



**The West Bengal Power Development Corporation Limited**

(A Government of West Bengal Enterprise)

Corporate Identity No. : U40104WB1985SGC039154

Registered & Corporate Office:

"Bidyut Unnayan Bhaban", Plot No. 3/C, LA-Block,  
Sector-III, Bidhannagar, Kolkata 700 106

## Employment Notification No.: WBPDC/Recruitment/2023/08

The West Bengal Power Development Corporation Limited (WBPDC), a Government of West Bengal Enterprise, engaged in the business of generation of electricity in the State of West Bengal, intends to engage experienced mining personnel on Contractual Basis for its mining activities relating to coal mines of the Company spread across West Bengal & Jharkhand, as per details given below: -

### A. DETAILS OF POSITIONS & MINIMUM ESSENTIAL QUALIFICATION:

Sl	Positions	Vacancies	Educational Qualification	Work Experience	Monthly Consolidated Remuneration
1	<b>'Assistant Mines Manager' on contractual basis</b>	46	a) Degree in Mining Engineering / AMIE in Mining Engineering from any institute approved / recognized by the UGC, AICTE with 1st Class / 2nd Class Manager's Certificate of Competency under the CMR, 1957/2017.	a) 1 year post qualification experience in coal mine.	Rs. 63,000/- per month.
			b) Diploma in Mining Engineering from an Institute approved by the State Council of Technical & Vocational Education and Skill Development / AICTE with 1st Class / 2nd Class Manager's Certificate of Competency under the Coal Mines Regulation, 1957 / 2017.	b) 10 years' post qualification experience in coal mine.	
			c) 1st Class / 2nd Class Manager's Certificate of Competency under the Coal Mines Regulation, 1957 / 2017.	c) 12 years' experience in Coal Mine.	
2	<b>'Welfare Officer' on contractual basis</b>	01	Graduates with at least two years full time [Post Graduate Degree/ PG Diploma/ Post Graduate Program in Management] with specialization in HR/ Industrial Relations/ Personnel Management or [MHROD/ MBA/ Master of Social Work] with specialization in HR (Major) from any recognized Indian University / Institute.	Experience in coal mine or industrial undertaking is preferable.	Rs. 63,000/- per month.
3	<b>'Surveyor' on contractual basis</b>	07	a) Diploma in Survey Engineering from an Institute approved by the State Council of Technical & Vocational Education and Skill Development / AICTE with DGMS Certified Surveyor's Certificate under the Coal Mines Regulations, 1957/2017.	a) 1 year experience in coal mine after obtaining Surveyor's Certificate from DGMS under CMR.	Rs. 41,000/- per month.
			b) DGMS Certified Surveyor's Certificate under the Coal Mines Regulations, 1957/2017.	b) 5 years' experience in coal mine after obtaining Surveyor's Certificate from DGMS under CMR.	
4	<b>'Overman' on contractual basis</b>	18	a) Diploma in Mining Engineering with valid Overman's certificate of Competency from DGMS under Coal Mines Regulation 1957/2017.	a) 1 year post qualification experience in coal mine.	Rs. 41,000/- per month.
			b) Overman's certificate of Competency from DGMS under Coal Mines Regulation 1957/2017.	b) 5 years' experience in coal mine.	
5	<b>Junior Engineer (Mechanical) on contractual basis</b>	02	Diploma in Mechanical Engineer from any institute recognized by the AICTE.	5 years as Mine Engineer in Mechanical Engineering / Excavation sector out of which 3 years in coal mine.	Rs. 41,000/- per month.
6	<b>Junior Engineer (Electrical) on contractual basis</b>	02	Diploma in Electrical Engineer from any institute recognized by the AICTE.	5 years as Mine Electrical Engineer out of which 3 years in coal mine.	Rs. 41,000/- per month.

**Note: - Experience Certificate in the format of DGMS issued by the Competent Authority (copy enclosed) shall only be considered at the time of Personal Interview for the above mentioned Sl. No. 1, 3 & 4.**

**B. TENURE OF ENGAGEMENT & COMPENSATION OF POSTS UNDER CONTRACTUAL BASIS: -**

Engagement shall be purely on contractual basis for a period of 03 (three) years subject to satisfactory performance evaluation at the end of each year. An additional fixed 'House Rent Allowance' and 'Mines Allowance' shall be payable to all mining professionals as per respective rank and applicability in addition to the consolidated monthly remuneration as depicted in the table below. 'Recompense Allowance' shall be admissible based on physical attendance and applicability.

