



**Vacancy Notification Ref No.CSL/P&A/RECTT/CONTRACT/Selection of Contract Workmen/  
2022/10 dated 16 June 2022**

Cochin Shipyard Limited (CSL), a listed premier Mini Ratna Company of Government of India invites **Online Applications** from Indian citizens fulfilling the eligibility requirements, for filling up of the following **Workmen posts on contract basis for CSL:-**

**I. Name of Posts, Educational Qualification and Experience:**

**Table 1**

<b>Sl No</b>	<b>Name of Posts</b>	<b>Educational Qualification</b>	<b>Experience</b>
<b>A</b>	<b>Semi Skilled Rigger on contract</b>	Pass in IV Std.	Minimum of three years experience in Rigging of which two years in rigging of heavy duty machine parts, assisting in the erection of machinery/equipment etc. Good knowledge of splicing work of wire ropes.
<b>B</b>	<b>Scaffolder on contract</b>	Pass in SSLC and ITI (NTC) in Sheet Metal Worker/Fitter Pipe (Plumber)/Fitter with one or two years experience/training in general structural / scaffolding / rigging work. Or Pass in SSLC with a minimum of three years experience/training in general structural / scaffolding / rigging work.	
<b>C</b>	<b>Safety Assistant on Contract basis</b>	a) Pass in SSLC. b) One year Diploma in Safety/Fire from a Government recognized institute or Public Sector Undertaking.	Minimum one year training or experience in safety in a Public Sector Undertaking or a Factory.



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Sl No	Name of Posts	Educational Qualification	Experience
D	Fireman on Contract basis	<p><u>Essential:</u></p> <p>a) Pass in SSLC.</p> <p>b)</p> <p>(i) Minimum four to six months training in Fire Fighting from a State Fire Force or Public Sector Undertaking or a Government recognised course <b>OR</b></p> <p>(ii) Certificate in Nuclear Biological Chemical Defence and Damage Control (NBCD), including fire fighting on-board ships from Armed Forces/Recognised Institutions.</p> <p><u>Desirable:</u></p> <p>Knowledge in Malayalam.</p>	<p>Minimum one year experience in fire fighting in State Fire Force or in a large Industrial Undertaking or in the Armed Forces or in Public Sector Undertakings or in Private Companies.</p> <p>The duties include fire surveillance/ fire fighting activities in confined spaces of vessels under construction.</p>
E	Cook for CSL Guest House on contract	Pass in VII Std.	<p><u>Essential:</u></p> <p>Minimum of five years experience as cook in Government or PSU Guest house/Factory Canteen/3 Star Hotel/Mess of Armed Forces/State Police/Food Catering Service Agency.</p> <p><u>Desirable:</u></p> <p>Knowledge of Malayalam.</p>

## II. Important Dates:

**Commencement of Online Application : 24 June 2022**

**Last Date of Online Application : 08 July 2022**

## III. Name of Posts, No. of Vacancies and Reservation:

**TABLE 2**

Sl No	Name of Posts	UR	OBC	SC	ST	EWS	Total
A	Semi Skilled Rigger on contract	22	14	7	1	9	53
B	Scaffolder on contract	2	1	1	-	1	5
C	Safety Assistant on contract	8	4	2	1	3	18



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Sl No	Name of Posts	UR	OBC	SC	ST	EWS	Total
D	Fireman on contract	12	2	6	-	9	29
E	Cook for CSL Guest House on contract	-	1	-	-	-	1
	<b>Total</b>	<b>44</b>	<b>22</b>	<b>16</b>	<b>2</b>	<b>22</b>	<b>106</b>

- a) CSL reserves the right to increase / decrease the number of vacancies or not to fill up any of the vacancies or cancel the recruitment process, as per its requirement.
- b) Three posts are earmarked for Persons with Benchmark Disabilities (PwBD). The details of suitable categories of benchmarks disabilities identified are given below:-

