



No. MD/MK/Rec./2018/3665

Bhopal Dated: 08/06/2018

## Advertisement

### Recruitment for the Post of Junior Engineer (D) & Testing Assistant Batch-2018 on Regular Basis.

The Madhya Pradesh Vidhyut Vitaran Company Ltd Bhopal is a Successor Company of Madhya Pradesh State Electricity Board. The Company is incorporated to undertake activities of IT and retail supply of electricity in the geographical area of Bhopal, Narmadapuram, Gwalior and Chambal commissionaires. The Company intends to recruit **Junior Engineer (D) & Testing Assistant on regular basis**. The category wise vacancy is as under:-

Name of Post		Total Post	UR	ST	SC	OBC	Horizontal reservation	
							For PWD (above 40%)	For Women
Junior Engineer (D)	For Fresh Candidate	45	18	14	4	9	0	9
	For Departmental contractual candidate	15	6	5	1	3	0	3
Testing Assistant	For Fresh Candidate	60	39	9	7	5	0	0
	For Departmental contractual candidate	40	26	7	4	3	0	0

- Note:** - 1. The posts of horizontal reservation are included in the open vacancies.  
2. The Post of TA is only for MP Domicile candidates.  
3. The Company reserves the right to fill or not to fill any of the vacancies.  
4. Above vacancies are inclusive of backlog.

### GENERAL TERMS AND CONDITIONS OF RECRUITMENT OF JUNIOR ENGINEER (D) & TESTING ASSISTANT - TRAINEE

#### 1. Minimum Educational & other Qualifications:-

Post	Minimum Qualification	Other Qualification
Junior Engineer (D)	For Fresh Candidate	Nil
	For candidates applying against seats reserved for Departmental contractual candidate	Working on contract in <b>Power Companies*</b> as Junior Engineer at the time of issue of Contract rules, 2018 i.e. on date 31.03.18 & having min. 4 years' <b>experience on the last date of filling application form.</b>

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<b>Testing Assistant</b>	For Fresh Candidate	<ul style="list-style-type: none"> <li>• 10th pass from recognized Board.</li> <li>• In addition to above, the candidate must have passed 2 years ITI (Electrical/Wireman/Lineman) excluding period of apprentice from Institute recognized from Central/State Government (SCVT/NCVT). The candidate who have passed 2 years ITI course in electrical from Shahdol/Ratlam/Rampura/Narmda Nagar institute established under center of excellence may also eligible to apply.</li> </ul>	Nil
	For candidates applying against seats reserved for Departmental contractual candidate		Working on contract in <b>Power Companies*</b> as Testing Assistant at the time of issue of Contract rules, 2018 i.e. on date 31.03.18 & having min. 4 years' experience on the last date of filling application form.

\***Power Companies** namely M.P.Madhya Kshetra Vidyut Vitaran Company Limited, M.P. Poorv Kshetra Vidyut Vitaran Company Limited, M.P. Paschim Kshetra Vidyut Vitaran Company Limited, M.P. Power Management Company Limited and M.P. Power Transmission Company Limited.

**2. Age Limit:-**

- 2.1 The minimum and maximum age of the candidates shall be calculated as on 1<sup>st</sup> January of calendar year as per GoMP GAD circular No. 3-8/2016/3-I dtd. 12.05.2017.
- 2.2 Minimum age limit for is 18 years for JE (D) & Testing Assistant and maximum age limit for different category shall be as under :-

S. No.	Applicant	Maximum age Limit for MP Domicile applicants	Maximum age Limit for (Non M.P. Domicile applicants only for the post of JE)
1	Male Applicants (Unreserved)	40 Years	25 years
2	Female Applicants (Unreserved)	45 Years	
3	Male/Female Applicants (Govt./ Corporation/Board/Autonomous Institute employees and Home Guards)	45 Years	
4	Male/Female Applicants (Reserved Category - SC/ST/OBC)	45 Years	
5	Male/Female Applicants (Reserved Category - Govt./ Corporation/ Board/Autonomous Institute employees and Home Guards)	45 Years	
6	PWD Applicants	45 Years	

- 2.3 As per provision under Clause No. 9.1 of MPMKVVCL Contract Service (Agreement & Terms of Service) Revised Rules, 2018 the candidate having experience of working on contract basis in M.P. Madhya Kshetra Vidyut Vitaran Company Limited, M.P. Poorv Kshetra Vidyut Vitaran Company Limited, M.P. Paschim Kshetra Vidyut Vitaran Company Limited, M.P. Power Management Company Limited and M.P. Power Transmission Company Limited shall be given age relaxation up to maximum 7 years over and above age limit prescribed under Clause 2.2 above



### 3. How to apply:-

3.1 Applications shall be received through MP Online ([www.MPonline.gov.in](http://www.MPonline.gov.in)) only. Link to the website of MP Online will also be provided on the website(s) of the Company(s).

