

**ADVERTISEMENT**

**STEEL AUTHORITY OF INDIA LIMITED**

*(A Govt. of India Enterprise)*

**SALEM STEEL PLANT**

**SALEM- 636013**

Advt. No. SAIL/SSP/HR/RECTT/2(1)/2024-25

Date: 15.02.2025

**ENGAGEMENT OF ADVISORS/CONSULTANTS AT SSP/SAIL**

**Salem Steel Plant**, a Special Steels Plant of **Steel Authority of India Ltd. (SAIL)**, a Maharatna Company, with modernized facilities produces Cold rolled stainless steel, Hot rolled carbon & stainless steel products and micro-alloyed carbon steel. Salem Steel Plant (SSP) invites applications from eligible (ex- executives separated in E-7 & below grades from SAIL) for the following seven (07) posts in Salem Steel Plant, Salem:

1.	<b>Post:</b>	<b>ADVISORS/CONSULTANT -07 posts</b>
2.	<b>Who can apply</b>	<p>The requirements from the ex-SAIL engineers, who would be taken as Advisor/Consultant, is as follows:</p> <ol style="list-style-type: none"><li><b>1. Mechanical Maintenance in Steel Melting Shop (SMS)- 1 posts</b><ul style="list-style-type: none"><li>➤ Assisting &amp; execution of jobs in Mechanical maintenance of SMS</li><li>➤ Preparation of technical specifications for equipment's/spares</li><li>➤ Technical services in SMS</li></ul></li><li><b>2. Electrical Maintenance in Cold Rolling Mill (CRM)- 1 post</b><ul style="list-style-type: none"><li>➤ Assisting &amp; execution of jobs in Electrical maintenance of CRM</li><li>➤ Preparation of technical specifications for equipment's/spares</li><li>➤ Technical services in CRM</li></ul></li><li><b>3. Mechanical Maintenance in Cold Rolling Mill (CRM) – 2 post</b><ul style="list-style-type: none"><li>➤ Assisting &amp; execution of jobs in Mechanical maintenance of CRM</li><li>➤ Preparation of technical specifications for equipment's/spares</li><li>➤ Technical services in CRM</li></ul></li><li><b>4. Mechanical Maintenance in Hot Rolling Mill (HRM)- 1post</b><ul style="list-style-type: none"><li>➤ Assisting &amp; execution of jobs in Mechanical maintenance of HRM</li><li>➤ Preparation of technical specifications for equipment's/spares</li><li>➤ Technical services in HRM</li></ul></li><li><b>5. Metallurgical services – 1 post</b><ul style="list-style-type: none"><li>➤ Assistance in Inspection and Disposition in HRM</li><li>➤ Assistance in Mechanical and Chemical testing activities</li><li>➤ Co-ordination in Third Party Inspection</li></ul></li></ol>