**TABLE 3**

Sl No.	Name of Posts	Category	Bench Mark Disability
1	Semi Skilled Rigger on contract	Category (a)	Deaf and Hard of Hearing
		Category (b)	One Leg, Cerebral Palsy, Leprosy Cured, Dwarfism and Acid Attack Victims
		Category (c)	Autism Spectrum Disorder (Mild), Specific Learning Disability and Mental Illness
		Category (d)	Multiple Disabilities involving (a) to (c) above
2	Scaffolder on contract	Category (a)	Blind and Low Vision
		Category (b)	Deaf and Hard of Hearing
		Category (c)	One Arm, Both Arms, One Leg, Both Leg, One Arm and One Leg, Dwarfism and Acid Attack Victims
		Category (d)	Autism Spectrum Disorder (Mild, Moderate), Intellectual Disability, Specific Learning Disability and Mental Illness,
		Category (e)	Multiple Disabilities
3	Cook for CSL Guest House on contract	Category (a)	Low Vision
		Category (b)	Deaf and Hard of Hearing
		Category (c)	One Leg, Cerebral Palsy, Leprosy Cured, Dwarfism and Acid Attack Victims
		Category (d)	Autism Spectrum Disorder (Mild), Intellectual Disability and Mental Illness
		Category (e)	Multiple Disabilities involving (a) to (c) above



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## IV. Period of Contract:

All posts above are temporary in nature and for a maximum period of **three years** subject to project requirements and individual performance.

## V. Remuneration:

The remuneration details for the above posts are as under:

**Table 4**

Contract Period	Consolidated pay per month	Compensation for extra hours of Work
1 <sup>st</sup> year	₹ 22100/-	₹ 4600/-
2 <sup>nd</sup> year	₹ 22800/-	₹ 4700/-
3 <sup>rd</sup> year	₹ 23400/-	₹ 4900/-

## VI. Age:

- a) For the posts at Sl Nos. A, B, C & D (Semi Skilled Rigger, Scaffolder, Safety Assistant and Fireman), the upper age limit prescribed for the posts shall not exceed 30 years as on 08 July 2022, i.e. applicants should be born on or after 09 July 1992. The upper age limit is relaxable by 3 years for OBC (Non Creamy Layer) candidates and 5 years for SC/ST candidates in posts reserved for them. The upper age limit shall be relaxable for Persons with Benchmark Disabilities (PwBD) & Ex-servicemen as per Government of India guidelines subject to a maximum age of 45 years.
- b) For the post at Sl No. E (Cook for CSL Guest House), the upper age limit prescribed for the post shall not exceed 53 years as on 08 July 2022, i.e. applicants should be born on or after 09 July 1969. The upper age limit shall be relaxable for Persons with Benchmark Disabilities (PwBD) & Ex-servicemen as per Government of India guidelines subject to a maximum age of 55 years.

## VII. Method of Selection:

- a) The method of selection shall be through Written/Practical/Physical tests which shall be given 100% weightage as detailed under and marks awarded accordingly for final selection:-

Sl No	Name of posts	Weightages for selection			Total Marks
		Written Test	Practical Test (based on grades obtained in the test)**	Physical Test	
1	Semi Skilled Rigger on Contract basis	-	100	-	100 Marks



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2	Scaffolder on Contract basis	-	80	20	<b>100 Marks</b>
3	Safety Assistants on Contract basis	70	30	-	<b>100 Marks</b>
4	Fireman on Contract basis	-	70	30	<b>100 Marks</b>
5	Cook for CSL Guest House on Contract basis	20	80	-	<b>100 Marks</b>

*\*\*The practical tests shall be evaluated in grades which shall be converted into marks for final selection.*

b) The minimum pass mark each for Written/Practical/Physical tests shall be as below:-

For unreserved posts & for EWS candidates- 50 % of Total Marks of each test,  
For OBC Candidates - 45 % of Total Marks of each test only for vacancies reserved for OBC,  
For SC/ST Candidates - 40% of Total Marks of each test only for vacancies reserved for SC/ST,  
For PwBD Candidates - 40 % of Total Marks of each test.

- c) Depending upon the number of online applications received, CSL reserves the right to scrutinise applications for various posts and prepare shortlist of candidates based on meeting eligibility requirements ascertained through the certificates uploaded by the applicants in the online application portal and only such shortlisted candidates may be permitted to attend the selection process.
- d) Candidates who successfully complete the certificate verification shall only be permitted to attend the Written/Practical/Physical tests. The tests shall be held at CSL, Kochi.
- e) Rank lists for each post shall be prepared based on marks secured by the candidates meeting the notified eligibility requirements and who pass in all the tests. In case, same aggregate marks are secured by more than one candidate, relative merit shall be decided based on seniority in age.

