



## Hindustan Copper Limited

A Govt. of India Enterprise)

Tamra Bhawan,

1, Ashutosh Chowdhury Avenue, Kolkata – 700019

No. Estt./1/2012/2022-23

11/07/2022

### Recruitment of Doctors in Medical & Health Services Cadre in Hindustan Copper Limited

Hindustan Copper Limited (HCL) is a listed profit making vertically integrated, multi-Unit, Schedule-A Miniratna Central Public Sector Enterprise in the field of Copper Mining & Production with net turnover of Rs.1812 Crores in 2021-22. Its activities include mining, beneficiation, smelting, refining and production of finished Copper products at Units located in picturesque surroundings in the states of Jharkhand, Madhya Pradesh, Rajasthan, Maharashtra and Gujarat with the Corporate Office at Kolkata. Most of the Units have well-developed Townships with modern facilities. The Company is on a fast track of growth and expansion. Its approach is 'People Centric' and provides for elaborate HR processes including well-defined policies to cater to employees' growth and aspirations.

To partner its growth process and man key-positions, the Company invites self-driven, professionally qualified and experienced Indian Nationals with proven capabilities **to attend the walk-in interview** for the post of Deputy Medical Superintendent in E-3 grade and Assistant Medical Superintendent in E-2 grade for our Units 'Malanjhand Copper Project (MCP), Balaghat (MP); Khetri Copper Complex (KCC), Rajasthan and Indian Copper Complex (ICC), Jharkhand'.

#### 1. The vacancies to be filled are detailed below:

Table-1

Cadre / Discipline	Grade	Unit			Total
		MCP	ICC	KCC	
Medical & Health Services (General Surgeon / Ortho Surgeon / General Physician / Cardiologist / Paediatrics / ENT Specialist / Ophthalmologist / Gynecologist).	E-3	1	1	1	3 (UR:2, OBC:1)
	E-2	2	1	0	3 (UR:2, SC:1)
<b>Total</b>		3	2	1	6*

\* Two vacancies are reserved for PwBDs, i.e., for Hearing impairment (HH) category but in case HH candidate in PwBDs is not available, reserved PwBDs post shall be interchanged among the other available categories of PwBDs, i.e., Visually Handicapped (VH), Orthopedically Handicapped (OH), Other Handicapped (OTH)- multiple disabilities amongst VH, OH, HH. In case the suitable candidate of PwBDs categories is not available (after interchanging among the other available PwBDs categories) the vacancy shall be filled by a person other than a person with benchmark disability.

2. If Specialist in E-2 Grade is not available then General Duty Medical Officer (GDMO) fulfilling the eligibility criteria shall be considered for appointment to E-1 Grade in the Scale of Pay of Rs. 40000-140000 as Senior Medical Officer.

#### 3. Date of Interview, Place and Reporting timing

Table-2

Date of Interview	16/09/2022
Place of Interview	Hindustan Copper Limited Tamra Bhavan, 1 Ashutosh Chowdhury Avenue, Opp. Modern High School for Girls, Kolkata – 700019
Reporting to	Deputy General Manager (HR) 033 – 2283 2226 / 2283 2623 / 2283 2529
Reporting Timing	9.30 AM to 11.30 AM

#### 4. Date of Reckoning

- a) The date of reckoning for computation of eligibility towards age / experience / qualification etc. shall be 15/09/2022.
- b) On the date of reckoning, the applicants should possess the requisite essential qualifications, experience, etc. and should not have attained the maximum age prescribed.

#### 5. Qualification, Age Limit & Post Qualification Experience

- a) The maximum age limit and minimum post qualification experience required for the post as on the date of reckoning shall be as under.

Table-3

Grade	Scale of Pay (Rs) (W.e.f 01/01/2017)	Qualification	Age-Limit (Years) (Maximum)	Minimum Post Qualification Experience (Years)
E - 3	60000-180000	MBBS with PG Diploma	44	5
		MBBS with PG Degree / MS/MD/DNB		2
E - 2	50000-160000	MBBS	35	3
		MBBS with PG Diploma	40	2
		MBBS with PG Degree	40	Nil
E - 1	40000-140000	MBBS	32	Nil
		MBBS with PG Diploma	35	Nil

- b) In addition to above, Candidates currently employed in PSU / Government / Semi-Government should have rendered minimum Two Years service on the date of reckoning in the corresponding next below scale of pay as detailed below.

