



# BHARAT HEAVY ELECTRICALS LIMITED

## ARTISAN RECRUITMENT - 2025

### COMPANY PROFILE:

Bharat Heavy Electricals Limited (BHEL), is India's premier engineering and manufacturing enterprise since 1964, providing world class products and services, and catering to the core sectors of the Indian economy viz., Power (Thermal, Nuclear, Hydro & Solar) Generation, Power Transmission, Defence, Aerospace, Rail Transportation, Oil & Gas, e-mobility, with over 180 product offerings. Leveraging its extensive network of 16 Manufacturing Facilities, 09 Service Centres, 15 Regional Marketing Centres, 04 Regional Offices, 02 Repair Units, 3 active joint ventures, and more than 150 current project sites across India and abroad, BHEL delivers a wide range of high quality & reliable products adhering to national and international standards. The company achieved a turnover in excess of Rs 28,339 Crores for 2024-25. The Company has its footprint in all the inhabited 6 continents of the world with references in 89 countries.

BHEL offers a challenging and rewarding career to young and skilled artisans to contribute towards Nation building in the fields of Power, Industry, Transmission, Renewable Energy, Transportation, Energy Storage, Defence & Aerospace and Oil & Gas.

The following Manufacturing Units of BHEL are looking for ARTISANS in the various trades as per the details below:

- (A) Boiler Auxiliaries Plant (BAP)- RANIPET, TAMILNADU
- (B) Heavy Plates and Vessels Plant (HPVP) – VISHAKHAPATNAM, ANDHRA PRADESH
- (C) Heavy Equipment Repair Plant (HERP) - VARANASI, UTTAR PRADESH
- (D) Electronics Division (EDN) - BENGALURU, KARNATAKA
- (E) Fabrication, Stamping & Insulator Plant (FSIP) - JAGDISHPUR, UTTAR PRADESH
- (F) Heavy Electrical Equipment Plant (HEEP) - HARIDWAR, UTTARAKHAND
- (G) Central Foundry & Forge Plant (CFFP) - HARIDWAR, UTTARAKHAND
- (H) Heavy Power Equipment Plant (HPEP) - HYDERABAD, TELANGANA
- (I) Heavy Electrical Plant (HEP) - BHOPAL, MADHYA PRADESH
- (J) Transformer Plant (TP) – JHANSI, UTTAR PRADESH
- (K) High Pressure Boiler Plant (HPBP) – TIRUCHIRAPPALLI

### Requirement of Artisans Grade IV – 2025 as per the breakup below:

S.N	Post	UNITS											TOTAL
		BAP	HPVP	HERP	EDN	FSIP	HEEP	CFFP	HPEP	HEP	TP	HPBP	
		(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	
1	Fitter	17	22	5	5	13	30	1	10	31	12	30	176
2	Welder	35	10			3	10			3	6	30	97
3	Turner	13		10			6		20	2			51
4	Machinist	10	6	5		7	19		20	16	6	15	104
5	Electrician				20	8	10	1		20	6		65
6	Electronics Mechanic				18								18
7	Foundryman							4					4
	<b>Total</b>	<b>75</b>	<b>38</b>	<b>20</b>	<b>43</b>	<b>31</b>	<b>75</b>	<b>6</b>	<b>50</b>	<b>72</b>	<b>30</b>	<b>75</b>	<b>515</b>

*\*The manpower requirement indicated above is tentative and actual requirement may vary based on further assessment. The category wise reservation will be as per govt. guidelines issued in this regard.*

**Note:**

1. As per Company policy, the vacancies of “Artisan Grade – IV” are partially earmarked for being filled through dependents of deceased employees of BHEL on Compassionate grounds. All relevant details as to how to / who can apply under this category are given in “Compassionate Consideration’ Link on our website <http://careers.bhel.in>. In case these vacancies are not filled up due to non-availability of qualified candidates, they may be filled through open selection.
2. Candidates may please note that, **for all the above vacancies, the Computer Based Test shall be held on the same day, i.e mid – September (Tentative)** and candidates must carefully apply to Manufacturing Unit of their preference, against vacancies available in their respective trades, as candidate can apply against vacancies of **ONE** unit & **ONE** trade only.
3. The candidates selected as “Artisan Grade – IV” under this recruitment shall be required to serve at their allocated Manufacturing Unit for **at least 20 years from the date of joining**. During this period, no request for transfer or change in place of posting shall be entertained for the first Twenty years of service.
4. If in the interim period, for any unavoidable personal reasons if a candidate selected as “Artisan Grade – IV” requests a transfer back to a Unit of his/her preference, the transfer can only be considered subject to suitable position being available and shall be on reversion to the original post on which he/she was absorbed in the Company, i.e at A3 Grade at the bottom of seniority.

