



सल SAIL

**STEEL AUTHORITY OF INDIA LIMITED**  
**DURGAPUR STEEL PLANT**  
**DURGAPUR-713203**

Advt.No. DSP/PERS-NW/RECTT/CONT\_DOC/2020/2347

Date: 07.10.2020

**ENGAGEMENT OF DOCTORS IN MEDICAL DISCIPLINES ON CONTRACT BASIS AT DSP**

Durgapur Steel Plant (DSP), a unit of Steel Authority of India Limited (SAIL), a Maharatna Company, having a 600 bedded Multi-specialty Hospital including Health Centres & PMU/OHS intends to engage doctors in identified disciplines in the post of GDMO & Specialists on contractual basis. DSP invites qualified doctors in medical disciplines for appearing in walk-in interview w.r.t engagement on contract basis at DSP.

<b>1.</b>	<b>Posts:</b>	: a) GDMO : —————→ 17 b) Specialists : —————→ 10 as per following disciplines –																			
		<table border="1" style="width: 100%;"><thead><tr><th style="text-align: left;">Discipline</th><th style="text-align: center;">Nos</th></tr></thead><tbody><tr><td>Radiology</td><td style="text-align: center;">2</td></tr><tr><td>Anaesthesia</td><td style="text-align: center;">1</td></tr><tr><td>Ophthalmology</td><td style="text-align: center;">1</td></tr><tr><td>ICU/Critical Care/Emergency</td><td style="text-align: center;">1</td></tr><tr><td>Public Health</td><td style="text-align: center;">1</td></tr><tr><td>Occupational Health</td><td style="text-align: center;">3</td></tr><tr><td>Chest &amp; TB</td><td style="text-align: center;">1</td></tr><tr><td>Total -</td><td style="text-align: center;">10</td></tr></tbody></table>	Discipline	Nos	Radiology	2	Anaesthesia	1	Ophthalmology	1	ICU/Critical Care/Emergency	1	Public Health	1	Occupational Health	3	Chest & TB	1	Total -	10	
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<b>2.</b>	<b>Who can apply</b>	Doctors who are registered with Medical Council of India (MCI) or having valid practitioner's license can apply for engagement. Doctors having relevant work experience shall be given preference. The ex-employee of SAIL and other PSUs/ Govt. who have been separated by opting voluntary retirement shall not be considered for engagement under this scheme. The ex-employee doctors will have to provide self-certificate in this regard.																			
<b>3.</b>	<b>Age Limit</b>	The upper age limit for contractual engagement under this Scheme is 70 years. However, the doctors to be engaged should be fit to perform his/her duty.																			

<b>4.</b>	<b>Tenure of engagement:</b>	The initial tenure of contractual engagement of Doctors would be for a period of 01 year from the date of joining, as recommended by the Assessment Committee which can be further extended for a period upto one year at the discretion of the Company. However, the maximum period for engagement under the same contract would not be more than three (03) years. There will be no bar on re-engagement. However, the tenure of engagement shall be subject to the upper age limit as specified above.
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<b>5. Essential Qualification &amp; Remuneration :</b>	The essential qualification and corresponding remuneration rates of the doctors to be engaged under the scheme shall be as under:	
(i)	<b>Essential Qualification</b>	<b>Rate of Monthly consolidated Remuneration (Rs./Month)</b>
	MBBS	Rs.70,000/- per month
	MBBS with PG Diploma in a speciality	Rs.90,000/- per month
	MBBS with PG Degree in a speciality	Rs.1,20,000/- per month
	DM/ MCh	Rs. 2,00,000/- per month
(ii)	The above monthly remuneration rates shall be applicable for engagement for a minimum 8 hours a day for six days in a week or 48 hours a week. Further, if engagement is for less than 8 hours per day/ 48 hours a week, the rates may be pro-rated accordingly. The monthly rate should not exceed the maximum prescribed limit of the respective category.	
(iii)	The Doctors having relevant work experience shall be given preference. The essential qualification and work experience, if any, shall be taken into account as on the date of advertisement.	
(iv)	The ex-employees of SAIL and other PSUs/ Govt. who have been separated by opting voluntary retirement shall not be considered for engagement under this scheme. The ex-employee doctors will have to provide self-certification in this regard.	