Post	Monthly Consolidated Remuneration on joining	House Rent Allowance per month	Mines Allowance per month
Assistant Mines Manager	Rs.63,000/-	Rs. 8,980/-	Rs. 5,000/-
Welfare Officer	Rs.63,000/-	Rs. 8,980/-	Rs. 5,000/-
Surveyor	Rs.41,000/-	Rs. 5,890/-	Rs. 3,800/-
Overman	Rs.41,000/-	Rs. 5,890/-	Rs. 3,800/-
Junior Engineer (Mechanical)	Rs.41,000/-	Rs. 5,890/-	Rs. 3,800/-
Junior Engineer (Electrical)	Rs.41,000/-	Rs. 5,890/-	Rs. 3,800/-

Annual enhancement @ 3% on Consolidated Remuneration as payable at that respective point of time shall be paid based on satisfactory performance evaluation.

The aforementioned compensation shall be applicable for non-superannuated employees. However, the compensation for superannuated employees shall be fixed as per norms of the company.

The contract of engagement shall be liable for termination with 01 (one) months' notice on either side.

**C. AGE LIMIT:** Maximum 55 years as on 01.11.2023 with all relaxations as applicable for the posts under contractual basis.

Superannuated employees from the Coal sector with requisite qualification and experience may also apply within maximum age limit of 65 years as on 01.11.2023 having valid Medical Certificate issued by a registered Medical Practitioner as per norms of DGMS for the aforementioned contractual posts.

**D. RESERVATION:**

Sl. No	Discipline	Vacancy	Reservation	Post(s) identified for PWD
01	Assistant Mines Manager	46	UR - 12   UR(EWS) - 04   UR(EC) - 06   UR-EWS(EC) - 01   UR (PWD) - 02   SC - 06   SC(EC) - 04   ST - 02   ST(EC) - 01   OBC(A) - 03   OBC(A)(EC) - 02   OBC(B) - 02   OBC(B)(EC) - 01	UR - (PWD - Hard of Hearing - 01 no. and UR - (PWD - Autism, intellectual disability, specific learning disability and mental illness) - 01 no.
02	Welfare Officer	01	ST - 01	Not applicable
03	Surveyor	07	UR - 02   UR (EC) - 01   UR (PWD) - 01   SC - 01   SC(XSM) - 01   OBC(A)(EC) - 01	UR - (PWD - Low Vision) - 01 no.
04	Overman	18	UR - 03   UR(EWS) - 02   UR(EC) - 02   UR(PWD) - 01   UR(XSM) - 01   SC - 02   SC(EC) - 02   ST - 01   ST(EC) - 01   OBC(A) - 01   OBC(A)(EC) - 01   OBC(B) - 01	UR - (PWD - Deaf and Hard of Hearing) - 01 no.
05	Junior Engineer (Mechanical)	02	UR - 01   SC - 01	Not applicable
06	Junior Engineer (Electrical)	02	UR - 01   SC - 01	Not applicable

**Note:- In case of non-availability of a suitable Exempted Category candidate belonging to UR, SC, ST or OBC (A) / (B) for any of such reserved posts as mentioned above, the said vacancies shall be filled up by Non-Exempted Category Candidate belonging to UR, SC, ST or OBC (A) / (B) as the case may be, as per Notification No. 50-Emp/1M-25/98 dtd. 01st March 2011, Labour Department Govt. of West Bengal.**

Reservation norms in respect of the above mentioned positions shall be maintained as per guidelines issued by the Government of West Bengal from time to time. SC (Schedule Caste) / ST (Scheduled Tribe) / OBC (Other Backward Classes) candidates from states other than West Bengal shall not be entitled for respective reservation benefits. Such candidates may apply as General category candidate subject to eligibility otherwise.

Reservation for Persons with Disabilities (PWD) / Meritorious Sports person (MSP) / Ex-Servicemen (XSM) / Exempted Category (EC) and Economically Weaker Sections (EWS) shall also be in accordance with prevailing rules of the Government of West Bengal. PWD candidates having disability of 40% or more shall only be considered for reservation benefits.

#### **E. SELECTION PROCESS:**

**Candidates shall be shortlisted from the applications received for Personal Interview to be held in Kolkata only.**

Final offer of appointment shall strictly be made on the basis of reports of Pre-Employment Medical Screening of the candidate. Such Pre-Employment Medical Screening shall be carried out at WBPDCCL authorized hospitals only.

