



INDIAN OIL CORPORATION LIMITED
Refineries Division
GUJARAT REFINERY
(A Govt. of India Undertaking)



Advt. No. - JR/02/2019

Employment Opportunity for passed out Ex-Apprentices of Gujarat Refinery

Ex-Apprentices of Gujarat Refinery, IOCL who have successfully completed their Apprenticeship training in the relevant trade **on or before 31.12.2018** under the Apprenticeship Act, 1961/1973 and who meet the qualification, experience and age criteria (as mentioned below) are eligible to apply for selection process for consideration towards regular employment against following vacancies in Grade – IV in the pay scale of **Rs.11, 900-32,000/- (Pre Revised)**:

Post Code	Name of Post	Vacancies					
		Total	UR	SC	ST	OBC (NCL)	PwBD
1	2	3	4	5	6	7	8
101	Junior Engineering Assistant-IV (Production)	58	29	04	10	15	NA
103	Junior Engineering Assistant-IV (TPS)	04	02	00	01	01	NA
104	Junior Engineering Assistant-IV (Electrical)/ Junior Technical Assistant – IV	10	05	01	00	04	01-PL
105	Junior Engineering Assistant-IV (Mechanical – Pumps & Compressors)/Junior Technical Assistant – IV	04	02	00	00	01	01 – PL/PH
106	Junior Engineering Assistant-IV (Instrumentation)/Junior Technical Assistant – IV	05	02	00	01	01	01 – PL/PH
107	Junior Quality Control Analyst – IV/ Junior Technical Assistant – IV	02	01	01	00	00	01-PH

1. Positions are operated with work arrangements in one, two or three shifts. Incumbents may be required to perform duties in any of the work arrangements depending upon work exigencies.
2. Number of vacancies indicated above is tentative and may increase or decrease in the relevant categories at the absolute discretion of the management and in compliance with the Presidential Directives on reservation at the time of appointment.
3. Petroleum Refining is a complex and hazardous process and candidates belonging to Persons with Benchmark Disabilities category (40% or higher) are not deployed. Such candidates may be considered only against identified positions/numbers, as indicated above.

The Rights of Persons with Disabilities Act 2016 - Section 2(r) defines "person with benchmark disability" as a person duly certified by the certifying authority with:

- not less than 40% of a specified disability where specified disability has not been defined in measurable terms and
- a disability where specified disability has been defined in measurable terms.

The candidates are required to submit a Disability Certificate issued by competent authority as per the Rights of Persons with Disabilities Rules, 2017, failing which their candidature as PwBD candidates will not be considered. Persons with Benchmark Disabilities must be capable of performing the task assigned to them/take instructions using suitable aids and appliances. Appointment of candidates belonging to PwBD categories will be from categories below against identified posts under categories notified above:

1. PV-Low vision
2. PH-Hard of hearing
3. PL-Musculoskeletal (OH-OA/OL), Dwarfism, Acid attack victim, Cerebral Palsy, Leprosy Cured
4. Multiple (a combination of 1,2 or 3 above)

P=Physical; V=Vision; H=Hearing; L=Locomotors;
O=Orthopaedic;
OA=One Arm;
OL=One Leg

Being a hazardous industry, deployment of PwBDs with other Disabilities may put such PwBDs at risk, hence not included.