<b>6. Job Description :</b>		
	GDMO	To work in various departments of M&HS as and when required
	Specialists	To work in respective department of speciality

<b>7. Other benefits:</b>		
(i)	The doctors engaged under the scheme can be provided company accommodation (2 BHK or equivalent category) on payment basis, if desired, subject to availability. The rent and other charges for electricity, water etc. will be as applicable for that category of quarter for SAIL employee. No HRA will be admissible under this scheme.	
(ii)	The doctors engaged under the Scheme shall also be eligible to get post-paid SIM under CUG and mobile phone expenses (including monthly call charges, monthly rental and applicable taxes), as per actual, with the monthly ceiling given as under :	
	<b>Qualification</b>	<b>Monthly ceiling towards Mobile Phone expenses</b>
	MBBS	Rs.350/ per month
	MBBS with PG Diploma in a speciality	Rs.500/ per month
	MBBS with PG Degree in a speciality	
DM / MCh	Rs. 650/- per month	
(iii)	In case of ex-employees of SAIL, the medical benefits applicable/available for ex-employees will continue. In other cases, the medical benefits shall be available for self and spouse only at the hospital, without any referrals.	
(iv)	The doctors engaged under this Scheme will be eligible to get 10 days leave in a year subject to prior approval.	

<b>8. Other Terms &amp; Conditions of the Contract for service.</b>		
(i)	The engagement of Doctors under the scheme is purely of temporary nature and shall not create any right for regular appointment on any grounds, whatsoever.	
(ii)	Reservation would be applicable as per the Presidential Directive on reservation for SCs and STs in appointments in Public Enterprises.	
(iii)	No PF/Gratuity or any other benefit shall be payable.	
(iv)	The doctors engaged under this Scheme shall be eligible for Maternity leave as per Maternity Benefit Act, 1961 subject to fulfilment of conditions stipulated in the Maternity Benefit Act, 1961.	
(v)	The Doctors engaged under the Scheme shall not be eligible for Non-Practicing Allowance. However, Private practice would be allowed subject to the condition that there shall be no disruption in the working hours assigned to respective Doctor engaged in DSP.	
(vi)	The Doctors so engaged under the 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.	



(vii)	<p>Use of Company's Assets:</p> <p>a. The Doctor shall be responsible for proper usage of all the assets provided by the Company pursuant to the engagement under this scheme.</p> <p>b. On expiry or termination of contract, the Doctor shall immediately return all assets of the Company which were given by the Company.</p>
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<b>9.</b>	<b>Termination of Contract:</b>
	<p>The contractual engagement under the Scheme can be terminated by giving one months' notice by either of the party.</p> <p>However, the contract can be terminated by the Company forthwith under the following conditions / circumstances:</p> <p>i. If there is evidence of the Doctor 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 Doctor (s) so engaged.</p> <p>ii. In case of poor performance.</p> <p>iii. In case of moral turpitude, conviction by a court of Law, insolvency, loss of licence to practice, grave misconduct or financial irregularity.</p>

<b>10.</b>	<b>Selection Process:</b>
(i)	Selection of the candidates for contractual engagement as GDMO / Specialists will be done through walk-in interview.
(ii)	Engagement as GDMO/ Specialists will start shortly after the selection of the candidate is completed and orders are issued for engagement as GDMO/ Specialists.
(iii)	Candidates responding to the advertisement for "ENGAGEMENT OF DOCTORS IN MEDICAL DISCIPLINES ON CONTRACT BASIS AT DSP" will have to submit an undertaking ( <u>Annexure-A</u> ) in this regard.