	<p><b>6. Civil Maintenance -1 post</b></p> <ul style="list-style-type: none"> <li>➤ Assisting &amp; execution of jobs in Civil maintenance in Plant &amp; Township Railway Track Maintenance &amp; Refractory maintenance in CRM &amp; HRM</li> <li>➤ Preparation of Technical specifications for equipment spares/jobs</li> <li>➤ Technical services in WCE Department</li> </ul> <p><b>Note</b> - Executives separated on account of resignation, voluntary retirement, Premature Retirement (under Rule 4.0 (3) of SAIL CDA Rules, 1997), Medical Invalidation and those separated as a consequence of vigilance/disciplinary action, etc. will not be eligible for engagement.</p> <p>The ex-employee will have to provide self-certification in this regard.</p>	
3.	<b>Eligibility Criteria:</b>	
i	<b>Upper Age Limit</b>	The upper age limit for contractual engagement will be 65 years. Relevant date for this purpose will be date of issuance of offer for engagement /extension.
ii	Performance	The candidates should have no "C" grading during the last three years before Superannuation.
iii	Physical & Mental Fitness	The ex-executive should be fit to perform the duties assigned, based upon production of a medical certificate.
iv	Effectiveness & Integrity	He / She should have good service record without any ongoing disciplinary/vigilance proceedings at the time of engagement/extension.
4.	<b>Tenure of engagement:</b>	
	<p>The initial tenure of contractual engagement would not be more than six (6) months which can further be extended for a period of six (6) months/ one (1) year at the discretion of the Company. In case the requirement further persists upon expiry of period of engagement as may approved/extended as mentioned above, SSP will be required to follow the process of engagement as per SAIL Scheme.</p> <p>The ex-Advisor/Consultant, who has already served for the maximum permissible period as mentioned above, will be eligible to be engaged again after a cooling off period of minimum One (1) month; subject to the fulfillment of conditions specified in these guidelines.</p>	
5.	<b>Remuneration</b> : The Consultation fee/remuneration payable to Advisors/Consultants depending upon grade last served in SAIL will be as under:-	
(i)	<b>Qualification/ Grade (At the time of separation)</b>	<b>Monthly consolidated Remuneration (in Rupees)</b>
	<b>E-1 to E-3</b>	Rs.50,000/- per month
	<b>E-4</b>	Rs.60,000/- per month
	<b>E-5</b>	Rs.70,000/- per month
	<b>E-6</b>	Rs.80,000/- per month
	<b>E-7</b>	Rs.1,00,000/- per month
(ii)	<p>The above monthly rates are applicable for rendering service for 8 hour per working day in SSP. The same shall be reduced on pro-rata basis depending upon number of working days on which service have been rendered during the month.</p> <p>Above monthly remuneration rates shall remain unchanged for the entire duration of engagement, including the extension period, if any, unless, the remuneration rates specified under these guidelines get revised with the approval of Competent Authority.</p> <p>Reimbursement of GST, if applicable, will be over &amp; above the consultation fee/remuneration mentioned above.</p>	
6.	<b>Other Benefits:</b>	
(i)	Outstation Advisor/Consultant engagement at a plant location may be allowed to avail the facilities of stay at SAIL Guest House/Transit house on payment of Rs.200/- per day, subject to availability.	
(ii)	Advisors/ Consultants engaged under the guidelines shall also be reimbursed expenses towards one (1) postpaid SIM and mobile phone bill at the rate as applicable to the grade last served on self- declaration basis.	
(iii)	Medical benefits as applicable/ available to the ex- employees of SAIL shall be allowed.	