A. Qualification & Experience Criteria:

Sl. No.	Name of Post	Post Code	Qualification (Full Time Regular Courses only from Indian Universities/ Institutes)
1	Junior Engineering Assistant-IV (Production)	101	Ex-Apprentices of Trade Apprentice (AOCP)/ Technician Apprentice (Chemical): 3 years Diploma in Chemical/ Refinery & Petrochemical Engg. or B.Sc. (Maths, Physics, Chemistry or Industrial Chemistry) from a recognized Institute/ University with minimum of 50% marks in aggregate for General & OBC candidates & 45% in case of SC/ST candidates against reserved positions.
2	Junior Engineering Assistant-IV (TPS)	103	Ex-Apprentices of Technician Apprentice (Mechanical)/ Technician Apprentice (Electrical): 3 years Diploma in Mechanical or Electrical Engg. from recognized Institute/University with minimum of 50% marks in aggregate for General & OBC candidates & 45% in case of SC/ST candidates against reserved positions. Subject to the condition below: Candidate selected under Category above and posted in Boiler Operations shall undertake to acquire Boiler Competency certificate within four years of joining the services of the Corporation.
3	Junior Engineering Assistant-IV (Electrical) / Junior Technical Assistant – IV	104	Ex-Apprentices of Technician Apprentice (Electrical): 3 years Diploma in Electrical Engineering from recognized Institute/ University with minimum of 50% marks in aggregate for General & OBC candidates & 45% in case of SC/ST/PwBD candidates against reserved/identified for PwBD positions.
4	Junior Engineering Assistant-IV (Mechanical – Pumps & Compressors) / Junior Technical Assistant – IV	105	Ex-Apprentices of Trade Apprentice (Fitter)/Technician Apprentice (Mechanical): 3 years Diploma in Mechanical Engineering from recognized Institute/ University with minimum of 50% marks in aggregate for General & OBC candidates & 45% in case of SC/ST/PwBD candidates against reserved/ identified for PwBD positions or Matrix with ITI in Fitter Trade with Pass class.
5	Junior Engineering Assistant-IV (Instrumentation) / Junior Technical Assistant – IV	106	Ex-Apprentices of Technician Apprentice (Instrumentation): 3 years Diploma in Instrumentation/ Instrumentation & Electronics/ Instrumentation & Control Engineering from a recognized Institute/ University with minimum of 50% marks in aggregate for General candidates & 45% in case of SC/ST/PwBD candidates against reserved/identified for PwBD positions.
6	Junior Quality Control Analyst- IV	107	Ex-Apprentices of Trade Apprentice (AOCP): B.Sc. with Physics, Chemistry/ Industrial Chemistry & Mathematics with minimum of 50% marks in aggregate for General & OBC candidates & 45% in case of SC/ST/PwBD candidates for identified positions.

B. Important Instructions:

1. The prescribed qualification should be from a recognized Indian University/Institute as a regular full time course / Diploma course (including a sandwich diploma course with industrial training as part of the course; with no break) with minimum 50% marks (45% for SC/ST and PwBD category candidates) in aggregate. For ITI (Fitter), only a pass shall be eligible.
2. Candidates possessing Diploma under recognized lateral entry scheme (Class-XII (Sc.)/ ITI admitted in 2nd year of Diploma course) shall also be considered eligible subject to meeting prescribed percentage of marks on the basis of aggregate of 4 semesters in the diploma course.
3. Candidates possessing higher professional qualifications such as Engineering Graduates/MBA/MCA/ CA/CS/ICWA/LLB or those claiming possession of a Qualification equivalent to the Qualification prescribed shall not be considered for any of above posts. Qualification of MSc (Chemistry) shall not be considered a disqualification for post codes 101 & 107. However, percentage requirement shall be applied on graduation level exam (BSc-PCM) only.
4. Regular full-time ITI (Fitter) course recognised by NCVT/SCVT shall also be considered.
5. A candidate is allowed to apply for only one discipline. In case of receipt of more than one application for more than one discipline, all the applications will be rejected.
6. Qualification for the purpose of this clause would mean the qualification based on which candidature is offered or considered claimed by a candidate. Prescribed qualification shall be strictly adhered to.
7. Eligible Ex-Apprentices shall be allowed to avail maximum two opportunities (three opportunities for ex-apprentices belonging to SC/ST category) for employment for Ex-Apprentices of IOCL, Gujarat Refinery under Stage-I Recruitment process.
8. Ex-apprentices who are not successful in stage-I selection process, may avail opportunity for recruitment against vacancies notified through open advertisement under stage-II recruitment on All India basis till they meet the prescribed eligibility conditions.
9. A candidate employed in Govt/Govt Departments/PSUs/Autonomous Bodies will be required to submit 'NO OBJECTION CERTIFICATE' at the time of Written Test, failing which the candidate will not be allowed to appear in the Skill/Proficiency/Physical Test. Such candidates, if offered an appointment, shall be required to submit proper 'RELEASE ORDER' from their employer at the time of joining, without which they will not be allowed to join.
10. A PwBD candidate availing of any age-relaxation (no relaxation in eligibility qualification marks / in written test qualifying marks) shall be considered against unreserved vacancy in order of merit in the select list before being considered against a reserved post.
11. The candidature of the applicant would be provisional and subject to subsequent verification of certificates/ testimonials, etc.
12. Suppression of information regarding possession of or pursuing higher qualification shall render a candidate ineligible for consideration at any stage of selection and termination at any time during employment, if recruited.
13. Candidates selected for the post code 103 and 107 and completed apprenticeship training in Mechanical/Electrical trade and AOCP trade resp. at IOCL, Gujarat Refinery shall be placed as "Trainee" for a period of Six Months. Upon successful completion of training, they may be absorbed in regular scale of pay. During training period, a consolidated stipend of Rs. 20,000/- pm shall be paid.
14. Offer of Appointment shall be issued according to occurrence of vacancy on being found medically fit.