Table-4: Desired pay scale below applied post

For Post in Grade	Required Scale of Pay in Lower Grade w.e.f. 01/01/2017 (Rs.)
E-3	50000-160000
E-2	40000-140000

- c) Candidates from PSU / Government / Semi-Government having pay scales other than IDA scale of pay, shall have the onus to establish that their Scale of Pay in the present employment corresponds to the next below Scale of Pay of the grade applying for.
- d) Wherever the Scale of Pay has not been revised on 01/01/2017, the equivalent DPE Scale of Pay of 1992/1997/2007 shall be acceptable. Corresponding Scales of Pay of earlier wage structure (Pay Scales effective from 1992/1997/2007) shall be considered in accordance with DPE guidelines and as applicable in HCL.
- e) Equivalent qualifications shall also be considered as per Government / UGC / AIU / AICTE guidelines.

#### 6. Experience

- a) The minimum year of experience required for posts in different Grades have been detailed in Para [5(a)].
- b) Only that experience shall be reckoned which is obtained after the date of publication of the result of the basic qualification, i.e., essential qualification.
- c) Experience shall be considered provided the same is in the relevant field.
- d) Teaching experience as a faculty member or research experience as part of a research curriculum (Research Fellowship, etc.) shall not be considered as experience for the purpose.

## 7. Cost To Company (CTC)

The approximate CTC in various Grades corresponding to the minimum / maximum of the Scale of Pay is given below.

Table-5: Cost to Company

SN	Designation	Grade	Approx. CTC (In Rs. Lacs)	
			Minimum	Maximum
1.	Deputy Medical Superintendent	E-3	18.31	53.57
2.	Assistant Medical Superintendent	E-2	15.19	47.62
3.	Senior Medical Officer	E-1	12.26	41.38

## 8. Other Benefits

Besides Basic Pay, the selected Candidates shall be entitled to IDA, HRA / Company's accommodation (subject to availability), Perks & Allowances, Non-Practicing Allowance, PRP, CPF, Gratuity, etc. and medical benefits for self and dependants as per Company's rules.

## 9. Reservation

- a) The reservation of posts for candidates belonging to SC/OBC/ EWS/ Ex-Servicemen / Persons with Benchmark Disabilities (PwBDs) shall be as per Government directives. The candidate claiming reservation benefit shall be required to submit the requisite documents of Caste / Disability Certificate / Service Certificate / Income & Assets Certificate issued by the Competent Authority in the format issued by Government of India from time to time for Appointment to the posts under the Government of India. The original Certificate/s shall be required to be presented at the time of interview.
- b) Categories of Persons with Disabilities shall include as under.

Table-6: PwBDs Category

Categories	Description
Hearing Impairment (HH)	Hard of hearing
Visually Handicapped (VH)	Low Vision
Orthopedically Handicapped (OH)	One Arm / One Leg
Other Handicapped (OTH)	Multiple disabilities amongst VH, OH, HH

## 10. Age Relaxation

- a) The relaxation in age for the candidates belonging to SC/ OBC/ PwBDs / Ex- servicemen categories shall be as under.

Table-7: Age Relaxation

Category	Age Relaxation (in years)
SC	05
OBC	03
PwBDs - General	10
Ex – Servicemen (ESM)	By the length of military service increased by three years in case of ex-servicemen and commissioned officers including ECOs/SSCOs for appointment by Direct Recruitment, subject to the condition that (i) the continuous service rendered in the Armed Forces by an ex-serviceman is not less than six months after attestation and (ii) that resultant age after deducting his period of service from his actual age does not exceed the prescribed age-limit by more than three years and also subject to usual conditions which have been prescribed in respect of appointment of ex-servicemen in Group 'C' and Group 'D' posts vide this Department's Notification No.39016/10/79-Estt.(C), dated 15.12.1979.

- b) This shall however, be subject to production of relevant Certificate from the prescribed authority.
- c) The upper age limit in the case of female candidates who are widows, divorcees or judicially separated from husband and not remarried shall be as under, as per the prevailing Government guidelines [Applicable only for E1 Grade as the maximum age limit prescribed at Para 5(a) is less than the age relaxation given in table-8 below].