**RESERVATIONS & RELAXATIONS:**

The above vacancies are reserved as follows: -

Unit		UR	EWS	OBC	SC	ST	Total	PWD	EXSM
(A)	<b>BAP</b>	31	7	22	14	1	<b>75</b>	3	11
(B)	<b>HPVP</b>	18	3	9	6	2	<b>38</b>	2	5
(C)	<b>HERP</b>	8	2	5	3	2	<b>20</b>	1	2
(D)	<b>EDN</b>	19	4	11	6	3	<b>43</b>	2	6
(E)	<b>FSIP</b>	12	3	9	7	0	<b>31</b>	2	4
(F)	<b>HEEP</b>	40	7	9	13	6	<b>75</b>	3	10
(G)	<b>CFFP</b>	3	0	1	1	1	<b>6</b>	0	1
(H)	<b>HPEP</b>	22	4	13	8	3	<b>50</b>	19	8
(I)	<b>HEP</b>	31	7	10	10	14	<b>72</b>	11	10
(J)	<b>TP</b>	13	3	8	6	0	<b>30</b>	2	4
(K)	<b>HPBP</b>	34	7	20	14	0	<b>75</b>	4	10

1. **For PWD candidates:** The positions of Artisan Grade - IV in BHEL are identified: **For OH:** Locomotor Disability (OA or OL), leprosy cured, Dwarfism & Acid Attack Victim, **For VH:** Low Vision **For HH:** Deaf & Hard of Hearing, Speech and Language Disability.
2. Upper age limit is relaxable for candidates belonging to the following categories as under: -
  - SC/ST: - by 5 years
  - OBC (NCL): – by 3 years
  - Persons with Disabilities Candidates: - by 10 years for General - by 13 years for OBC (NCL) - by 15 years for SC/ST.
  - Relaxation in age for Ex-Servicemen will be as per extant Govt. rules.
  - Upper age limit is relaxable by 5 years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir during the period from 1/1/1980 to 31/12/1989.

## QUALIFICATION & UPPER AGE LIMIT:

<b>Education Qualifications</b>	<b>Upper Age Limit (as on 1<sup>st</sup> July, 2025)</b>
Class X <sup>th</sup> <b>PLUS</b> National Trade Certificate (NTC / ITI) <b>PLUS</b> National Apprenticeship Certificate (NAC) in the respective trade <b>WITH NOT LESS THAN</b> 60% marks for Gen & OBC candidates and 55% marks for SC & ST candidates in both NTC/ITI and NAC.	<b>Gen/ EWS</b> - 27 Years <b>OBC (NCL)</b> - 30 Years <b>SC/ST</b> - 32 Years  - PWD/Ex-Serviceman Relaxation shall be as per Govt. Rules. - Up to 07 yrs. of age relaxation on the basis of relevant work experience in prescribed format (#)
<b>Desirable:</b> Knowledge of Regional Language for Tamil Nadu, Telangana/Andhra Pradesh & Karnataka based Units and Hindi for other Units.	

## EMOLUMENTS AND BENEFITS:

Selected candidates will work as Temporary Employees for a period of one year during which they will be paid consolidated wages as per applicable minimum wages in their respective Manufacturing Unit of posting. On successful completion of this temporary period, they will be regularized in the regular establishment as **ARTISAN GRADE-IV** and placed at the minimum of the scale of pay of Rs 29500 – Rs 65,000 with applicable allowances in vogue at the time of regularization. The regularization in the regular establishment will be as per the extant Company rules.

