



Advt. No.: 25-26/Hospital/02

28/08/2025

ENGAGEMENT OF NURSES AND PARAMEDICS IN SAIL- IISCO STEEL PLANT (ISP). BURNPUR HOSPITAL

IISCO Steel Plant (ISP), a unit of Steel Authority of India Limited (SAIL), a Maharatna Company, , invites applications from Qualified candidates to appear in the walk-in-interview for engagement of Proficiency Trainees (Nurses & Paramedics) qualified in respective fields for its 336 bedded multi-specialty hospital at Burnpur as per details given below:

Sl	Name of the Post - Proficiency Trainee -	No. of Post	Reservation					PWD	
			UR	SC	ST	OBC(NCL)	EWS	OH	HH
1	OT Technician	3	3	-	-	-	-	-	-
2	Dresser	2	2	-	-	-	-	-	-
3	X-Ray technician	2	2	-	-	-	-	-	-
4	ECG Technician	2	2	-	-	-	-	-	-
5	Audio metrist	1	1	-	-	-	-	-	-
6	Pharmacist	2	1	-	-	1*	-	-	-
7	Laboratory & Blood Centre Technician	3	3	-	-	-	-	-	-
8	Pulmonary function test Technician	1	1	-	-	-	-	-	-
9	Optometrist	2	2	-	-	-	-	-	-
10	Phlebotomist	2	2	-	-	-	-	-	-
11	Vaccinator	1	1	-	-	-	-	-	-
12	Dental Assistant/Dental Operating Room Assistant	1	1	-	-	-	-	-	-
13	Nurses	15	8	2	1	3	1	-	-
14	Dialysis Technician	2	2	-	-	-	-	-	-
	Total	39	31	2	1	4	1	-	-
	*Shortfall of 2025-26								

Post	No. of Posts	Upper Age Limit as on date of advt. i.e. 28/08/2025	Qualification as on date of advt. i.e. 28/08/2025
Proficiency Trainees (Nurses & Paramedics)	39 (Thirty Nine)	a. UR candidates - 30 years b. OBC (NCL) Candidates - 33 years c. ST & SC Candidates - 35 years d. PH candidates - 45 for SC/ST, 43 for OBC and 40 for UR	As detailed below
S.No	Streams	Essential Qualification (Minimum)	Qualification (Desirable)
1	OT Technician	10+2 or its equivalent and Diploma in Operation Theatre Technology from any university / institution recognized by Central	10+2 or its equivalent and Graduate in Operation Theatre Technology from any university / institution recognized by the Central or State Govt.

		or State Govt. (Min. 2-year duration)	
2	Dresser	10+2 or its equivalent and Diploma or Certificate Course in Dresser from any university / institution recognized by Central or State Govt.	
3	X-Ray Technician	10+2 or its equivalent and Diploma in Medical Radiology Technology from an Institute recognized by Central or State Govt. (Min. 2-year duration)	10+2 or its equivalent Graduate in Radiography from any university / institution recognized by the Central or State Govt.
4	ECG Technician	10+2 or its equivalent and Diploma in ECG Technology from any university / institution recognized by Central or State Govt. (Min. 2-year duration)	10+2 or its equivalent and Graduate in ECG Technology from any university / institution recognized by Central or State Govt.
5	Audiometrist	10+2 or its equivalent and Diploma in Audiology from an Institute recognized by Central or State Govt. (Min. 2-year duration)	10+2 or its equivalent and Bachelor in Audiology from an Institute recognized by Central or State Govt.
6	Pharmacist	10+2 or its equivalent and Diploma in Pharmacy from an Institute recognized by Central or State Govt. Candidate must be registered with State Pharmacy Council /Pharmacy Council of India.	10+2 or its equivalent and Bachelor in Pharmacy from an Institute recognized by Central or State Govt. Candidate must be registered with State Pharmacy Council /Pharmacy Council of India.
7	Laboratory & Blood Centre Technician	10+2 or its equivalent and Diploma in Medical Laboratory Technology (DMLT) from any university / institution recognized by Central or State Govt. (Min. 2-year duration)	10+2 or its equivalent and Graduate in Medical Laboratory Technology (BMLT) from any university / institution recognized by Central or State Govt. Experience in Licensed Blood Centre of minimum 6 months for BMLT candidates & Experience in Licensed Blood Centre of minimum 1 year for DMLT candidates.
8	Pulmonary Function Test (PFT) Technician	10+2 or its equivalent and Diploma in Pulmonary Function Test Technology from an Institute recognized by Central or State Govt. (Min. 2-year duration)	10+2 or its equivalent and Graduate in Pulmonary Function Test Technology from an Institute recognized by Central or State Govt.
9	Optometrist	10+2 or its equivalent and Diploma in Optometry from any university / institution recognized by Central or State Govt. (Min. 2-year duration)	10+2 or its equivalent and Graduate in Optometry from any university / institution recognized by Central or State Govt.
10	Phlebotomist	10+2 or its equivalent and Diploma in Medical Lab. Technology from a recognized by Central or State Govt. (Min. 2-year duration) OR Matriculation or its equivalent	