[Table-8]

Category	Age Relaxation up to the age
General	35 years
SC	40 years

## 11. Amendments / Modification / Corrigendum

Any amendment / modification / corrigendum in respect of recruitment through this Advertisement shall only be communicated through the Company's website (www.hindustancopper.com) and not through publication in newspaper. Hence, candidates are advised to keep themselves updated by visiting the website from time-to-time for updates, etc.

## 12. General

- a) Only Indian Nationals of 18 (Eighteen) years of age and above are eligible to apply.
- b) Candidates must have completed one-year compulsory internship.**
- c) Candidates should have obtained Registration Number from Medical Council of India / State Medical Council.
- d) Applicants with PG qualification shall submit their Registration Certificate from MCI / State Medical Council in which their PG qualification is mentioned.
- e) Unless the applicants produce valid Registration certificate from MCI / State Medical Council / result / passing certificate / relevant documents in original, they will not be allowed to appear in the interview.
- f) If candidates have obtained required eligible qualification from Foreign University / Institute, the certificate of passing qualifying examination from MCI / National Board of Examination (NBE) is to be submitted.
- g) The candidates are advised to appear at the place of Interview along with the duly filled-in Application Form and following Original documents / Testimonials / Id proof and 06 (six) set of photocopy of all the relevant documents.
  - i. ORIGINAL Certificates / Testimonials of Date of Birth, Qualification, Experience, Caste (for SC/OBC candidates only) Certificate of Income/Assets, Disability (for PwBDs candidates only), Discharge (for Ex-Servicemen candidates only) as applicable. These shall be required for verification before commencement of Interview. In case of failure to present any or all of the said documents, candidate shall not be permitted to attend the Interview. If any of the required certificate is not in English or Hindi, please produce the self attested translation of the same in English or Hindi.
  - ii. 06 (six) sets of self-attested photocopies of the above mentioned ORIGINAL documents.
  - iii. 06 (six) sets of the Application Form in the prescribed format (one original signed copy and other photocopies shall be acceptable)
  - iv. Passport-size photographs: 2 (two) nos. – same as pasted on the Application Form.
  - v. 06 (six) sets of enclosed Form of Declaration of Caste – applicable for SC/ST/OBC/EWS candidates only.
  - vi. No Objection Certificate (NOC) from your present employer – applicable for candidates working in Government / PSU, etc.
  - vii. Document establishing that your pay scale in your present employment corresponds to the next below scale of the grade you are applying for as mentioned in the advertisement – applicable for candidates working in Government / PSU / Semi-Government, etc.
  - viii. The above documents should be arranged in sets in the sequence given below and stapled accordingly.**
    - Application Form
    - Declaration Form for SC/OBC/EWS (if applicable)
    - SC/OBC/EWS Certificate (if applicable)
    - Disability / Discharge Certificate (if applicable)
    - 10th Class Certificate & Mark Sheet
    - 12th Class [+2] Certificate & Mark Sheet

- Graduation Certificate & Mark Sheet
  - Post Graduate Degree / Diploma Certificate & Mark Sheet
  - Professional Qualification / Other qualification – Certificates & Mark Sheet
  - Registration Number from Medical Council of India / State Medical Council.
  - No Objection Certificate from Present Employer (if applicable)
  - Experience Certificates - Recent first [Supporting documents should establish the start date and end date of employment]
  - Document establishing present pay scale corresponding to next below pay scale of the grade applied for (if applicable)
  - Photo Identification Card (Aadhar / Voters ID/ Driving License / PAN / Passport)
- h) Candidates are, advised to satisfy themselves fully that they meet all the prescribed eligibility criteria for the concerned post.
- i) Candidates should note that the details provided by them in their application form are taken on their face value and the onus of proving the correctness and authenticity of the same as and when required lies with the applicant.
- j) The candidates will have the option to opt out of the disclosure scheme provided under Right to Information Act, 2005. The option of opting out shall be taken at the time of filling the application.
- k) In case of variation in name / surname / name spelling mentioned in the application with that in the respective certificates pertaining to Qualification / Caste, etc., the applicant shall be required to submit an affidavit sworn-in before a First-Class Judicial Magistrate / appropriate authority to this effect along with the respective documents at the time of interview failing which the candidature shall be cancelled.
- l) Candidates employed in Government / Semi-Government / Public Sector Undertaking are also required to produce a **No Objection Certificate** (NOC) from their present employer at the time of Interview failing which they shall not be interviewed.
- m) If any information is found wrong / incorrect at any stage of selection process, the company reserves the right to cancel the candidature / appointment of the candidate.
- n) HCL reserves the right to cancel the recruitment process or to cancel / restrict / modify number of vacancies in this recruitment, if required, without issuing any further notice or assigning any reason thereof.
- o) The Company reserves the right to reject the candidature of an applicant at any stage of the recruitment process, if any criminal / vigilance / disciplinary proceeding is pending against him / her.
- p) If any information is found wrong / incorrect at any stage of selection process, the company reserves the right to cancel the candidature / appointment of the candidate.
- q) No reimbursement of 'Travelling Allowance (TA) / Dearness Allowance (DA) shall be made to any candidate.
- r) The selected candidate shall be liable to serve the Company anywhere in India / abroad where it may have business interests.
- s) In case of any doubt or discrepancy or conflict or confusion or ambiguity that may arise in course of Recruitment process clarification / decision given by HCL shall be final.
- t) In case of any doubt or discrepancy or conflict or confusion or ambiguity that may arise in Hindi version the content of English version shall prevail.
- u) Any canvassing directly or indirectly by the applicant shall disqualify his / her candidature from any post.
- v) Legal jurisdiction in case of any dispute arising out of this recruitment shall be Kolkata only.
- w) HCL is an Equal Opportunity Employer and encourages workplace diversity.