## SELECTION PROCESS:

Candidates interested in joining BHEL as **ARTISAN GRADE-IV** shall have to undergo a Two Stage Selection Process and necessarily be required to clear both stages in order to be considered for Merit List:

### **Stage I: Computer Based Examination (CBE)**

All candidates will have to appear for a Computer Based Examination (CBE) in their respective trades. Based on CBE Marks, candidates will be shortlisted for Skill Test in order of merit in ratio of 1:5 to the number of vacancies in their respective trades as per category wise vacancies available in their respective unit of candidature submission.

PwD candidates & Ex-Servicemen candidates will be accorded relaxation below the cut-off marks in respective categories (limited to minimum qualifying of 30 Marks for UR/EWS and minimum qualifying of 22.5 Marks for OBC/SC & ST Categories) for being shortlisted for Skill Test in the similar prescribed ratio of 1:5.

For shortlisting as per 1:5 ratio, initially, all UR candidates along with reserved category (i.e. EWS, OBC, SC, ST) candidates of that trade in the respective unit, who do not avail any relaxation, will be grouped together and then arranged in descending order of merit of their CBE marks (marks out of 100) and candidates shall be called for Skill Test in the ratio of 1:5 in UR category. After this, candidates belonging to EWS/OBC/SC/ST categories as per available vacancies, who are not shortlisted under UR category, shall be regrouped with their respective categories for further consideration and shortlisted for Skill Test in prescribed ratio of 1:5 in their respective categories.

### **Stage II: Skill Test & Document Verification**

Skill Test is the second stage of the selection process. All candidates shortlisted for the Skill Test & Document Verification Stage must necessarily attend and complete this stage of selection process, in order to be further considered for being placed on the merit list. All such shortlisted candidates shall be required to undergo Document Verification to confirm their eligibility as per the notification and thereafter, would be required to attend the Skill Test, which shall be qualifying in nature.

The final merit order shall be prepared only on the basis of CBE Score. i.e. Candidates found eligible and qualified in Skill Test.

## PREFERENCE FOR BEST/ RUNNERUP APPRENTICE:

Preference is given for BEST Apprentice/ RUNNER UP Apprentice at All India SKILL Competitions conducted by The Directorate General of Employment and Training. These candidates who were/are selected as BEST APPRENTICE or RUNNER UP APPRENTICE in the All India SKILL Test, will be required to apply online and submit their application as per the prescribed procedure. They will, however, be exempted from appearing at the Computer Based test and they shall be directly called for skill test subject to fulfilling other Terms and Conditions and Eligibility criteria as per the notification. In the event of their selection, Best Apprentice will be inducted as Artisan Grade - IV with 2 increments and Runner Up Apprentice will be inducted as Artisan Grade - IV at the minimum of the scale in the pay scale of Rs 29500 – Rs 65,000.

## MEDICAL STANDARDS:

Applicants should possess sound health. Before Joining, selected candidates will have to undergo medical examination by the Company's Authorized Officer and the appointment will be subject to meeting the health standards prescribed by the Company. No relaxation in health standards is allowed. The company's Medical Examination rules in brief can be accessed @ [BHEL's Medical Examination Rules](#) – hosted on the BHEL careers website.

The Persons with Disability candidates are required to furnish self-attested copy of duly stamped Medical Certificate in relation to their benchmark disability from Government Hospital or Medical Board attached to Special Employment Exchange for the handicapped.

## GENERAL INSTRUCTIONS:

1. The submission of applications will be ONLINE only through our website <https://careers.bhel.in>. Applicant must read the instructions for submission carefully and ensure that the application is submitted successfully and transaction with reference to payment of fee for application form and / or processing fee as applicable is successfully transacted.
2. Application Fee and Processing fee will be applicable as indicated below:

<b>Applicable Fees* for “Artisan Grade – IV” Recruitment</b>			
<b>Category</b>	<b>Examination Fee</b>	<b>Processing Fee</b>	<b>Total</b>
UR/EWS/OBC	Rs 600	Rs 400 +GST	Rs 1072
SC/ST/PWD/Ex-Servicemen	NIL	Rs 400 +GST	Rs 472