		with certificate course in phlebotomy from an institution recognized by Central or State Govt.	
11	Vaccinator	10+2 or its equivalent and Auxiliary Nursing & Midwifery (ANM) / General Nursing & Midwifery (GNM) / B.Sc. Nursing from a recognized institute / university with a valid Nursing Council Registration Certificate.	
12	Dental Assistant/Dental operating room assistant	10+2 or its equivalent and Certified Dental Assistant course from an Institute recognized by Govt. with Registration in Paramedical council/DORA registered in Dental council Or 10+2 & minimum 2 years diploma in OT Technology from any university or institution recognized by Central or State government/ Graduate in OT Technology from any university or institution recognized by Central or State government. Or Certified Diploma course in Dental mechanics / Dental Technician from Government recognized university or institution. Or BSc from Government recognized institute with 3(three) years' work experience in Dental OT/ Dental department in Government/Private Dental College or NABH accredited hospital / institution.	Preference will be given to Candidates with any experience as chair side attendant in Government/Semi Govt Dental institute. Candidate with 1(one) year work experience in department of Dental radiology/ endodontics / oral & maxillofacial surgery through any DCI / NDC recognized institution will be given preference.
13	Nurse	10+2 or its equivalent and General Nursing and Midwifery Course (GNM) from any institution recognized by the Indian Nursing Council.	10+2 or its equivalent and BSc in Nursing from any institution recognized by the Indian Nursing council.
14	Dialysis Technician	10+2 or its equivalent and Diploma in Dialysis Technology from any university / institution recognized by Central or State Govt. (Min. 2-year duration) with 6 months of working experience.	10+2 or its equivalent and Graduate in Dialysis Technology from any university / institution recognized by Central or State Govt. with 6 months of working experience.

2.	Who can apply
a. Candidates should have acquired requisite essential qualification from an Institute recognized by Central or State Govt.	
b. Candidate must qualify in courses of duration as prescribed above.	

c. Candidates having relevant post qualification 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.

3. **Tenure of engagement:**
- a. Each selected candidate shall be imparted 18 months’ training in defined areas, as per their respective qualification, or as per the decision of the Company.

b. The performance of the Proficiency Trainees (Nurses & Paramedics) so engaged will be periodically reviewed on six monthly / annual basis.

4.	Remuneration:	
	Post	Monthly consolidated Remuneration
a.	Proficiency Trainees (Paramedics)- Sl. 1 to 12	₹10,000.00 + applicable skill & knowledge enhancing allowances (*Maximum ₹ 7,020.00) = ₹ 17,020.00 (maximum) based on attendance
b.	Proficiency Trainees (Nurse)- Sl. 13	₹10,000.00 + applicable skill & knowledge enhancing allowances (*Maximum ₹ 7,020.00) = ₹ 17,020.00 (maximum) based on attendance
c.	Proficiency Trainees (Paramedics) Sl. 14	₹17,980 + applicable skill & knowledge enhancing allowances (*Maximum ₹ 7,020.00) = ₹ 25,000.00 (maximum) based on attendance

Break-up of skill & knowledge enhancing allowances:

Monthly attendance (No. of days of physical presence)	Rate of allowance for each day of physical presence (₹ / day of presence)
20 days or more	₹ 260.00
15 to 19 days	₹ 130.00
Less than 15 days	No amount may be given as allowance. Only stipend to be paid.