## VIII. Conditions:

### a) Reservation

- (i) Government of India Directives on reservation shall apply.
- (ii) Applicants belonging to EWS category should produce a valid Income and Asset Certificate issued by any of the following authorities in the prescribed format. This certificate shall only be accepted as proof of applicant's claim as belonging to EWS, failing which their candidature shall not be considered against reservation under EWS category:-
- District Magistrate/Additional District Magistrate/ Collector/ Deputy Commissioner/Additional Deputy Commissioner/ 1st Class Stipendary Magistrate/ Sub-Divisional Magistrate/ Taluka Magistrate/ Executive Magistrate/ Extra Assistant Commissioner.



- Chief Presidency Magistrate/Additional Chief Presidency Magistrate/ Presidency Magistrate.
- Revenue Officer not below the rank of Thahsildar and
- Sub-Divisional Officer or the area where the candidate and/or his family normally resides.

- (iii) Applicants belonging to SC or ST or OBC (Non Creamy Layer), should produce a valid recent community certificate issued by the Revenue Authority not below the rank of the Thahsildar, failing which their candidature will not be considered against the reserved posts, and for other concessions/relaxations applicable to the categories.
- (iv) In the case of Persons with Benchmark Disabilities, the degree of disability should be a minimum of 40%. The applicant should submit a valid Certificate of disability to this effect in the prescribed format issued by Competent Authority as per the Rights of Persons with Disabilities Rules, 2017.

#### **b) Qualification**

- (i) The minimum qualification stipulated for the posts must be from an Institute / Examination Board recognized by AICTE / appropriate statutory authority / State / Central Government.
- (ii) Those applicants having qualifications equivalent to any of the prescribed qualifications should submit Equivalency Certificate issued by the competent authority and without such certificate, their candidature shall not be considered.

#### **c) Experience**

- (i) **Experience acquired after the date of passing of the qualification stipulated as per the above requirements shall only be considered. Period of post qualification experience shall be reckoned as on 08 July 2022.**
- (ii) **For the post at Sl No. B (Scaffolder on contract basis),** the period of completed Apprenticeship Training in the relevant trade under the Apprentices Act 1961, shall be treated as experience. Any training with remuneration shall also be treated as experience.
- (iii) Applicants who are presently working in any company (Private / Public sector/ Govt), in the absence of experience certificate, should submit copy of **Appointment / Offer letter issued by the company, latest Pay Slip / copy of last Pay drawn as proof of experience. For past employment, experience certificate indicating the date of joining as well as relieving should be submitted.** During the certificate verification process, the candidates should produce all certificates in original to establish the experience claimed in their online application, failing which they shall not be considered for further selection.
- (iv) Applicants who are Ex-servicemen should submit **Discharge Certificate/ Book/ Pension Payment Order from the Armed Forces.** Those ex-servicemen having qualification



endorsed in their Discharge Certificate/ Book should have working experience in the relevant trade/ discipline in the Armed Forces. Such qualification acquired during service period shall also be considered for calculation of post qualification experience. Ex-servicemen claiming equivalency of qualification should produce the certificate of equivalency or endorsement in the Discharge certificate of the same with authority (refer order issued by the Govt. of India), should produce certificates indicating qualification and work experience in the relevant discipline in the Armed Forces, as proof of experience and produce the same during certificate verification process. They should produce experience certificate from the authorities concerned, failing which their candidature shall not be considered.

- (v) Applicants should clearly specify the nature of work performed and duties, responsibilities handled in the respective jobs, as well as experience certificate in proof of the same shall be uploaded while submitting their online application for the posts notified.
- (vi) **Applicants who are in the final year of contract on rolls of CSL as on date of this vacancy notification are also eligible to apply, subject to meeting all other notified requirements. Those who are in the first year and second year of contract are not eligible to apply for the same posts.**

#### **d) Application Fee**

- (i) **Application fee of ₹ 200/- (Non - refundable, plus bank charges extra) should be remitted using the Online payment options (Debit card/Credit card/Internet Banking/Wallets/ UPI etc) which can be accessed through our Online application facility from 24 June 2022 to 08 July 2022. No other mode of payment shall be accepted.**
- (ii) **Applicants belonging to Scheduled Caste (SC)/ Scheduled Tribe (ST)/ Person with Benchmark Disabilities (PwBD) need not pay application fee.** They are exempted from payment of application fee.
- (iii) All applicants for whom the fee is applicable i.e. except those belonging to SC/ST /PwBD should pay the application fee as stipulated above. It is important to note that their candidature shall be considered only on receipt of application fee.

