नालको NALCO

(A Government of India Enterprise)
P/1, Nayapalli, NALCO Bhawan
Bhubaneswar- 751061

Recruitment of Doctors at E1 & E2 grade

National Aluminium Company Limited(NALCO), a Navaratna Company is the largest integrated Alumina – Aluminium complex of Asia, having state of the art technology with its present turnover of around `7024 crores, is going for further growth and expansion within India & across the globe. The Company also enjoys Premier Trading House status in the field of export, has won many prestigious awards for its excellent performance in significant value addition to its shareholders. The plants and offices are multi-locational with Corporate Office at Bhubaneswar, Odisha. The Company believes in achieving organizational excellence through human resources and practices "people centric" approach.

The present manpower strength is around 7339. The Company has its own hospitals at Angul and Damanjodi sector with specialized doctors in various fields as well as sophisticated medical equipments. NALCO is looking for recruiting competent doctors in the post of General Duty Medical Officer(GDMO) at E1 grade and Sr. Medical Officer at E2 grade in the discipline of Medicine, Orthopedic, Pediatric, Anesthesia, Radiology & Skin for manning various positions in its own hospitals.

VACANCIES, UPPER AGE LIMIT, QUALIFICATION & EXPERIENCE

Sl. No	Post	Scale of pay	Vacancy	Vacancy break up	Upper age limit as on 01/10/2014	Requisite qualification and experience
General Duty Medical Officer(GDMO) at E1 grade(Adv. No: 10140201)						
01	General Duty Medical Officer (GDMO)	` 24900- 3%- 50500/-	01	SC- 01	32 Years	MBBS with 03 years post qualification experience.
Senior Medical Officer at E2 grade (Adv. No: 10140202)						
02	Senior Medical Officer in Medicine, Orthopedic, Pediatric, Anesthesia, Radiology & Skin	` 29100– 3%- 54500/-	08** Medicine -01, Orthopedic - 01, Pediatric -01, Anesthesia - 02, Radiology - 01, Skin-02	UR-04 OBC-03 ST-01	37 Years	MD/MS/Recognised post MBBS diploma in Medicine/ Orthopedic/Pediatric/ Anesthesia/Radiology/Skin with 01 year post qualification experience in the respective discipline applied for. * The candidates having fresh MD/MS/ Recognised post MBBS diploma in Medicine/ Orthopedic/Pediatric/ Anesthesia/Radiology/Skin in the respective discipline may apply for the post of Medical Officer at E1 grade. The specialist taken as Medical Officer at E1 grade will be placed as Senior Medical Officer at E2 grade after successful completion of 01 year service.

Note: * For fresh MD/MS/Recognised post MBBS diploma in Medicine/ Orthopedic/Pediatric/Anesthesia/ Radiology/ Skin at E1 grade.

** Horizontal reservation. Out of total 08 posts, one post is identified for PWD in OH category.

COMPENSATION PACKAGE

- Selected candidates for the post at E1 grade will be placed in the pay scale of `24900 - 3% - 50500/- and selected candidates for the post at E2 grade will be placed at the pay scale of `29100– 3% - 54500/-. Besides basic pay, they will be entitled to Dearness Allowance, NPA, perquisite under cafeteria approach, HRA, PRP medical facility for self & dependants and superannuation benefits *i.e*. Contributory Provident Fund, Gratuity, etc. as per rules of the Company in force from time to time.
- Further, the Company offers one of the best compensation packages as far as Cost to Company (CTC) is concerned with opportunity of merit-oriented advancement in a professionally managed organization focused on growth. The CTC for the post at E1 grade comes to `11.07 lakhs and for the post at E2 grade comes to `13.03 lakhs approximately per annum.
- *The CTC mentioned above may vary depending upon the place of posting and other terms and conditions of appointment*.

SELECTION PROCESS

- Candidates will be short-listed for the personal interview in the above disciplines subject to fulfilling the criteria as specified. Based on the performance in the personal interview, the organizational requirement, the vacancies in the respective disciplines, reservation points as per the Presidential Directives, the candidates will be selected.
- However, the Management reserves the right to raise the minimum eligibility standards/criteria and/or to restrict the number of candidates in the personal interview, if so required.
- The final placement of the candidate is subject to their medical fitness as per Company's standard and other joining formalities.

MEDICAL FITNESS

- The selected candidate needs to be medically fit as per medical rules of the Company. No relaxation in health standards as indicated in the medical rule of the Company is allowed.

PLACEMENT

- During the probation period and/or after absorption, selected candidates will be posted in the NALCO establishments anywhere in India & is transferable as per the organizational requirement. The selected candidates may be assigned jobs/ functions/ assignments related to their area as per the requirements of the Company including shift duty.