3.2 The scanned copy of following documents shall be uploaded by the applicant:-

➤ **For the post of JE (D):-**

- (i) High School Examination mark sheet in support of date of birth.
- (ii) Secondary school examination mark sheet/diploma.
- (iii) Mark sheet of regular diploma in Electrical/Electronic Engineering from a recognized University or Polytechnic College / graduate degree (Electrical/Electrical & Electronics) final/last semester/year.
- (iv) Caste certificate (Permanent), (in case of reserve category candidates) issued by Sub Divisional Officer (Revenue) of MP, as per GoMP, GAD (Reservation Cell) circular No. F 7-2/92/आ.प्र./एक dated 01.08.1996 and subsequent amendments issued thereof (if any).
- (v) MP Domicile certificate along with Caste certificate, (as the case may be) in case of candidates seeking age relaxation, as mentioned in para 2 above.
- (vi) **For departmental contractual candidate** – Experience certificate of working on contract basis in any of the 5 Power Companies as mentioned in Clause No. 1 above (In addition to certificates mentioned in (i) to (v) above) as JE contract.

➤ **For the post of Testing Assistant:-**

- (i) 10th pass from recognized Board.
- (ii) In addition to above, the candidate must have passed 2 years ITI (Electrical/Wireman/Lineman) excluding period of apprentice from Institute recognized from Central/State Government (SCVT/NCVT). The candidate who have passed 2 years ITI course in electrical from Shahdol/Ratlam/Rampura/Narmda Nagar institute established under centre of excellence.
- (iii) Caste certificate (Permanent), (in case of reserve category candidates) issued by Sub Divisional Officer (Revenue) of MP, as per GoMP, GAD (Reservation Cell) circular No. F 7-2/92/आ.प्र./एक dated 01.08.1996 and subsequent amendments issued thereof (if any).
- (iv) MP Domicile certificate
- (v) Caste certificate, (as the case may be) in case of candidates applying against reserved post
- (vi) **For departmental contractual candidate** – Experience certificate of working on contract basis in any of the 5 Power Companies as mentioned in Clause No. 1 above (In addition to certificates mentioned in (i) to (v) above) as TA contract.

### 4. Application fee and other charges:-

4.1 Application fees for unreserved candidates and candidates of all categories belonging to other States shall be Rs. 1000/- and for SC/ST/PWD candidates/OBC (Non Creamy Layer) of M.P domicile Rs. 800/- per application (application fees is inclusive of GST).

4.2 The applications can also be submitted through MP Online Kiosks and the payment can be made in cash at the Kiosk.

- 4.3 One time edit facility will be available to the candidates for which the portal charge will be Rs.60/-, before the last date of submission of application.

**Note:** - The charges mentioned above are provisional. In case of any change in the above charges, the same will be modified accordingly.

**5. Selection Process:-**

- 5.1 Online application will be invited through MP Online. The application form will be live for a period of 1 month from application start date as mentioned in the advertisement.
- 5.2 Based on Online exam, merit list shall be prepared. 1 Common Merit List and three category wise merit list (with proper allotment for PWD/Female quota).
- 5.3 **For candidates applying against the seats for Fresh candidates as well as Departmental Contractual candidates –**
- 5.3.1 Online examination of two hours duration, comprising of 100 objective type questions of 3 marks each will be conducted. No negative marking for wrong answers. Selection will be done on merit basis of marks obtained in online exam.
- 5.3.2 Cut off marks in online examination will be 40% for UR & 30% for SC/ST/OBC (Non-creamy layer).
- 5.3.3 Objection calling – The model answer sheet (key) will be published within three days from the date of test. The candidate can challenge the answer key online within three days after publication of the answer key by remitting a fees of Rs. 600/- per question, which is refundable only if challenge is found valid. Thereafter no challenge whatsoever will be acceptable. The portal charges shall be Rs. 60/- per application.