#### **F. HOW TO APPLY:**

Eligible candidates will be required to apply online only through the '**APPLY ONLINE**' link on the WBPDCCL recruitment portal ([www.wbpdcl.co.in](http://www.wbpdcl.co.in)). No other mode of application shall be accepted.

1. Before registering / submitting applications on the WBPDCCL recruitment portal, the candidates should possess a valid:
  - a. E-mail ID
  - b. Mobile number
  - c. Aadhaar Number
  - d. Scanned copy of recent passport size coloured photograph of the candidate.
2. The application is liable to be rejected if the uploaded photograph is not clear and recognizable. Candidates are advised to upload their most recent photograph and retain sufficient numbers of the same photograph to be used at later stages of the selection process if called for.
3. Category (General/SC/ST/OBC/EWS) as submitted at the time of application cannot be changed thereafter and no benefit of other category reservation will subsequently be made admissible at any stage of the selection process. Category as mentioned at the time of submission of application shall remain unaltered during the entire recruitment process.
4. Candidates are required to download and retain a copy of the system generated Application Slip capturing essential details as provided by the candidate for submission at the time of Personal Interview, if called for.
5. Candidates must submit their name as it appears in the educational certificate of Secondary or equivalent examination. In case of change of name at a later stage necessary legally accepted documentary proof is to be submitted at the time of interview, if called for.
6. Candidates shortlisted for Personal Interview would be required to furnish documents regarding proof of Date of Birth, Qualification, Category, Application slip etc. at the time of Personal Interview, as per intimation to be given to the shortlisted candidates.
7. All qualification certificates should be issued by a recognized Board / Institute / University only. In line with the methodology of All India Council for Technical Education (AICTE), if a Grade Point System is adopted, the CGPA will be converted into equivalent marks as per the following table: -

<b>Grade Point</b>	<b>Equivalent Percentage</b>
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

8. While submitting the online application, candidates must carefully follow all necessary steps as referred above. Incomplete application / application not fulfilling any eligibility criteria will be rejected summarily. No communication will be entertained from any applicants in this regard.
9. Candidates sponsored by Employment Exchange will also have to **APPLY ONLINE** through the WBPDCCL recruitment portal ([www.wbpdcl.co.in](http://www.wbpdcl.co.in)), failing which their candidature shall not be considered.

10. Candidates can access the online application form in the 'Career Section' at [www.wbpdcl.co.in](http://www.wbpdcl.co.in). Online submissions will remain open from **04.12.2023 (11:00 hrs) to 25.12.2023**.
11. All correspondence with candidates shall be done through E-mail / Mobile only. **List of shortlisted candidates to be called for Personal Interview shall be displayed on the WBPDCCL website and shall also be intimated through respective E-mail addresses. No physical copies of Interview Call letters shall be issued by the WBPDCCL.** Responsibility of downloading and printing of Call Letters shall be that of the candidate. The WBPDCCL will not be responsible for any loss of e-mail sent, due to invalid / wrong E-mail ID provided by the candidate or delivery of e-mails to SPAM / BULK mail folder etc.

#### **G. GENERAL INSTRUCTIONS:**

1. Before applying the candidate should ensure that he/she fulfills the eligibility criteria and other norms mentioned in the Employment Notification.
2. Applicants are required to apply through [www.wbpdcl.co.in](http://www.wbpdcl.co.in) website. No manual / physical application will be entertained. Candidates are advised to keep updated through the WBPDCCL website for details and updates relating to this employment notification, if any.
3. The printout of Application Slips should not be tampered with. In case of any overwriting or tampering of slip, the candidature of the candidate shall be rejected.
4. Candidates should retain a copy of their Application Slip for future reference.
5. SC / ST / OBC / PWD / XSM / EC / EWS for the purpose of this notification means applicants belonging to 'Scheduled Caste' / 'Scheduled Tribe' / 'Other Backward Classes' / 'Person with Disability' / 'Ex-Serviceman' / 'Exempted Category' / 'Economically Weaker Sections' candidates respectively.
6. Date of Birth will be taken as that mentioned in the birth certificate issued by the Competent Authority / Certificate or Admit card of Class X or equivalent examination. No other proof of date of birth shall be accepted.
7. WBPDCCL Departmental candidates / 'Contractor workers' related to WBPDCCL are also required to APPLY ONLINE on the WBPDCCL Recruitment Portal and submit application through proper channel as per procedure mentioned at Cl. 8 below.
8. Candidates applying as 'Contractor worker' related to the WBPDCCL in addition to applying online, shall be required to submit a Certificate as per Annexure X, along with copy of the system generated Application Slip duly certified by the concerned **MDO and Agent of the Concerned Mines / Head of HR&A Department of the concerned Plants**.
9. Candidates whose names have been sponsored as 'Exempted Category' candidates by the Directorate of Employment Exchange against Notification furnished by WBPDCCL in this regard, shall only be considered for 'Exempted Category' reservation. Candidature of candidates applying under Exempted Category shall upon verification of credentials if found not to have been sponsored as Exempted Category by the Directorate of Employment Exchange shall be summarily rejected. Candidates are therefore advised to confirm with the Employment Exchange about their sponsorship as Exempted Category prior to applying.
10. Having successfully registered oneself at the WBPDCCL website ([www.wbpdcl.co.in](http://www.wbpdcl.co.in)) does not entitle one to be eligible to appear for the Personal Interview. Mere submission of application shall not give right to any candidate to be called for interview and **only shortlisted candidates shall be called for Personal Interview**.