#### **e) How to apply**

- (i) **Applicants should go through the User Manual and FAQ published in the link [www.cochinshipyard.in](http://www.cochinshipyard.in) (Career page → CSL, Kochi) before filling the online application. The application consists of two phases - One time Registration and submission of application against the post applicable. Applicants should not submit more than one application. Application once submitted shall be final.**
- (ii) Applicants meeting the notified requirements may do the **One time Registration in the SAP Online portal and submit their application.** The facility to submit their application can be



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accessed through our website [www.cochinshipyard.in](http://www.cochinshipyard.in) (Career page → CSL, Kochi) from **24 June 2022 to 08 July 2022**. **Application submitted direct or by any other mode shall not be accepted.**

- (iii) Applicants should ensure that all certificates towards proof of age, educational qualification, experience etc and a recent passport size colour photograph are uploaded in the SAP online application portal, failing which their candidature shall not be considered and shall be rejected.
- (iv) Applicants should ensure that all the entries in the online application have been correctly filled in and application submitted successfully. Change in the data provided in the application after final submission of the same through online will not be considered. Filling of garbage/junk details in any of the fields can lead to rejection of application.
- (v) Application must be complete in all respects as per this Advertisement Notification. **Please note that incomplete applications /withdrawn applications / applications in draft status shall not be considered.** On successful submission of the application, the status of the application shall be shown as **"In process"**. After submission of the application, the candidate shall log in to My Applications and ensure that the application status is **"In process"** to ensure the process is complete. **No refund of fees shall be considered after successful submission of application or withdrawal of application.**
- (vi) **After applying through online, applicants should retain a soft copy/ printout of the online application containing the unique registration number generated by the system for their reference. It is important to note that, the unique registration number shall be obtained only upon successful submission of online application.** The Registration Number on the online application should be quoted for any correspondence with CSL.
- (vii) **Applicants need not send the online application print out/ certificates/ application fee in the form of DD/Challan/Cheque by post to Cochin Shipyard Ltd.**
- (viii) The website will remain functional for the purpose of submitting applications from **24 June 2022** and the last date for submission of applications through online is **08 July 2022**. In order to avoid heavy traffic in website on the last date that may result in the non submission of application, applicants are advised to log in to CSL website and submit applications well in advance before the last date. ***Those who apply on the last date of application may not get any troubleshooting assistance/ technical support in SAP application portal by email/phone after 1600 hrs on the last date.***

### f) **General**

- (i) Applicants are advised to make sure that they are meeting the eligibility requirements as per the vacancy notification for the posts before submitting the applications.





- (ii) Definition of Ex-serviceman:- Ex-serviceman is a person
- (a) Who has served in any rank whether as combatant or non-combatant in a Regular Army, Navy and Air Force of the Indian Union, and
- (i) Who either has been retired or relieved or discharged from such service whether at his own request or being relieved by the employer after earning his or her pension; or
- (ii) Who has been relieved from such service on medical grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pension; or
- (iii) Who has been released from such service as a result of reduction in establishment;
- (b) Who has been released from such service after completing the specific period of engagement, otherwise than at his own request, or by way of dismissal, or discharge on account of misconduct or inefficiency and has been given a gratuity; and includes personnel of the Territorial Army, namely, pension holders for continuous embodied service or broken spells of qualifying service; Or
- (c) Personnel of Army Postal Service who are part of Regular Army and retired from the Army Postal Service without reversion to their parent service with pension, or are released from the Army Postal service on medical grounds attributable to or aggravated by military service or circumstances beyond their control and awarded medical or other disability pension; Or
- (d) Personnel, who were on deputation in Army Postal Service for more than six months prior to 14<sup>th</sup> April, 1987; Or
- (e) Gallantry award winners of the Armed Forces including personnel of Territorial Army; Or
- (f) Ex-recruits boarded out or relieved on medical ground and granted medical disability pension.
- (iii) CSL reserves the right to call for any additional documentary evidence from candidates in support of educational qualification/experience/other notified eligibility requirements as indicated in their online application, and information / replies to such queries should be only through the e-mail [career@cochinshipyard.in](mailto:career@cochinshipyard.in). However, CSL shall not be responsible for any delay/non-receipt of such e-mails within the stipulated date and time. Replies to any such queries received after the stipulated date and time shall not be considered, and no further correspondence shall be entertained in this regard.
- (iv) Original Certificates of the short-listed candidates shall be verified at the time of joining or at any other stage as decided by CSL. Candidature is purely provisional subject to verification of original certificates in proof of age, qualification, experience, caste, disability, medical fitness etc and meeting the notified eligibility requirements. At the time of certificate verification/joining, if the candidates short-listed are found not meeting the eligibility requirements or fail to produce certificates in original or if at any stage, it is found that any information furnished by the candidate is false/incorrect or there has been suppression of facts and information, the candidate shall not be considered for selection and candidature/appointment will be cancelled/rejected without further notice.