C. Opportunity for Women:

1. No woman is permitted to work in or allowed to enter any building in which the generation of gas from dangerous petroleum as defined in the Petroleum Act 1934, is carried on. No woman is allowed to work in LPG storage and handling area.
2. Accordingly, Women candidates will not be considered for vacancies in Production and also against the cadres/work areas that require shift operations, 365 days in a year or necessitates undertaking work beyond 07.00 pm (& upto 06.00 am), like Production, P&U Operations (Boiler) or maintenance services normally performed in shifts. However, subject to limitations above, exemptions if any, work & work performance requirements and availability of identified positions, women may be appointed.
3. Hence, Women can apply against Post Codes 104,105 106 and 107 only.

D. Reservation for SC/ST/OBC (Non – Creamy Layer)/PwBD:

1. Reservation of Posts for SC/ST/OBC (Non – Creamy Layer)/PwBD candidates and relaxations thereof will be in terms of numbers indicated above as per Govt. guidelines.
2. SC/ST/OBC (NCL) candidates can be considered under General standard of merit against the un-reserved posts provided no relaxation in age, qualification etc. is availed of/extended to them.
3. For claiming the benefit of OBC category, the candidate should submit a latest caste certificate in the proforma prescribed by Govt. of India, which would, among others specifically mention that the candidate does not belong to the persons/sections (creamy layer) as mentioned in column 3 of the schedule to the Department of Personnel & Training, Government of India OM No. 36012/22/93-Estt.(SCT) dated 08.09.1993 & OM No.36033/1/2013-Estt.(Res.) dated 13.09.2017.
4. Candidates belonging to OBC category but falling in creamy layer are not entitled to OBC reservation benefits. Accordingly such candidates may choose to apply for the positions provided they meet the age criteria applicable to UR candidates and indicate their category as "UR". Indian Oil Corporation Ltd. being a Central Public Sector Undertaking, only those communities that are mentioned in the common list of OBC approved by Central Government shall be treated as OBC for the purpose of reservation. Relevant List can be viewed at <http://www.ncbc.nic.in>.
5. Prescribed reservations for PwBD will be applied on horizontal basis as per Govt. guidelines.
6. PwBD candidates with less than 40% of permanent disability are not eligible. The PwBD candidates are required to submit a Disability Certificate issued by competent authority as per the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Amended Rules, 2017, failing which their candidature as PwBD candidates will not be considered. Persons with Disabilities [VH, HH and OH] must be capable of performing the task assigned to them.

E. Other Concessions/Relaxations to SC/ST/OBC and PwBD:

1. The minimum qualifying marks will be relaxed by 5% in written test for candidates belonging to SC/ST/PwBD categories against reserved positions.
2. SC/ST/PwBD candidates called for Written Test and Skill/Proficiency/Physical Test will be reimbursed single 1Ind class rail fare from the nearest railway station of the mailing address to the place of Written Test and Skill/Proficiency/Physical Test and back by the shortest route on production of ticket, provided the distance is not less than 30 Kms.
3. Ex-Apprentices are exempted from payment of application fee.