**6. Reimbursement of Travel fare:-**

Travel fare shall be reimbursed to the candidates of SC/ST/OBC (Non Creamy Layer) category candidates as per GoMP Finance Deptt. circular dated 13.09.2013 and PWD category candidates as per GoMP, GAD circular dated 22.11.2005.

**7. Selection and appointment:-**

- 7.1 **Merit list preparation** – One common merit list and three category wise merit list (with proper allotment of PWD/Female) will be prepared.
- 7.1.1 If the marks in the Online Test of two more candidates are same then determination of merit shall be as under:-
- The older candidate shall be given preference as per date of birth.
  - In case of same date of birth, preference will be given to candidates securing higher marks in the qualifying exam i.e. Graduation Degree.
  - In a situation when both the above conditions are similar for more than one applicant, then preference will be given to candidates securing higher marks in the Class 10th examination.
- 7.2 **Result Declaration** - Based on merit, provisional list of shortlisted candidates will be notified on the website.

7.3 **Time period for document verification** – Provisional shortlisted candidates will be called for verification of documents. Minimum 15 day time will be given for document verification. After verification of documents, successful candidates may be appointed provisionally as Junior Engineer (D) & Testing Assistant - Trainee, based on vacancy/ requirement.

7.4 **Publication of Score Card** - Score Card can be down loaded by the candidates from the web site of MP Online by submitting their credentials in the window provided for the purpose.

7.5 **Validity of Merit List** - Merit List will be valid for one year from the date of declaration of result. Waiting list shall be prepared as per the requirement of the company. However, the recruitment process can be closed for operation of waiting list by issuing specific order even before one year. After issue of specific order of closure of process the claim of any candidate shall not be entertained.

## 8 **Reservation:-**

8.1 Posts will be reserved for SC/ST/OBC (Non Creamy Layer) Category Candidates of MP Domicile as per roster as prescribed by GoMP.

8.2 Reservation for physically handicapped category (PWD) candidates having disability 40% or above, as per the posts identified vide GoMP notification No. 26 dtd.19.01.2015.

8.3 The reservation of posts meant for SC/ST/OBC (Non Creamy Layer) and PWD shall be applicable only for the candidates having Madhya Pradesh domicile and caste certificate issued by SDO (Revenue) of MP.

8.4 20% horizontal and compartment wise reservation will also be given to women candidates as per MP Govt. notification dated 17.11.2015.

8.5 25% reservation will be given to the candidates serving in the 5 Power Companies as mentioned in Clause no. 1 as JE on Contract Basis and having at least 4 years of service and 40% reservation will be given to the candidates working as TA on Contract basis and having 4years experience as per clause no 9 of MPMKVVCL Contract Service (Agreement & terms of services) Revised Rules,2018.Thecandidates eligible for this quota have to submit experience certificate issued by an officer not below the rank of Executive Engineer/DGM.

8.6 All these reservations will be applicable only to the candidates having MP Domicile.

8.7 As per GoMP, GAD circular no. F 7-47/2016/आ.प्र./एक dated 01.01.2018, the candidates of Dhevar, Kahar, Bhoi, Kewat, Mallah, Nishad caste will not be given reservation under-schedule tribe category w.e.f. 11.11.2005.

8.8 If the posts reserved for women/departmental contractual candidate remain unfilled due to unavailability of suitable candidates then the post will not be carried forward and it will be filled up by the merit list of fresher of same category.

## 9 **General Conditions Regarding Eligibility:-**

9.1 The candidate should be an Indian national.

9.2 The Candidates working in Government/ Semi Government/ Public Sector

organizations, satisfying the eligibility criterion, education and age, shall have to produce NOC at the time of document verification.

- 9.3 The Candidates, who have a third child born on or after 26.01.2001 are not eligible to apply unless twins are born after first child.
- 9.4 The Candidate must possess sound health and he/she is required to produce medical fitness certificate issued from District Medical Board before joining.
- 9.5 The candidate who married before the minimum age fixed for marriage are not eligible to apply as per GoMP, Gazette notification dated 10.03.2000.
- 9.6 Provisions of GAD order No.3-17-96-3-I Bhopal dated 25.10.96, shall also be applicable.