RESERVATIONS AND RELAXATIONS

- Reservations/relaxations for SC/ST/OBC (non-creamy layer)/PWD(degree of disability 40% or above) candidates as per Government guidelines are applicable. In case of increase or decrease of total posts and selection of the candidates in the lower grade, the numbers of reserved category post will vary in accordance to the Govt. guidelines.
- PWD candidates would be required to furnish valid disability certificate duly stamped and signed by a medical panel empowered for the purpose and should comprise of 3 medical practitioners of Govt. hospital or medical board attached to Special Employment Exchange for the handicapped.
- If the SC/ST/OBC(NCL)/PWD certificate has been issued in a language other than English/Hindi, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi.
- The OBC candidates who belong to "Creamy Layer" are not entitled for concession admissible to OBC category and such candidates have to indicate their category as General. The OBC(Non-Creamy Layer) candidates are required to submit latest valid OBC certificate in the prescribed format applicable for purpose of reservation in appointment to posts under Government of India/ Central Govt. Public Sector Undertaking as contained in DOPT memo no: 36012/22/93-Estt.(SCT) dtd.: 08/09/1993, from a Competent Authority. The name of the Caste and Community indicated in the OBC(Non-Creamy Layer) certificate must appear in the Central list of Other Backward Classes. Further, OBC (Non- Creamy Layer) candidates will have to give a self- undertaking indicating that they belong to OBC(Non- Creamy Layer) category at the time of interview, if called for.

- The upper age limit is relaxed by 5 years for SC/ST, 3 years for OBC (Non-Creamy Layer), 10 years for PWD-Un-reserved, 13 years for PWD-OBC(Non-Creamy Layer) and 15 years for PWD-SC/ST candidates.
- Relaxation of five years in age will be extended to the candidates who had ordinarily been domiciled in the State of Jammu & Kashmir from 01.01.1980 to 31.12.1989. Ex-Servicemen and children/family members of those who died in the riots of 1984 will get relaxation as per directives of Govt. of India.
- Any request for change in category(UR/SC/ST/OBC/PWD) once indicated in the application form by the candidate, will not be entertained and accordingly, applicable concession/relaxation will not be extended.

HOW TO APPLY

- The eligible doctors shall submit the duly filled in and signed application in the prescribed format as given at annexure. The applicants have to bring the original certificates for verification at the time of personal interview. Documents in support of experience if any may also be submitted along with the application. The application should superscribe the post applied for. The application should be as per the format indicated below. **The candidates may download the said prescribed application format from the career section of NALCO website www.nalcoindia.com**.
- An application fee of `100/- is required to be paid in the form of Bank Draft/DD drawn after the release of advertisement, in favour of "**National Aluminium Company Limited**" payable at **Bhubaneswar** (Application fee is not applicable for SC/ST/PWD candidates). Application fee is not refundable for any reason whatsoever.
- The applications completed in all respect should reach **Recruitment Cell, HRD Department, National Aluminium Company Limited, NALCO Bhawan, P/1, Nayapalli, Bhubaneswar – 751061, Odisha** by ordinary post. No application will be received by hand. **Last date of receiving application is 31/10/2014.**
- A candidate can apply for one post/discipline only. Candidates applying for more than one post/discipline will not be considered.

GENERAL INSTRUCTIONS

- Only Indian Nationals are eligible to apply.
- The candidate should ensure that he/she fulfills the eligibility criteria and other conditions as mentioned in this advertisement. Mere submission of application does not imply that the Company (NALCO) has been satisfied about the candidate's eligibility. In case it is detected at any stage of recruitment/ selection/even after appointment that the candidate does not fulfill the eligibility norms and/or that he/she has furnished any incorrect/false information or has suppressed any material fact(s), his/her candidature/appointment will automatically stand cancelled, as the candidature/appointment would be deemed to be void *ab initio*.
- The e-mail id mentioned in the application form must remain valid for one year. All future communication with the candidates will take place through e-mail only. NALCO will not be responsible for any loss/non-delivery of e-mail/any other communication sent, due to invalid/wrong id or due to any other reason.
- Candidates presently employed in Central/ State Govt./ PSUs/ Autonomous bodies must submit "No Objection Certificate" from their present employer at the time of personal interview failing which they will not be allowed to appear the personal interview.
- The interested candidates fulfilling the specification may also apply for deputation with permanent absorption through proper channel as per Govt. guidelines.
- Candidates will be reimbursed IInd class AC to and fro train/bus fare from their communication address mentioned in the bio-data for attending the interview by the shortest route on production of tickets/proof of journey. The candidate will be reimbursed TA from their communication address as mentioned in the application form. No change in communication address will be entertained at a later stage for the purpose of reimbursement of TA.
- NALCO reserves the right to raise the minimum eligibility standards. The Management reserves the right to fill up or not to fill up any of the above positions without assigning any reason whatsoever. NALCO also reserves the right to cancel/restrict/modify/alter the recruitment process and also reserve the right to increase/decrease the post advertised, if need arises without issuing any further notice or assigning any reason whatsoever.
- Canvassing by a candidate in any form shall disqualify his/her candidature.
- Any dispute with regard to the said recruitment will be settled within the jurisdiction of Bhubaneswar only.

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