*Maximum allowance per month based on number of days of attendance = ₹ 260.00 x 27 days= ₹ 7,020.00

5. **Working Hours and Leave**
- a. The above monthly remuneration rates shall be applicable for engagement for a minimum of 8 hours a day for six days in a week or 48 hours a week. However, if engagement is for less than 8 hours per day/ 48 hours a week, the rates would be pro-rated accordingly. The monthly rate shall not exceed the maximum prescribed limit of the respective category.

b. The Proficiency Trainees (Nurses & Paramedics) engaged will be eligible to get 07 (seven) days leave in a year subject to prior approval and Closed Holidays (or Compensatory off thereof) or National Holidays.

6.	Job Description	
	Proficiency Trainees (Nurses & Paramedics)	To work in respective departments of M&HS as may be required and also attend on call and emergent cases as per requirement

7. **Medical Facility:**
- The medical benefits shall be available for self only at the SAIL-ISP Hospital, Burnpur, without any referrals.

8.	Other Terms & Conditions:
a)	The engagement of Proficiency Trainees (Nurses & Paramedics) is purely of temporary nature and shall not create any right for regular appointment on any grounds, whatsoever. The Proficiency Trainees (Nurses & Paramedics) engaged will not be entitled to any benefits which are not specifically laid out in the scheme / Advertisement / Terms & Conditions of Appointment.
b)	No PF/Gratuity or any other benefit unless and until specified /indicated shall be payable.
c)	The Proficiency Trainees (Nurses & Paramedics) engaged shall be eligible for Maternity leave as per Maternity Benefit Act, 1961 subject to fulfillment of conditions stipulated in the Maternity Benefit Act, 1961.
d)	Proficiency Trainees (Nurses & Paramedics) shall be responsible for proper usage of all the assets provided by the Company pursuant to the engagement.
e)	On expiry or termination of engagement, he/she will immediately return all assets of the Company which were given by the Company.
f)	On successful completion, experience Certificate shall be issued to candidates by the SAIL-IISCO Steel Plant Hospital.
g)	Income Tax/GST shall be dealt in terms of applicable provisions under the Income Tax / GST Act/Rules.
h)	No HRA will be payable.
i)	Presidential Directives on reservation will be followed as applicable.
j)	Candidate shall follow the norms of Safety, Discipline, Conduct and Professional Ethics and carry out the lawful orders of the Medical Administration issued from time to time.
9.	Termination of Engagement:
	The engagement of Proficiency Trainees (Nurses & Paramedics) can be terminated by giving one months' notice by either party. However, the engagement can be terminated by the Company forthwith under the following conditions/circumstances:
a.	If there is evidence of the candidate being medically unfit and which is likely to continue for a considerable period of time and he/she cannot discharge his/her normal duty. The decision of the Company regarding fitness or otherwise shall be conclusive and binding on the candidate so engaged.
b.	In case of poor performance.
c.	In case of moral turpitude, conviction by a Court of Law, insolvency, loss of license to practice, grave misconduct or financial irregularity.
10.	Selection Process:
(i)	Selection of the candidates for engagement of Proficiency Trainees (Nurses & Paramedics) will be done through walk-in interview at Confluence, SAIL-ISP, Opposite Burnpur Post Office, P.O.- Burnpur - 713325, DT: Paschim Bardhaman, West Bengal. Reporting Time: From 9:00 AM to 11:00 AM. Date of interview: a. 15/09/2025 for OT Technician, Dresser, X-Ray Technician, ECG Technician, Audiometrist, Pharmacist, Laboratory & Blood Centre Technician, Pulmonary Function Test Technician (PFT), Optometrist, Phlebotomist, Vaccinator, Dental Assistant/Dental Operating Room Assistant, Dialysis Technician b. 16/09/2025 for Nurses No change in date and time of Interview will be entertained.
(ii)	Candidates selected for engagement shall be required to join the assignment immediately upon issuance of the engagement offer.