- (v) **No correspondence regarding the rejection of application in case of ineligibility shall be entertained.**
- (vi) **No TA/DA shall be paid to the candidates for attending the selection process.**
- (vii) **Call letters shall not be sent to short-listed candidates by post.** They shall be informed by e-mail/through CSL website to download call letter from [www.cochinshipyard.in](http://www.cochinshipyard.in). **Schedule of the selection shall be intimated to the shortlisted applicants through E-mail/CSL website (Career page → CSL, Kochi).** Candidates are requested to frequently check the above website (**Career page → CSL, Kochi**) for updates related to the selection.
- (viii) Mere submission of application through online, and Issue of call letter for the selection process shall not confer any right to the applicant of acceptance of candidature or cannot be construed as an acknowledgement of fulfilling the eligibility criterion or does not constitute an offer of appointment, and will not entitle the applicant to any claim for employment in CSL.
- (ix) The vacancies are purely on contract basis for a specific period and CSL is not liable to offer appointment during or after the completion of contract period of the selected candidates.
- (x) The candidates short-listed for appointment should undergo a medical examination in the hospitals as prescribed by CSL. The reports of such medical examination may be examined by Medical Officer of CSL and the appointment of the candidate is subject to certification of Medical fitness.
- (xi) CSL shall not bear any liability on account of salary/leave salary/gratuity/pension contribution etc, if any of previous employment of any candidate already working in Government/Public Sector Undertakings.
- (xii) Rank lists shall be maintained for all posts and shall be operated only in the event of occurrence of a vacancy during the validity period of the rank list. The validity period of the rank list shall be upto 18 months from the date of reporting of the last candidate, from the list of candidates advised to join on publication of the result, unless a fresh notification for the same post is issued. Vacancy which arose as stated above shall not be treated as a fresh vacancy.
- (xiii) The number of posts indicated in this notification is based on existing requirement and shall vary depending on the future requirements, and the vacancies that may arise during the validity period of the rank list shall be filled up from that rank list at the discretion of the CSL.
- (xiv) Notwithstanding the above or any other conditions, CSL reserves the right not to fill up the vacancies notified. Further, the filling up of the notified vacancies shall be subject to the



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- suitability of candidates in the rank list, availability of projects and job requirements. CSL reserves the right to restrict/ alter/cancel/modify the recruitment process, if need so arises.
- (xv) Submission of application shall be considered as unconditional acceptance of all terms and conditions of this vacancy notification by the applicant.
  - (xvi) All documents related to this selection shall be preserved for a period of two years from the date of publication of results.
  - (xvii) Any legal proceedings in respect of any claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted only in the Courts/Tribunals/Forums at Ernakulam and such Courts/ Authorities shall have sole and exclusive jurisdiction.
  - (xviii) Any amendment, modification or addition to this advertisement shall be published in the CSL website only.
  - (xix) For any further clarification related to the advertisement and conduct of selection, please contact us e-mail [career@cochinshipyard.in](mailto:career@cochinshipyard.in).

**“CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION”**  
**“ONLY INDIAN NATIONALS NEED APPLY”**

Sd/-  
GENERAL MANAGER (HR)