WBPDCCL reserves the right not to fill up any or all the posts notified at its discretion. Verification of credentials shall be done prior to conduct of Personal Interview only and in case any deviation from or non-conformity with the desired qualification candidature of the candidate shall be summarily rejected.

11. Candidature of candidates is liable to be rejected at any stage of the recruitment process or even after recruitment or joining, if any information provided by the candidate is found to be false or is found not to be in conformity with the eligibility criteria so mentioned in the advertisement. Screening and selection of candidates will be based on the details provided by the candidate, hence it is necessary that the applicants furnish accurate, full and correct information. Furnishing wrong / false /

incomplete information will lead to disqualification and the WBPDCCL will NOT be responsible for any consequence arising out of furnishing such wrong / false information by the candidate.

12. Request for change of mailing address / category / discipline / qualification once declared in the online application form will not be entertained.
13. The applicant(s) working in Government / Semi-Government / PSU(s) / Autonomous bodies shall have to produce NOC (No Objection Certificate) issued by his / her present employer at the time of interview if called for, without which he / she shall not be allowed for interview. Candidates failing to produce No Objection Certificate at the Interview shall be held disqualified.
14. No TA or other expenses will be made admissible to the candidates appearing for the Personal Interview etc.
15. Any canvassing or personal follow up with an intention of inducing the process of recruitment by and on behalf of any candidate shall lead to immediate cancellation of candidature.
16. The WBPDCCL reserves the right to withdraw / cancel the advertisement / recruitment process if circumstances so warrant without assigning any reason thereof.
17. In case of any dispute, the legal jurisdiction shall be that of the Hon'ble High Court, Calcutta.

**Recruitment Cell  
WBPDCCL**



**MANDATORY DOCUMENTS REQUIRED AT THE TIME OF PERSONAL INTERVIEW:**

01. Duly signed and filled in application blank / application form.
02. 02 (two) copies of passport size photograph.
03. Original Educational & Experience testimonials.
04. Self-attested copies of:
  - i. Date of Birth (matriculation certificate / mark sheet / admit card or Birth Certificate).
  - ii. Qualifying degree/diploma certificates with all semester wise / year wise mark sheets.
  - iii. Copy of caste / community certificate (applicable for SC / ST) candidates of West Bengal.
  - iv. Copy of disability certificate, if applicable.
  - v. Experience Certificates, as applicable.
  - vi. Aadhaar Card.

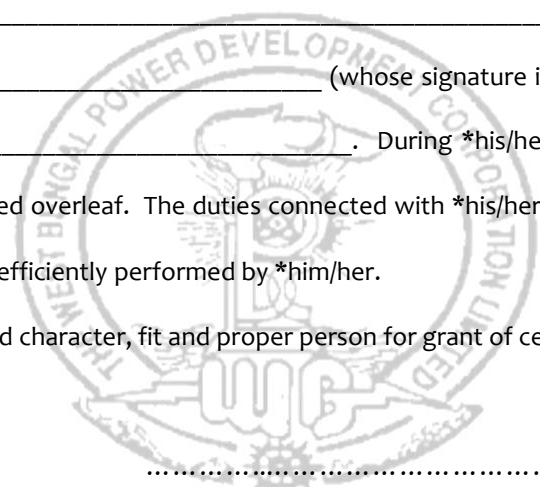
**Specimen copy of Experience Certificate for the posts of Assistant Mines Manager / Surveyor and Overman on contractual basis**

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
DIRECTORATE GENERAL OF MINES SAFETY**

Certificate of practical experience granted by the Manager / Owner to a candidate for grant of Manager's / Surveyor's / Overman's / Foreman's / Sirdar's / Mate's / Blaster's Certificate of Competency under \*the Coal Mines Regulations, 1957/2017 / \* the Metalliferous Mines Regulations, 1961.