F. Age limit/Relaxation for candidates belonging to SC/ST/OBC and PwBD:

1. Certificate issued by a Board of Secondary Education for passing Matriculation/Higer Secondary shall be only acceptable document in support of proof of age.
2. Minimum 18 years and Maximum age shall be 26 years for General candidates as on **31.12.2018**.
3. Relaxation in age upto 5 years for SC/ST and 3 years for OBC candidates considered against reserved positions will be allowed.
4. PwBD candidates will be allowed age-relaxation upto 10 years (upto 15 years for SC/ST and upto 13 years for OBC candidates), if considered against reserved positions.
5. PwBD candidates belonging to SC/ST/OBC categories shall be eligible for grant of cumulative age relaxation under the categories.
6. Age relaxation of a period equal to minimum years of experience notified against a post shall be allowed.
7. Period of Apprenticeship training in an industry covered under experience criteria notified in this advt. relevant to a post will be considered for relaxation in age.
8. Further, period of Apprenticeship training in an industry covered under the experience criteria notified in this advt. relevant to a post may be considered as experience. However, in such cases, relaxation towards age shall not be available.

G. Date of reckoning Eligibility criteria:

1. The date for the purposes of possession of qualification & experience and meeting age criteria shall be **31.12.2018**.

H. Pay & Perks:

1. Besides Basic Pay and Industrial pattern of DA, the other allowances / benefits include HRA/subsidized housing accommodation (as per availability), Medical Facilities, Productivity/ Performance Related Pay, Gratuity, Contributory Provident Fund, Employees' Pension Scheme, Group Savings Linked Insurance, Group Personal Accident Insurance, Leave Encashment, Leave Travel Concession/LFA, Contributory Superannuation Benefit Fund Scheme, House Building Advance, Conveyance Advance/Maintenance Reimbursement, Children Education Allowance etc., as per Corporation rules.

I. Selection Methodology:

1. The selection methodology will comprise Written Test and a Skill/Proficiency/Physical Test (SPPT) which will be of qualifying nature.
2. A candidate will have to secure a minimum of 40% marks in the written test to qualify for further consideration relaxed by 5% for candidates belonging to SC/ST/PwBD categories considered against reserved positions.
3. Obtaining minimum qualifying marks in the written test does not confer any right or claim by the candidate for being shortlisted for further consideration or the final selection, as the same is related to number of positions, ratio applied and relative performance in respective categories.
4. Short listed candidates, in the ratio of 1:2 (two candidates for one post, with due cognizance to number of reserved posts) subject to securing minimum qualifying marks in the written test, will be required to undergo a Skill/Proficiency/Physical Test (SPPT). The SPPT for each discipline shall be conducted by a duly constituted committee.
5. In case of tie of marks in the written test for the last position on the Shortlist for SPPT, all such candidates shall be called for the SPPT, even if the total number exceeds the prescribed ratio. If such a situation arises anywhere before the last position while drawing a list, the last name/last few names, in proportion to the prescribed ratio, will get eliminated.
6. Category-wise Merit list shall be drawn on the basis of marks obtained in the written test from & out of the said short-list; only for such candidates who qualify in the SPPT.
7. In case of tie of marks for the last position on the Merit List, the candidate with prior date of birth (senior by age) shall find a place in the Merit list. However, the name of the junior shall also be retained in the said Merit List, as the last name. If such a situation arises anywhere before the last position while drawing a list, the last name/last few names in the list, in proportion to the prescribed ratio, will get eliminated.
8. PwBD candidates, if found suitable, will be considered against reserved vacancy irrespective of their position in Merit list (in order of merit within the category) on horizontal reservation policy.
9. The candidature of the applicant would be provisional and subject to subsequent verification of certificates/ testimonials, experience etc. At any stage of the selection process, if it is found that the candidate has furnished false or incorrect information, the candidature/appointment of the candidate will be cancelled.
10. Filling up of vacancies is solely at the discretion of the management based on suitability of candidates and no claim will arise for appointment, if some of these vacancies are not filled due to unsuitability of available candidates or insufficiency in number of candidates. The decision of the Management will be final and binding on all candidates on all matters relating to eligibility, acceptance or rejection of the application, mode of selection, cancellation of the selection process either in part or full, etc. No correspondence will be entertained in this regard.