## **11. PROCEDURE:**

(a)	Candidates will have to appear for walk-in interview as per the schedule. Candidates are therefore, advised to check their emails frequently and make necessary arrangements prior to the scheduled date & time of walk-in interview.
(b)	Selection for Doctors on contract basis will be done through walk-in interview.
(c)	All certificates & documents in support of eligibility will be verified with the original for the first time during document verification process prior to interview/joining, and if any candidate fails to produce the same, he/she will not be allowed for walk-in interview/joining. Therefore, candidates are requested to ensure their eligibility before appearing for the walk-in interview.
(d)	If the selected candidates are not in possession of the "Certificate of Registration" at the time of interview, they will have to deposit the same within one month from the date of their engagement.
(e)	Engagement as GDMO/ Specialists will start shortly after the selection of the candidate is completed and orders will be issued for engagement as GDMO/ Specialists.

## **12. HOW TO APPLY**

Eligible & interested candidates are necessarily required to send scanned copy (pdf file) of duly filled-in and signed application form (Annexure-B: Format of application) with recent identifiable colour photograph pasted on it alongwith self-attested following scanned documents for verification to [dspintake@saildsp.co.in](mailto:dspintake@saildsp.co.in) **from their own email (which will be used for all communication)** latest by **27/10/2020, 5:00 p.m.** Candidates are advised to check their email regularly, as **communication with the candidates will be done through email.**

Encl-I	Recent identifiable passport size colour photograph in .jpg or .jpeg file only of size 50 kb. <b>Same photograph should be affixed for the entire selection process whenever required.</b>
Encl-II	Proof of Date of Birth (Class X pass certificate of recognized board/council <b>OR</b> Birth Certificate issued by Registrar of Birth & Death)
Encl-III	Pass Certificate(s) & Marksheets (all years) for essential qualification



Encl-IV	Experience Certificate, if any, showing relevant post qualification experience from the employer. (In case of retired employees, service certificate issued by the parent organization may be given).
Encl-V	Valid Registration Certificate issued by Medical Council of India or having valid practitioner's licence
Encl-VI	Caste/Category Certificate.
Encl-VII	Aadhar Card
Encl-VIII	PAN Card
Encl-IX	Undertaking in non-judicial stamp paper of Rs.10/- (Annexure- A: Format for undertaking)
Encl-X	Undertaking for pt. 5 (iv) above w.r.t. voluntary retirement/separation.
<b>Imp: Encl-I -&gt; .jpeg / .jpg file &amp; Encl-II to Encl-XII -&gt; .pdf file.</b>	

### **13. GENERAL CONDITIONS:**

- (i) Candidate must be an Indian National possessing requisite qualification from an institute recognized by State Govt. /Central Govt (Registered with MCI or having valid practitioner licence)
- (ii) Eligible & interested candidates will have to appear in the walk-in interview on the date, time & venue.
- (iii) All certificates in respect of eligibility criteria viz. requisite educational & professional qualification, experience, caste certificate, proof of date of birth etc. are to be valid on the closing date of application as mentioned in the advertisement.
- (iv) Candidates will have to attend the walk-in interview at scheduled date & time at their own cost and have to ensure the following during walk-in interview –  
Availability of all requisite original documents (Annexures - as sent through email) and to be shown on demand.
- (v) All certificates & documents in original in support of eligibility will be verified during walk-in interview and any candidate who fails to produce the same will not be allowed to appear at the interview. Therefore candidates are requested to ensure their eligibility before appearing in the walk-in interview.
- (vi) The engagement is purely on "contractual basis" and is not to be construed as giving rise to any right of regular appointment in Durgapur Steel Plant in any manner whatsoever.
- (vii) DSP reserves the sole authority to consider the cases as per its rules and decision of DSP in this regard shall be firm & binding.
- (viii) DSP reserves the right to reject any application **OR** cancel the candidature **OR** the whole process of interview **OR** engage less than the no. of doctors indicated above, without assigning any reason thereof and no enquiry or correspondence will be entertained in this connection. The decision of the Interview Board constituted by DSP for this purpose shall be final and binding.
- (ix) 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 or found impersonating during selection process including online interview. This may also invite legal action as deemed fit.
- (x) Court of jurisdiction for any dispute will be at Durgapur.

