing the "Submit Form" button after which no changes will be possible in the details provided. Then the Candidate is required to take a print of the application form. The candidates can also take the print out of application form later by



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submitting the application number in the link on the website under recruitment section. The candidates are required to note the application number for future reference.

No request with respect to the change in any data entered by the candidate will be entertained once the application is submitted successfully.

vii) Candidates should retain a photocopy of their Application Form for future reference.

viii) For any queries related to the online form, please email us on boileropr2019@rcfltd.com.

ix) **How to submit Application Fee through payment Gateway : [only for General, OBC & EWS Category candidates].**

There is no application processing fee for SC / ST category candidates. General, OBC & EWS candidates are required to pay a non-refundable application processing fee of Rs. 500/- .

The Application Fee is **NOT REFUNDABLE** in any case. Candidates are therefore requested to verify their eligibility before paying the registration fee.

x) Screening and selection will be based on the details provided by the candidates in the on-line application form hence, it is necessary that only accurate, full and correct information is furnished by the applicants. Furnishing of wrong/false information will be a disqualification and RCF LTD will NOT be responsible for disqualification as a consequence of furnishing of such wrong/false information.

Please read all the Instructions carefully before filling up the Online Application Form.

11. GENERAL INSTRUCTIONS:

1. Candidates should possess a valid email ID. Candidates are advised to keep the email ID (to be entered compulsorily in the online application form) active for at least one year. No change in the email ID will be allowed once submitted. All information/communication regarding participating in the selection process shall be provided through email to the candidates, found apparently eligible, based on the online application data. Responsibilities of receiving and downloading of information/communications, etc. will be of the candidate. RCFL will not be responsible for any loss of email sent, due to invalid/wrong email ID provided by the candidate and no correspondence in this regard shall be entertained. The candidates will be intimated about the date, time and venue of Written /Online Test/ pre-employment medical test through e-mail (on the e-mail id provided by them) in the application form.
2. The candidates should specify an active mobile phone number which will be valid throughout the recruitment / selection process.
3. Candidates have to make their own arrangement for lodging and boarding while appearing for Written /Online Test/Trade Test (if applicable).
4. Travelling Expenses : For appearing for the Written test/Online Test, the outstation **SC/ST** candidates and for all candidates shortlisted on basis of online written test for appearing a trade test travelling expenses will be reimbursed for to and fro II sleeper class/bus (restricted to second sleeper class Rail Fare) fare by the shortest route, beyond local train limit, on production of the ticket, from the place of correspondence address mentioned in the application form only.



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The reimbursement will be made through electronic mode only and candidate must have valid & active Bank details such as Account Number, IFSC code, MICR code & PAN number.

If any Candidate is found not eligible to appear Written/Online Test /Trade Test, then, he will not be eligible for reimbursement of Travelling expenses.

5. Knowledge of Computer Operation is desirable.
6. Merely, meeting the minimum eligibility criteria will not make any candidate automatically entitled for being called for Written/ On Line Test. No correspondence will be entertained in this regard. Management reserves the right to reject the application or raise the standard of specifications so as to restrict the number of candidates.
7. Candidates presently employed in Govt. Dept. / PSUs / Semi Govt. Departments will be required to submit NOC at the time of Written/Online Test.
8. Candidates belonging to OBC but coming in 'creamy layer' should apply as General category.

Candidates belonging to OBC (Non creamy layer), submitting certificates in the prescribed format (as given in **Annexure-A**) and which are issued after 1st April, 2018 will only be considered in the OBC category.

If the candidate has applied for the latest Certificate, a copy of the receipt of application obtained from the Certificate issuing authority is required to be produced at the time of interview for considering them provisionally in OBC Category.

9. Candidates applying under SC/ST category, but not submitting the caste certificate in the prescribed format issued by the Competent Authority (as given in **Annexure-B**) at the time of Online Written Test/interview will not be considered in SC/ST category. The candidates have to strictly follow the instructions as regards the Caste Certificate.

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10. Candidate applying under EWS category, at the time of Online Test or Trade Test has to submit Income and Asset certificate issued by the competent authority in the prescribed format (as given in **Annexure – C**. The Income & Asset Certificate issued after 01.02.2019 shall only be accepted as proof of candidates claim as belonging to EWS.