J. Pre-Employment Medical and Physical Fitness:

1. Candidates are advised to ensure that they are medically fit as per Indian Oil's pre-employment medical standard. Candidates are advised to go through the "Guidelines and Criteria for Physical Fitness for Pre-employment medical examination" and satisfy themselves of meeting the fitness criteria before starting the application submission process before they commence the application process. The guidelines are available in the following link : http://www.iocl.com/PeopleCareers/Preemployment_Guiding_Principles11th_mar_2011.pdf

K. Liability to Declare :

1. Candidates with reported ailments, deficiencies or abnormalities and also those with finding of not meeting the physical fitness criteria as above, shall make a declaration to this effect while submitting their application.
2. A candidate found UNFIT during medical examination conducted by any refinery unit while seeking engagement as an apprentice in the past shall also be required to declare the same with reasons for being declared UNFIT.

L. How to Apply:

1. Candidates are advised to carefully read the full advertisement for details of educational qualification and other eligibility criteria before filling up application.
2. Candidates are required to submit the application form (Attached as **Anx A**) along with the self-attested copies of supporting documents mentioned in the checklist (attached as **Anx B**), at the venue on the date of written Test.
3. If application form along with supporting documents of a candidate is not received by IOCL, Gujarat Refinery at the venue on the date of written Test, his/her candidature shall be summarily rejected.
4. Candidates are advised to carry a copy of communications received from IOCL, Gujarat Refinery with originals & self-authenticated copies of all testimonials and produce the same at the time of SPPT for verification.
5. Incomplete applications, applications not supported by copies of relevant documents, applications not fulfilling the eligibility criteria or applications received after the date of receipt of applications shall be treated as "Rejected".
6. Further information regarding Venue of written Test, Venue of submission of documents, written examination, call letters, results, etc. shall be made available through this website/ over email. Candidates are, therefore, advised to keep visiting the website/email regularly.
7. Canvassing in any form is liable to render the candidate ineligible. Queries, if any, may be addressed to Email ID: jr-recruitment@indianoil.in or Contact No.: 0265-2238154.

Important Dates for Candidates:

DATE OF WRITTEN TEST AND SUBMISSION OF APPLICATION FORM	: 25.01.2019
ALONGWITH SUPPORTING DOCUMENTS	
TENTATIVE DATE OF PUBLICATION OF WRITTEN TEST RESULT	: 29.01.2019
TENTATIVE DATE OF SPPT AT VADODARA	: 31.01.2019 TO 04.02.2019

Canvassing in any form is liable to render a Candidate Ineligible

Be Aware of Frauds

Recruitment in Indian Oil are undertaken only through Employment Exchange / Press Notifications



Annexure A
APPLICATION FORM FOR SELECTION FROM AMONGST EX-APPRENTICES OF GUJARAT REFINERY ONLY
(USE CAPITAL LETTERS ONLY)



POST CODE : _____

POST APPLIED FOR: _____

Affix your
Latest PP size
Photograph
Here

1.	Full Name (Beginning with Surname)			
2	Father's / Spouse's Name			
3	Address for Correspondence			
4	Mobile No.			
5	E-Mail Id			
6	a) Date of Birth	Date (DD)	Month (MM)	Year (YYYY)
	b) Age as on 31/12/2018	_____ years _____ months		
7	Gender (Please Tick)	Male	Female	
8	Nationality			
9	Religion			
10	Category (Please Tick)	SC	ST	OBC-NCL
				General
	Name of Caste (for SC/ST/OBC-NCL)			
11	Whether belongs to PwBD category?	YES	NO	
	In case of YES, please specify the category of disability			

12	State of Domicile				
13	Details of Educational Qualification:				
	Qualification (10th Onwards)	Subject Group	Percentage and Class/ Division obtained	Month & Year of Passing	Name of University / Institute/ Board
14	Possess Professional Qualification such as BE, B.Tech etc. (Yes / No)				
15.	Whether Apprenticeship Training done Apprentices Act 1961/1973 at Gujarat Refinery.		Yes	No	
	If yes, please mention period thereof		From (DD.MM.YYYY)	To (DD.MM.YYYY)	
	Trade in which Apprenticeship done				
16.	Details of Experience:				
	Total Work Experience as on 31/12/2018		Years	Months	
Name of Organization	Designation	Nature of Duties	Period of Experience		
			From (DD.MM.YYYY)	To (DD.MM.YYYY)	
17. Have you ever been found Unfit in Medical Examination conducted by any Refinery Unit?				Yes / No	
In case YES, please provide details of Unit/Year/reason for being declared Unfit –					

Enclosures: As mentioned in checklist attached with detailed advertisement JR/02/2019

Declaration:

I hereby declare that the particulars furnished above are true, complete and correct to the best of my knowledge and belief. I understand that, if at any stage it is found that the information given is false or incorrect or I do not satisfy the eligibility criteria, my candidature is liable to be cancelled / terminated.