### **14. SCHEDULE FOR INTERVIEW:**

Keeping in view requirement of adherence to COVID-19 related norms, the walk-in interview of candidates will be spaced and as such, detail schedule (date & time) of candidates will be intimated through email/phone etc.

City	Date	Time for Walk-in-Interview	Venue
Durgapur	04.11.2020 & onwards	10:00 A.M to 5:00 P.M	Office of the Director I/c (M&HS), DSP Main Hospital, Durgapur- 713205, Paschim Bardhaman (West Bengal).



**STEEL AUTHORITY OF INDIA LIMITED  
DURGAPUR STEEL PLANT**

**APPLICATION FORMAT FOR ENGAGEMENT OF DOCTORS IN MEDICAL DISCIPLINES  
ON CONTRACT BASIS AT DURGAPUR STEEL PLANT (DSP)  
(Walk-in Interview)**

1. Post applied for : GDMO / Specialists (Discipline: \_\_\_\_\_)
2. Name in full (CAPITAL LETTERS) :
3. Father's Name :
4. Date of Birth :
5. Present Address :
- State : Pincode:
6. Permanent Address :
- State : Pincode:
7. Mobile No : Landline No (with STD code) :
8. E-mail ID :
9. Marital Status : 10. Gender : 11. Religion :
12. Nationality : 13. Caste / Community :
14. Educational Qualification (MBBS onwards):

Paste your recent  
passport size  
colour photograph

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

15. Other Work Experience(if any):

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

16. Superannuation details :

Organization	Joining Date	Date of Superannuation	Designation (at the time of retirement )	Department / Area/ Section

17. (a) Valid Regn. Certificate of State Medical Council/MCI (Please tick) : Yes  No

(b) Registration No:

18. Spoken Languages Known : Bengali /Hindi / English (Pl. tick)

**Declaration :**

I agree to all the terms and conditions given in the advertisement (vide No.DSP/PERS-NW/RECTT/CONT\_DOC/2020/2347 dated- 07.10.2020) 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. In the event that the wrong statement/ information/ documents is/are detected afterwards, then my engagement on contract basis is liable to be terminated without notice.

Date:

(Signature of the applicant)

**NB :** Applicants are required to submit all relevant documents (original+1 set self-attested) in support of information given at (4), (13), (14), (15), (16) & (17).

## Letter of Undertaking

**To**  
**The Director I/c (M&HS)**  
**Durgapur Steel Plant**

Dear Sir,

In response to the advertisement No: -----

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

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

resident of -----

-----, do hereby submit my application for engagement as  
 GDMO/ Specialist on contractual basis at Durgapur Steel Plant (DSP).

1. I do hereby undertake that :-

- a. I am willing to take up the engagement at DSP for which the selection has been made on the basis of my performance in the interview. The duration of the engagement is up to 01(one) year or up to -----, as recommended by the Assessment Committee.
- b. I agree to accept payment of honorarium at the stipulated rate(s) mentioned in the advertisement, which shall be made from the date of my engagement as GDMO/ Specialist.
- c. My selection for the engagement as GDMO/ Specialist on contractual basis does not entitle me to any claim for employment in DSP in any post, whatsoever.

2. In respect of all matters for which no specific provision has been made herein, the decision of the DSP 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 hospital working or bringing disrepute to the DSP/Hospital shall be punishable or shall result in termination of my contract.

4. DSP reserves the sole authority to accept OR reject my candidature for contractual engagement in DSP and the decision of DSP in this regard is final and binding.

I have read and understood the above terms & conditions governing the contractual engagement at DSP and agree to abide by them.

Yours faithfully,

(Signature)

(Name :-----)

Date :  
 Place :