(iv)	Expenses on account of TA/DA, on account of sanctioned official tour will be also be reimbursed as applicable to the grade last served.
(v)	Reimbursement towards air/train fare (as applicable) will be made for joining and leaving upon Expiry of tenure of engagement (including the extension period, if any) from headquarter to his/ her place of residence only in case of outstation candidates.
(vi)	Subject to prior intimation, no deduction will be made for absence upon nine (9) days for every six (6) Months' tenure of engagement (1.5 day per month).
7.	<b>Other Terms &amp; Conditions of the Contract for service:</b>
(i)	The engagement of ex-employee of SAIL under the scheme is purely of temporary nature and shall not create any right for regular appointment on any grounds, whatsoever. The candidates engaged under this Scheme will not be entitled to any benefits which are not specifically laid out in this Scheme.
(ii)	No PF / Gratuity or any other benefit shall be payable.
(iii)	The candidates so engaged under this scheme shall be liable to give their services in emergent conditions also or as per requirement even beyond their normal assigned working hours. There shall be no claim for extra remuneration/benefit for such conditions/extra hours.
(iv)	Use of Company's Assets: a. The Advisor/Consultant shall be responsible for proper usage of all the assets provided by the Company pursuant to the engagement under this scheme. b. On expiry or termination of contract, the Advisor/Consultant shall immediately return all assets of the company which were given by the Company.
(v)	Scope of assignment for engagement shall be as decided by SSP and communicated to the successful candidate along with the offer of engagement. The same should, however, be in line with the requirements, as may have been advertised / approved.
(vi)	Travel outside the Headquarter would be required to be planned in prior consultation with his/her Nodal Officer.
(vii)	Subject to express consent by the Advisor/Consultant, his/her services may be utilised for any other Plant/Unit of SAIL on same terms & conditions.
(viii)	During the period of engagement, the Advisor/Consultant will not engage himself/herself, in any capacity whatsoever, with any Competitive Firm/Company/Organization or with which the company has/had business relationship.
(ix)	Advisor/Consultant shall be under strict obligation to maintain confidentiality of information / data / technology which he/she may have access to during the period of engagement and thereafter.
(x)	The contractual engagement under the guidelines can be terminated by giving 15 days' notice by either of the party, without assigning any reason thereof. However, in case of unsatisfactory performance or any misconduct by the Advisor/Consultant, SAIL reserves the right to terminate the engagement without any prior notice.
(xi)	Income Tax/GST shall be dealt in terms of applicable provisions under the Income Tax/GST Act.
8.	<b>Termination of Contract:</b>
(i)	The Contract for Service engagement under the Scheme can be terminated by giving 15 days' notice by either of the party.  The contract can be terminated by the Company forthwith under the following conditions /circumstances: a. If there is evidence of the Advisor/Consultant being medically unfit and which is likely to continue for a considerable period of time and cannot discharge normal duty. The decision of the company regarding fitness or otherwise shall be conclusive and binding on the Advisor/Consultant (s) so engaged. b. In case of poor performance. c. In case of moral turpitude, conviction by a court of law, insolvency, loss of license to practice, grave misconduct or financial irregularity.
9.	<b>Selection Process:</b>
(i)	The selection will be through a "Screening-cum-Selection Committee" to be constituted by SSP. In case of receipt of large number of applications, SAIL SSP will reserve the right to adopt suitable/additional short-listing criteria. <b>Registration and Document Verification:</b> Only those candidates who are found eligible by the Document Verification Committee will be allowed to appear in the Interview.

	<p><b>Interview:</b> Selection of the candidates as Advisor/Consultant will be done through interview. The Walk-in-interview will be conducted on 26.02.2025 at HRDC, SSP.</p> <p>However, an advance copy of filled-in application in the prescribed format may be sent to <a href="mailto:lavanya@sail.in">lavanya@sail.in</a> with the subject line as “ENGAGEMENT OF ADVISOR/CONSULTANT ON FOR SERVICE BASIS AT SSP” latest by 26.02.2025</p>
(ii)	<p>Candidates responding to the advertisement for “ENGAGEMENT OF ADVISOR/CONSULTANT AT SSP” will have to submit an undertaking (<b>Annexure-A</b>) in this regard.</p>

#### **10. GENERAL CONDITION:**

- A. Candidate must be an Indian national possessing requisite qualification as detailed in the advertisement.
- B. Eligible & interested candidate may apply as mentioned in the SCHEDULE below, with all relevant documents (original + 1 set self-attested photocopies):
  - a. Filled in application format (Annexure-B) with 2 additional passport size recent colour photographs.
  - b. Proof of date of birth (Class X pass certificate of recognized board/council OR Birth Certificate issued by Registrar of Births & Deaths).
  - c. Pass certificate & mark-sheets in support of educational/professional qualification.
  - d. Service certificate issued by the SAIL at the time of retirement / separation.
  - e. Photo Identity Proof (VOTER ID, PAN, Aadhar Card, Driving License)
  - f. Undertaking w.r.t. voluntary retirement / separation
- C. All certificates and documents in support of eligibility will be verified during **Registration and document verification. Only those candidates who are found eligible by the Document Verification Committee will be allowed/ called to appear in the interview.** Therefore candidates are requested to ensure their eligibility before appearing in the walk-in-interview.
- D. The engagement is purely on “Temporary basis” and is not to be construed as giving rise to any right of regular appointment in SAIL and its subsidiaries in any manner whatsoever.
- E. SSP, SAIL reserves the sole authority to consider the cases as per its rules and decision of SAIL SSP in this regard shall be firm and binding.
- F. SSP, SAIL reserves the right to reject any application **OR** cancel the candidature **OR** the whole process of interview, without assigning any reason thereof and no enquiry or correspondence will be entertained in this connection. The decision of the Selection Board constituted by SSP, SAIL, for this purpose shall be final and binding.
- G. Candidature of an applicant is liable to be rejected at any stage of the selection process or after selection, if any information provided by the candidate is found to be false or is found not to be in conformity with requisite eligibility criteria mentioned in the advertisement.
- H. Court of jurisdiction for any dispute will be at Salem, Tamil Nadu.