Date : _____

Place : _____

Signature of Candidate

Annexure B

Name: _____ Registration No.: _____ Signature: _____			
Sl. No.	Details of the relevant documents to be attached		Put tick (V) mark
1	Duly filled Application Form attached as Anx B		
2	Proof of Date of Birth (Certificate issued by a Board of Secondary Education for passing Matriculation/Higer Secondary shall be the only acceptable document in support of proof of age.)		
3	Photo Identity Proof (Driving License/Voter Id/ PAN Card/ Adhaar Card/ Passport)		
4	Attested copy of 10 th /12 th (if applicable) Standard Mark Sheet and Board Certificate		
5 (a)	Post Code 101	Attested copies of all Year-wise/ Semester-wise Diploma Mark Sheets and Final Diploma Certificate of relevant engineering discipline issued by the respective Board/ University.	
(b)	Post Code 103	Attested copies of all Year-wise/ Semester-wise Diploma Mark Sheets and Final Diploma Certificate of relevant engineering discipline issued by the respective Board/ University.	
(c)	Post Code 104	Attested copies of all Year-wise/ Semester-wise Diploma Mark Sheets and Final Diploma Certificate of relevant engineering discipline issued by the respective Board/ University.	
(d)	Post Code 105	Attested copies of all Year-wise/ Semester-wise Diploma/ITI Mark Sheets and Final Diploma/ITI Certificate of relevant engineering discipline issued by the respective Board/ University.	
(e)	Post Code 106	Attested copies of all Year-wise/ Semester-wise Diploma Mark Sheets and Final Diploma Certificate of relevant engineering discipline issued by the respective Board/ University.	
(f)	Post Code 107	Attested copies of all Year-wise/ Semester-wise B.Sc. Mark Sheets and Final Degree Certificate of relevant discipline issued by the respective Board/ University.	
6	Wherever CGPA/OGPA or Letter Grade is awarded in the Diploma/Degree examination, its equivalent aggregate percentage of marks as per the norms adopted by University/Institute must be submitted.		
7	Latest Caste/ Disability/ Discharge Certificates in Prescribed Proforma (wherever applicable)		
(i)	Caste Certificate (OBC (NCL)/SC/ST) in the prescribed Performa (mentioning applying for appointment to post under the Government of India).		
(ii)	Disability Certificate (applicable for PwBD candidates) in the prescribed proforma		
8	Proof of requisite POST QUALIFICATION EXPERIENCE:		
(i)	Relevant Apprenticeship Training Completion Certificate issued from IOCI, Gujarat Refinery		
(ii)	Experience Certificate OR Appointment Letter and Last Salary Slip/ Latest Salary Slip OR Release Order etc. issued by the employer.		
(iii)	Copy of Relevant Page of Balance Sheet as proof that the Company is a Large Industrial Establishment under self certification wherever post qualification experience (mentioned in the detailed advt.) is required to be in Large Industrial Establishments.		
(iv)	Certificate from Organization/ Industry where the Apprenticeship Training has been completed successfully		
(V)	No objection Certificate from employer in case employed with Govt./Semi Govt./PSU.		
NOTE: The above documents should mandatorily support the correctness of all information submitted in the 'Application Form'. The candidate shall be wholly/exclusively responsible for the information provided & documents submitted. All attested copies of the above relevant documents should be submitted by the candidate himself/herself in sealed envelope . Candidate should write the Post Code & Name of Post Applied for and his/her name on top of the envelope. The candidature of those candidates who fail to submit the above documents/submit incomplete documents is liable to be rejected without any further correspondence in this regard.			