I, \_\_\_\_\_ being the \*Manager / Owner of \_\_\_\_\_ ('#' \_\_\_\_\_) Mine belonging to \_\_\_\_\_ do hereby certify that Shri / Kumari / Smt. \_\_\_\_\_ \*Son / Daughter / Wife of Shri \_\_\_\_\_ (whose signature is appended), worked in the above mine from \_\_\_\_\_ to \_\_\_\_\_. During \*his/her term of aforesaid work, \*he / she has obtained practical experience as detailed overleaf. The duties connected with \*his/her work have involved \*his/her continuous attendance at the mine and have been efficiently performed by \*him/her.

I believe \*him/her to be of good character, fit and proper person for grant of certificate of competency.



.....  
(Signature of Manager / Owner with date and office seal)

Manager's Certificate No.

Name of Mine:

Name of Company / Owner:

Post Office:

District:

State:

Pin:

.....  
(Signature of Candidate)

Note:  
\*Delete whichever is not applicable  
#(State Name of Mineral)

Sl. No.	Particulars of practical experience (a)	Place of experience Below ground / Open-cast / Above ground (b)	Period of Practical experience (c)		Total experience		
			From	To	Years	Months	Days
Grand Total							

During the above period	In below ground workings	In open-cast workings	In all
(d) Average Monthly Output (FOR COAL MINE)			
(e) Average Daily Employment (FOR METAL MINE)			

.....  
(Signature of Candidate)

.....  
(Signature of Manager / Owner with date and office seal)

Name of Mine:

**Instructions: -**

- (a) (i) Non statutory capacity like general mining / supporting / drilling / blasting / depillaring etc.  
(ii) Statutory capacity as a Mining Sirdar / Mate / Overman / Foreman / Assistant Manager etc.
- (b) State whether above ground or open-cast or below ground working.
- (c) State specially the period spent by the applicant in different mining operation, or surveying operation as the case may be, if the employment has not been such as to involve continuous attendance of the applicant at the mine, whether under ground or above ground or open-cast and in what capacity.

**Note:** Experience certificates, not issued by or not having the official seal of the Mine Manager / Owner of the mine, shall **not be valid.**

\*For Coal Mine – Experience certificate of Coal Mines with Average Monthly Output less than 1000T/month or 10000m<sup>3</sup> / month shall not be valid.

\*For Metal Mine – Experience certificate of mine with Average Daily Employment less than 60 persons (for below ground mine) or 160 persons (for open-cast mine) or 160 persons (In All) shall not be valid. However, in case of open-cast mine with less manpower, experience may be considered valid if copy of Heavy Earth Moving Machinery under Regulation 106 of the MMR, 1961 is submitted which is valid for the period of experience.

**ANNEXURE – ‘X’**

(Certificates to be issued by the authorized person of the MDO / Contractor in their printed official letter head)  
FORMAT FOR CERTIFICATE

This is to certify that Sri / Smt. \_\_\_\_\_ (S/o / D/o \_\_\_\_\_  
\_\_\_\_\_) worked from \_\_\_\_\_ to \_\_\_\_\_ / has been working under our  
organization since \_\_\_\_\_, is / was deployed at KTPS / Bk.TPS / BTPS / STPS / Sg.TPP / Corp. / Coal Mines  
(\_\_\_\_\_) under the WBPDCCL (Form No. XIV under the Contract Labour (R&A) Act, 1970 & Rules framed there under to  
be submitted as documentary evidence) in the capacity of \_\_\_\_\_ and he performed / has been performing the  
duties of \_\_\_\_\_ at  
KTPS / BkTPS / BTPS / STPS / SgTPP / Corp. / Coal Mines (\_\_\_\_\_), WBPDCCL (Nature of duties to be specified).

His employment has ceased with effect from \_\_\_\_\_ (Documentary evidence in from No. XV  
under the Contract Labour (R&A) Act, 1970 & Rules framed there under to be submitted).

\_\_\_\_\_  
Signature of the authorized person of the Contractor

Name of the Authorized Person : \_\_\_\_\_  
Designation : \_\_\_\_\_  
Seal of the Contractor : \_\_\_\_\_