**Letter of Undertaking**

**To  
The GM (HR)  
SAIL/ Salem Steel Plant  
Salem-636013  
Tamil Nadu**

Dear Sir,

In response to the advertisement No: .....

Dated. .... I, Shri/Smt./Ms./Mr./Dr. ....,

daughter/son of Shri/Smt. /Ms./Mr ..... , resident of ----

....., do hereby submit my application for engagement as Advisor/Consultant in SSP,  
SAIL at Salem.

1. I do hereby undertake that:-

- a. I am willing to take up the engagement at SSP, SAIL for which the selection has been made on the basis of my performance in the interview.
  - b. I agree to accept payment of monthly consolidated remuneration at the stipulated rates mentioned in the advertisement, which shall be made from the date of my engagement as Advisor/Consultant.
  - c. My selection for the engagement as Advisor / Consultant on temporary basis does not entitle me to any claim for employment in SSP, SAIL in any post, whatsoever.
2. In respect of all matters for which no specific provision has been made herein, the decision of the SSP,SAIL authority in respect of the concerned matter will be final and binding.
  3. Any violation of rules and discipline or any activity causing disruption to the working in SSP, SAIL shall be punishable or shall result in termination of my contract.
  4. SSP, SAIL reserves the sole authority to accept OR reject my candidature for engagement at SSP, SAIL and the decision of SSP, SAIL in this regard is final and binding.

I have read and understood the above terms & conditions governing for engagement at SSP, SAIL and agree to abide by them.

Yours faithfully,

(Signature)

(Name----- )

Mobile No. ....

Date:  
Place:

**STEEL AUTHORITY OF INDIA LIMITED**  
*.(A Govt. of India Enterprise)*  
**SALEM STEEL PLANT**  
**SALEM- 636013**

**APPLICATION FORMAT FOR ENGAGEMENT OF ADVISORS/CONSULTANTS AT SAIL,  
 SSP, SALEM**

SL	PARTICULARS	DETAILS	
1.	Post applied for: (please tick)	<b>ADVISORS/CONSULTANTS</b>	
		Mechanical Engineer / Electrical Engineer /	
		Metallurgical Engineer /Computer engineer (IT)	
2.	Name in full (CAPITAL LETTERS):		
3.	Father's Name:		
4.	Date of Birth:		
5.	Present Address:		
	State	Pin Code:	
6.	Permanent Address:		
	State:	Pin Code:	
7.	Mobile No:	8. Landline No. (with STD code):	
9.	E-mail id:	10. Sex :	
11	Nationality:	12. Commun- ity:	

13. Educational Qualification (Class-X onwards):

Qualification	Name of the Board / Council / University	Year of passing	Major subjects / Specialization	Percentage	Class/ Division

14. Other Work Experience(if any):

Organization	Joining Date	Date of Separation	Designation (at the time of Separation)	Discipline

15. Superannuation details:

SAIL Plants/Units	Joining Date	Date of Superannuation	Designation (at the time of superannuation)	Grade at the time of separation	Department/ Area/Section

**Declaration:**

I agree to all the terms and conditions given in the advertisement (vide No. SAIL/SSP/HR/RECTT/2(1)/2024-25 dated XX.XX.2025) and all the information given by me in this application form and its enclosures are true and correct. In case of any declaration and documents attached herewith are found to be false and if I am unable to produce/ submit relevant documents my candidature may be cancelled at any stage of the selection process or thereafter.

Date:

(Signature of the applicant)

**NB: Applicants are required to bring all relevant documents (original+1 set self-attested) at the time of Document verification.**