*\*The applicant may have to bear Bank Charges over & above the application fees, depending upon fees payment through Internet banking/Debit card/ Credit Card etc.*

3. Candidates must note that, for all the above vacancies, the Computer Based Test shall be held on the same day and candidates must carefully apply against vacancies of ONE Trade and ONE unit only. In case of multiple submission of ONLINE applications from same applicant, only the last submitted application shall be considered as final submission for candidature in BHEL.
4. All applicant will be given option to choose amongst the Test Centers/ Venue for upto 5 choices. However, BHEL reserves the right to add or cancel any city/center depending upon the no. of candidates choosing a particular city/center.
5. Applicants are also informed that the Computer Based Examination shall be trilingual, i.e with an option to attempt the Examination in Hindi or English or third language of their choice (Kannada, Telegu and Tamil). The same option shall be given at the time of Skill Test also, i.e to address the Selection Committee in their language of preference between Hindi or English or their vernacular language. Except for “**Foundryman**” Discipline, which shall only be bilingual in Hindi or English and for “**Electronics Mechanic**” Discipline, which shall be Hindi or English or Kannada only.
6. The Candidate should ensure that they fulfil the eligibility criteria and other requirements and that the particulars furnished by them are correct in all respect. In case it is detected at any stage of recruitment process that the candidate does not meet the eligibility criteria and/or the candidate has furnished any incorrect/false information or has suppressed any material fact(s), the candidature of such a candidate

is liable to be rejected. If any of the above shortcoming(s) is/are detected, even after appointment, his/her services are liable for suitable actions including termination and prosecution.

7. SC, ST, OBC (Non-Creamy Layer), EWS, PwD, J&K domiciled candidates and ex- servicemen should carefully mention the categories, since these details shall not be allowed to be changed later.
8. Candidates belonging to OBC category but not covered under 'Non-Creamy Layer' are not entitled to OBC reservation. As such, they should indicate their category as 'GENERAL'.
9. Applications that are not in conformity with the requirements indicated in this advertisement/ incomplete application will not be entertained.
10. Candidates presently employed in Central/ State Government, Autonomous bodies, PSUs may apply through 'Proper channel' or submit 'No Objection Certificate' at the time of Skill Test from their employer.
11. Candidates should be able to furnish their ITI/NAC Mark sheets at the time of Skill Test. Failing which, their candidature shall not be considered beyond that stage.
12. The candidature of applicants at all stages of selection process will be provisional and is subject to satisfying the prescribed eligibility conditions. Mere issue of unique Roll number / Skill Test call letter to the candidate will not imply that his/her candidature has been finally cleared by BHEL.
13. Candidates are advised to possess a valid e-mail ID, which is to be entered in the on-line Application Form. They are also advised to retain this e-mail ID active for at least one year as any important intimation to the candidates shall be provided by BHEL through e-mail.
14. BHEL reserves the right to cancel/ restricts/enlarge/ reopen the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof.
15. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted only in the respective cities/towns where the units are located and the Courts / Tribunals / Forums (Jurisdiction Courts) at the place where units are located shall have sole and exclusive jurisdiction. Like for example, for dispute arising in Trichy, the jurisdiction shall rest with Madurai Bench of Madras High Court
16. BHEL recruitment website <https://careers.bhel.in> will provide necessary details regarding, how to apply/ important dates / FAQs/ Skill Test call letters etc. No separate communication shall be sent to the candidate by post. It shall be the responsibility of candidate to read the detailed instructions on the website and adhere to application requirements. Candidates are advised to visit the website <https://careers.bhel.in> regularly for updates.
17. If there is any variation between the English & Hindi version of the Advertisement, English version may be treated as authentic.

#### **DIARY DATES:**

<b>Milestones</b>	<b>Scheduled Date</b>
Opening of On-line submission of application	16 <sup>th</sup> July, 2025 at 10:00 AM
Closing of On-line submission of application	12 <sup>th</sup> August, 2025 11:45 PM
Tentative Date of Examination*	(Exact date shall be intimated at the time of issue of Admit Cards, likely in second week of September, 2025)

\*These dates are tentative and may undergo change. Any changes in this dates / other information shall be displayed on our website <https://careers.bhel.in>.