**10 Training:-**

- (a) **The candidates have to undergo departmental training.** Duration: 06 months.
- (b) Marks allocation : Allocation of marks (6 months training) shall be :-  
Class Room Training : 40 marks  
On Job Training : 100 marks  
Final Written Test : 40 marks  
Final Appraisal : 20 marks
- (c) Successful training - Successful trainees be eligible for absorption on regular cadre, subject to following conditions :-  
(i) For successful completion of training, General trainees are required to obtain minimum 60% marks and SC/ST/PWD/OBC (Non Creamy Layer) trainees are required to obtain minimum 50% marks. If a trainee fails to secure the minimum marks as above, his/her training is liable to be extended by three months.  
(ii) Each trainee shall have to secure minimum 40% marks in each module of training.
- (d) Extension of Training - In case the candidate does not get the minimum marks, as above, his training shall be extended for three months (Maximum two times only). If even after the extension, trainee fails to complete the training successfully, his/her candidature for the post he/she is selected for, shall be cancelled by issuing a specific reasoned order.
- (e) Seniority in Gradation - The successful candidate, on regularization in the cadre post, shall be given relative position in the final gradation based on the overall marks obtained in selection criteria viz. (Marks in online test - 60% weightage) and overall training (40% weightage)  
(i) If the training is extended due to the reasons of unsuccessful training, and thereafter extended training is completed successfully, the candidate will be placed at the bottom of the gradation list in the batch selected.  
(ii) If the totals marks are equal for more than one trainee, seniority in gradation shall be decided on the basis of date of birth ie. The trainee whose date of birth is earlier, shall be senior.  
(iii) Gradation list shall be prepared and published in due course as above.
- (f) As per clause 9.6 of **contract service (Agreement & terms of service) revised rules – 2018**, the gradation list of candidate selected under the reserved post for departmental contractual candidates shall be prepared by adding weightage for experience @ 1% per year with maximum 5% in the marks obtained in online examination.

- (g) **Stipend during Training:** During the training period, the consolidated stipend equal to the entry pay of the pay matrix of the cadre in which trainee has been selected shall be given.

**11 Service Agreement cum Surety Bond:-**

- (i) **Validity of the bond** - The Bond on non-judicial stamp paper worth Rs.500/- valid for a period of three years including the training period (but excluding extended training period).
- (ii) **Bond amount to be recovered in case of candidates resigns during Bond validity period** - The amount of Service Agreement Cum Surety Bond shall be 1,00,000/- (Rs. One Lakh for UR and Rs.50,000/- (Rs. Fifty Thousand for SC/ST/OBC (Non Creamy Layer)/Widow) will be recovered from the candidate and stipend/salary (as the case may be) for the number of days notice period of one month falls short in lieu of notice period before leaving the Company.
- (iii) Whenever any candidate is selected for other successor company of the erstwhile MPSEB, on the same or higher position, he/she shall be exempted from the liabilities of the Service Agreement cum Surety Bond including notice period, i.e. the Service Agreement cum Surety Bond shall stand transferred to the Company concerned for the balance period.

**12 Leave during Training Period:-**

During the period of training, the trainee will be eligible for 07 days casual leave, 1 day Optional Leave and 07 days Medical leave. If duration of medical leave in one spell is more than 3 days, then medical certificate is necessary. If additional leave availed (in the case of exigency), the matter shall be referred to CGM(HR&A), who will be the final authority in granting special leave based on merit, which shall be 10 days at a stretch. Beyond this, it will be treated as leave without stipend and training will be extended for the same period.

In case the trainee absconds from the training for more than Ten days, he/she will be served a notice of termination. Unauthorized absence shall call for cancellation of candidature by serving final notice by CGM (HR&A).

**13 Probation Period:-**

The candidate shall be appointed in regular cadre after the successful completion of training period and will be on probation for a period of two years, during which his/her performance shall be monitored. This period may be extended at Company's discretion.

**14 Duties and responsibilities during Training Period:-**

During training period, the candidate will not be posted on a regular vacant post. The Trainee will have to submit a fortnightly report in the format as may be prescribed for the training/knowledge he/she has acquired, to the Controlling Officer immediately on completion of the fortnight, who shall in turn submit the same, duly graded to CGM (HR&A)/Head of Training Institute, for final evaluation of the candidate.