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## अभ्यर्थी की जाति सम्बन्धी घोषणा

(अनुसूचित जाति अनुसूचित जनजाति, आर्थिक रूप से कमजोर वर्ग एवं अन्य पिछड़े वर्ग के उम्मीदवारों के लिए)

## Candidate's Declaration of Caste

(For Candidates Belonging To Scheduled Caste, Scheduled Tribe, Economically Weaker Section & Other Backward Classes)

## निर्देश Instructions

- |    |  |   |
|----|--|---|
| 1. | सभी प्रविष्टियां बड़े अक्षरों में भरें।      | All entries to be made in BLOCK CAPITALS.     |
| 2. | नाम मैट्रिक प्रमाणपत्र के अनुसार हो।         | Name to be recorded as in Matric Certificate. |
| 3. | तिथि DD/MM/YYYY के अनुसार भरें।              | Date to be entered in DD/MM/YYYY fashion.     |
| 4. | निर्दिष्ट स्थान पर चिन्ह (✓) का प्रयोग करें। | Use TICK MARK (✓) where prescribed.           |

## नोट Note:

अभ्यर्थी द्वारा प्रेषित जाति प्रमाण पत्र की सत्यता की जांच विभिन्न स्रोतों से नियमानुसार की जाएगी। प्रेषित विवरण का त्रुटिपूर्ण अथवा असत्य पाया जाना उम्मीदवारी के निरस्त होने का कारण हो सकता है।

The Certificate submitted by the candidates shall be verified for its correctness from different sources as per rules. Any wrong or incorrect information provided shall render disqualification.

क्रमांक Sl. No.	विषय Item	विवरण Details
1.	उम्मीदवार का नाम (श्री / सुश्री / श्रीमती) Name of the Candidate (Mr / Ms / Mrs)	
2.	आवेदित पद Post Applied For	
3.	साक्षात्कार की तिथि Date of Interview	
4.	जाति Caste(✓)	
a)	अनुसूचित जाति Scheduled Caste	
b)	अनुसूचित जनजाति Scheduled Tribe	
c)	आर्थिक रूप से कमजोर वर्ग Economically Weaker Section	
d)	अन्य पिछड़ा वर्ग – नॉन क्रीमी लेयर Other Backward Class – Non-Creamy Layer	
e)	अन्य पिछड़ा वर्ग – क्रीमी लेयर Other Backward Class – Creamy Layer	
5.	स्थायी निवास राज्य Domicile State	
6.	जाति प्रमाण पत्र का विवरण Details of Caste Certificate	
a)	प्रमाण पत्र संख्या Certificate No.	
b)	निर्गत करने की तिथि Date of Issue	
c)	निर्गत करने वाले अधिकारी का नाम एवं पता Name & Address of the Issuing Authority	

स्थान Place: \_\_\_\_\_

तिथि Date: \_\_\_\_\_ / \_\_\_\_\_ / 2022

उम्मीदवार का हस्ताक्षर Signature of the Candidate