11. Candidates qualifying in the Written / Online Test, shall be required to bring the following **original certificates** along with self-attested photocopies as documentary proof at the time of reporting (as applicable) :

- i) Proof of Age(SSC Passing certificate/Birth Certificate/School leaving certificate).
- ii) Educational Qualifications (All the Mark sheets & Passing Certificates).
- iii) a) Certificate of Competency as Boiler Attendant of Second Class issued by the Government. OR
b) Certificate of NCVT examination passed in Boiler Attendant Trade with the Endorsement of the Director of Steam Boilers and Chairman to the Board of Examiners OR
c) Certificate of Diploma examination passed in Boiler Attendant Trade with the



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Endorsement of the Director of Steam Boilers and Chairman to the Board of Examiners OR

d) Certificate of engineering sailor of Indian Navy namely, the Engine Room Artificer or Mechanician or Engineering Mechanic in possession of Auxiliary Machinery Watch Keeping Course Certificate issued by the Engineering Officer and commanding Officer of an Indian Naval Ship shall on application have the certificate endorsed equivalent to Second Class Boiler Attendant Certificate of Competency, in the State or Union Territory in which he applies for services: provided that such endorsement shall be made by the Chairman of the Board.

iv) Certificate of Scheduled Caste/ Scheduled Tribe/ Other Backward Class (Non- Creamy Layer)/ EWS. OBC certificate produced by candidates should clearly indicate that they do not belong to creamy layer and certificate and should be issued on or after 01.04.2018.

Receipt of application submitted to the authority for seeking Latest Non Creamy Layer certificate.

v) Certificate of Domicile of State of Maharashtra.

vi) **Prescribed Formats of certificates are available on web portal.**

vii) ***In the absence of any of the above documents as applicable, the candidate will not be considered for the post of Boiler Operator Grade III.***

12. Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or after recruitment or joining if any information provided by the candidate is false or is not found to be in conformity with eligibility criteria mentioned in the advertisement.

13. IMPORTANT DATES

Activity Date	
Commencement of On-Line registration of application by candidates.	25/03/2019 at 8:00 am
Last date for on-line registration of application by candidates	10/04/2019 at 5:00 pm*

***Complete filling, submission & payment fees (wherever applicable) must be completed by this end date and time.**

14. No communication (written/telephonic) will be entertained after the closing date for the submission of the Online Application Form, as regards the date of Written/Online Test etc. The Candidates should await the intimation from the Company.

15. The candidate should ensure that the Candidate fulfills the eligibility criteria and other norms mentioned in this advertisement. The candidates should meet the eligibility criteria subject to clearing the document verification at any stage of recruitment process. The candidates who do not meet eligibility criteria not to apply.

16. Canvassing in any form will be disqualification.



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17. Corrigendum/addendum etc. with regard to this advertisement, if any, will be made available on following link. Candidates are advised to refer to the below website periodically for updates.

<http://www.rcfltd.com/index.php/en/hr/recruitment>

18. Any change in the advertisement shall be reflected on RCF LTD website.

19. The decision of Management will be final and binding on all candidates on all matters related to eligibility, acceptance or rejection of the applications, mode of selection, and cancellation of selection process either in part or full, etc. No correspondence will be entertained in this regard.

20. RCF Ltd. reserves the right to cancel / restrict / modify / alter the recruitment process, if need so arises, without issuing any further notice or assigning any reasons thereof.

21. Suppression/false information shall render a candidate ineligible for consideration at any stage of selection & will be terminated at any time during engagement, if engaged.

22. Candidates may kindly note that, the candidates possessing higher qualification than the prescribed qualification in the advertisement will not be given any consequential benefit for their higher qualification in later stage or at any stage of service period if selected. The candidate cannot claim for such benefit on account of higher qualification.

23. The applicant is not required to send any document offline at this stage.

24. You are requested to check your Email regularly after submission of on-line form.

25. The candidates are advised not to respond to unscrupulous advertisement appearing anywhere.

26. For authenticity of an advertisement, the candidates should check RCFL website – www.rcfltd.com only.

27. The Court of jurisdiction for any dispute will be at Mumbai.

IMPORTANT INSTRUCTIONS :

1. The Online Application shall be deemed to be submitted only upon receipt of Application Fee (as applicable) and upload of recent Photograph and signature.
2. Candidates are advised in their own interest to complete the registration process, pay application fee online (as applicable) and final submission of online application sufficiently in advance before the last date so as to avoid the possibility of disconnection /inability / failure to log on to the website on account of heavy load on internet or website jam.



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3. We hereby caution the general public not to fall prey to the dubious agencies/organizations/individuals/aiming at fleecing money from the innocent public. Don't believe any advertisement/job announcement of RCF Ltd. circulated through e-mail, social media etc. Please rely on information hosted on our website www.rcfltd.com for any job/career related information pertaining to RCF Ltd.

Encl.

Annexure A- OBC (NCL) Certificate.

Annexure B- SC/ST Certificate.

Annexure C- Income & Asset Certificate.



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