**15 Rules and Regulations regarding conduct and disciplinary action:-**

If a trainee, during the training period is found to have indulged/be indulging in any misconduct, unlawful, fraudulent and undisciplined activities, it shall make the trainee unbecoming of the assignment and the same shall be punishable by the Competent Authority.

- (i) **Penalty for minor misconduct:-**

(a) Fine to the extent of one month's stipend.

- (b) Recovery of the losses caused by the trainee and such losses shall be determined by the aforesaid "Competent Authority" which shall be final and binding upon the trainee.

AND/OR

- (a) Admonition which will be recorded in his record of engagement for the purpose of extension of training/termination of training.  
 (b) These penalties can be imposed simultaneously or separately.  
 (ii) Major penalty:-  
 Termination of assignment of the trainee concerned besides civil action for recovery of civil liability such as bond amount.

**16 Wages / Salary:-**

After successful completion of training the Junior Engineer trainee and Testing Assistant Trainee shall be fixed in 7<sup>th</sup> pay matrix of Govt. of MP, notified on 20.07.2017 as per the GoMP Energy Department letter dtd. 05.04.2018 as mentioned below:-

Post	Proposed pay scale	Initial pay	First promotion/Higher pay Scale	Second Promotion/ Higher pay Scale	Third Promotion/ Higher pay Scale
Junior Engineer	Level-08	₹32800/-	Prom- Asst.Eng., Level-12 HPS- Level-10	Prom- Exe. Eng., Level-13 HPS- Level-12	Prom- Sup. Eng., Level-14 HPS- Level-13
Testing Assistant	Level-06	₹25300/-	Prom- Sr.TA, Level-07 HPS- Level-07	HPS- Level-08	HPS- Level-09

**17 Increment:-**

Increment be given according to the date of successful completion of training period, as per GoMP 7<sup>th</sup> Pay order No.F.8-1/2016/Rule/IV dated 20.07.2017 i.e. either 1st January or 1st July.

**18 Group Insurance:-**

On appointment as Junior Engineer (D) & Testing Assistant (Trainee), he/she will be covered under Group Term Insurance Scheme of the company & the premium of such scheme will be deducted from his /her stipend/salary as per company policy.

**19 N.P.S. :-**

On appointment as Junior Engineer (D) & Testing Assistant, provision of N.P.S. be made applicable.

**20 Reference Check, Character Verification & Caste Verification:-**

- (i) The initial admission to the training and subsequent appointment will be subject to satisfactory verification of character and antecedents as well as a police verification report as per the Rules and Regulations laid down by the Company. The candidate's appointment will be subject to satisfactory character verification report and if on receipt of any adverse information the appointment will be liable to be terminated immediately. At the time of reporting the candidate is required to submit Character Certificate attested by Gazetted officer in prescribed format. Till satisfactory verification the appointment shall remain provisional.
- (ii) In case of SC/ST/OBC (Non Creamy Layer) category candidates the appointment shall be subject to verification of caste from competent authority in addition to character & antecedent verification. In case it is found that the caste is not covered under the reserved category as specified in schedule of M.P. or the caste certificate submitted is false/ fake, the appointment of the candidate shall be revoked immediately and appropriate action shall be taken for submission of wrong information.



- (iii) For PWD candidates, the appointment shall be subject to satisfactory verification of disability as per GoMP, GAD circular No. F 8-3/2013/आ.प्र./एक dated 17.07.2014.

**21 Notice period:-**

During the training as well as during regular service period, either party can terminate the employment without assigning any reason whatsoever, by giving one month's notice or one month's stipend in lieu of notice, to the other party. The Junior Engineer (D) & Testing Assistant (Trainee) – shall also be liable to pay the applicable bond amount in case he/she terminates employment during the bond period.

**22 Travelling / Daily Allowance:-**

During the training period, the trainee shall be entitled for Travelling/Daily Allowance, as applicable for the cadre he is selected, during official journey.

**23 Exclusivity of Engagement:-**

Whilst employed with the Company, the Assistant Engineer will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without the written permission of the Company. In case the Junior Engineer (D) & Testing Assistant is found to be in contravention of the provisions of this clause, then his/her appointment would be terminated without assigning any reasons thereof.

**24 Confidential Information:-**

- (i) The Assistant Engineer shall observe utmost confidentiality and secrecy of any and all information received by him/her or entrusted to him/her in the course of his/her employment. He/She shall at all times, whether during or after the termination of employment, act with utmost integrity and not disclose or divulge any such information.
- (ii) The Assistant Engineer hereby undertakes to the Company that he/she shall:
  - (a) Use the Confidential Information only for the purpose to perform the Services in the Company and not for any other purposes.
  - (b) Preserve the secrecy of any Confidential Information.
  - (c) Return to the organization all documents or other materials containing Confidential Information (including copies thereof) on completion of purpose or separation whichever may be the case.
- (iii) For purpose of this clause, Confidential Information shall mean any knowledge or information (whether oral, written, visual or otherwise, hard or soft copy) concerning the business, affairs, operations, assets, organization, dealings, customers, employees, officers and financial matter of the Company and shall include without limitation, the report, information, advice and recommendation (in whatever form) contained in any feasibility studies, valuation reports etc.

**25 Documents:-**

The selected candidates are required to bring the following documents at the time of document verification:

- a. Original and one set of certified copies of
  - (i) 10th Board exam mark sheet as proof of date of birth.
  - (ii) 12th Board exam mark sheet/Diploma (As applicable)
  - (iii) Mark sheet of regular diploma in Electrical/Electrical & Electronic Engineering from a recognized University or Polytechnic College/ graduate degree (Electrical/Electrical & Electronics) final/last semester/year for the post of JE (D).



- (iv) ITI (Electrical/Wireman/Lineman) excluding period of apprenticeship from Institute recognized from Central/State Government (SCVT/NCVT) for the post of Testing Assistant.
- (v) Work experience certificate, if any, in the relevant field (For Department Contractual Candidates)
- b. MP Domicile for Testing Assistant. For JE- MP Domicile Certificate for candidates selected against reserved category seat.
- c. NOC from present employer, if any.
- d. Service Agreement-Cum-Surety Bond as per prescribed format (**attached**).
- e. 4 copies of passport size photograph.
- f. Character Certificate attested by any gazetted officer as per prescribed format (**attached**).
- g. Biodata in the prescribed format.
- h. Caste certificate (Issued by SDO (Rev.) of MP) & MP Domicile certificate for SC/ST/OBC (Non Creamy Layer) category candidates. The candidates belonging to OBC (Non Creamy Layer) category will have to produce latest family income certificate of last 3 financial year/ non creamy layer certificate.
- i. Copy of address proof of candidate and surety.
- j. The surety has to preferably be a Govt. Servant (proof of the same is required).
- k. Photo ID proof of candidate and surety. (Aadhar / Passport / Driving license / Voter ID / Bank pass book)
- l. In case of PWD candidate, MP Domicile Certificate issued by competent authority (as applicable) Medical Certificate of disability issued by Medical Board.
- 26 No claim for appointment in higher post on the ground of higher qualification / experience be entertained.
- 27 **Jurisdiction:-**  
Any disputes arising out of selection process as well as service matters shall be dealt within the jurisdiction of courts situated at company headquarter Bhopal.

28 **Important dates:-**

S. No.	Activity	JE (D)	TA
1	Issue of Advertisement	08.06.2018	08.06.2018
2	Application filling	15.06.2018	13.06.2018
3	Last Date of Application filling	14.07.2018	12.07.2018
4	Commencement of Online downloading of Admit Card	These dates will be notified on MPCZ Website: <a href="http://www.mpcz.co.in">www.mpcz.co.in</a> and MP Online website.	
5	Online Exam		
6	Uploading of model answer key		
7	Objection calling on model answers		
8	Resolution of objection raised		

**Note:** - In case of any change in scheduled date, it will be notified on MPMKVCL website and MP Online website. It is in the interest of the candidates to visit official website of MP Online/MPMKVVCL regularly and note the updates/notices related to the recruitment process. The MPMKVCL/MP Online does not owe any responsibility in this regard, if candidates fails to note latest updates, no claims shall be entertained. Further, the candidate should fill the correct form in every respect and nothing should be concealed or withheld by them.

  
 (Meenakshi Singh)  
 Chief General Manager (HR&A)