GENERAL TERMS & CONDITIONS:

1. Candidate must be an Indian National possessing requisite qualification from an institute recognized by State / Central Govt.
2. Eligible & interested candidates need to appear in the walk-in-interview on the date, time & venue as mentioned in the Sl.10 above, with all relevant documents (original + 1 set of self-attested photocopies of the same):
 - a. Filled in application format (Annexure-A) with 2 additional passports sized recent colour photographs.
 - b. Undertaking as per Annexure-B
 - c. Proof of Date of Birth (Class X / Matriculation certificate of recognized Board or Council)
 - d. Class X and XII Mark sheet and Pass Certificate
 - e. Degree / Diploma Mark Sheets and Passing Certificate of essential and desirable qualifications.
 - f. Experience Certificate showing relevant post qualification experience from the employer.
 - g. NOC from the present employer, if employed under PSUs/Autonomous Bodies/Govt. Department.
 - h. Photo Identity Proof (either Aadhaar Card, PAN Card, Driving License, Passport, Voter ID).
 - i. Address proof (Voter ID, Driving License, Aadhaar Card or others).
3. Category/Caste Certificate SC/ST/OBC (NCL)/EWS and PwBD Certificate (if applicable). The OBC candidates who belongs to "CREAMY LAYER" are not entitled for OBC concession and such candidates have to indicate their category as "General". The OBC (non-creamy layer) candidates are required to submit requisite certificate in the prescribed format issued in the current financial year (2025-26) issued on or after 01/04/2025. For EWS, candidates are required to submit the requisite certificate in the prescribed format issued in the current financial year (2025-26) i.e. on or after 01.04.2025 & based on the income & asset certificate of financial year 2024-25. Caste certificates should be submitted in the format for appointment to posts under Government of India/Central Government/Public Sector Undertaking (format available on our website www.sail.co.in at "Careers" link) issued by the Competent Authority.
4. Candidates belonging to reserved categories may also apply against the unreserved posts, provided they fulfil the eligibility criteria for unreserved category.
5. All certificates & documents in support of eligibility will be verified only during 'Walk-in-Interview' and any candidate who fails to produce the same will not be allowed to appear in the interview. Therefore, candidates are required to ensure their eligibility before appearing in the 'Walk-in-Interview'.
6. No TA/ DA will be paid for attending 'Walk-in-Interview' / selection process.
7. The engagement is purely of temporary nature and shall not create any right for regular appointment in IISCO Steel Plant on any ground whatsoever.
8. Joining of the candidate is subject to medical fitness.
9. SAIL, ISP reserves the sole authority to consider the cases as per its rules and decision of SAIL, ISP in this regard shall be final, firm & binding.
10. SAIL, ISP reserves the right to reject any application or cancel the candidature or the whole process of interview without assigning any reason thereof and no enquiry or correspondence will be entertained in this connection. The decision of the SAIL, ISP for this purpose shall be final and binding.
11. 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.
12. In case of any dispute on interpretation of any part of this advertisement, howsoever arising, the decision of the Company shall be final and binding.
13. Court of jurisdiction for any dispute will be at Asansol.

To
The CMO I/c (M&HS)
Burnpur Hospital
SAIL- IISCO Steel Plant

Letter of Undertaking

Dear Sir,

In response to the advertisement No:.....

dated I,..... daughter / son of.
.....resident

of.....do hereby submit my application for engagement of
Proficiency Trainee Paramedics in IISCO Steel Plant, Burnpur Hospital.

1. I do hereby undertake that:-

- a. I am willing to take up the engagement at SAIL-ISP Burnpur Hospital for which the selection is being made on the basis of walk-in interview.
- b. I agree to accept payment of consolidated remuneration at the stipulated rates mentioned in the advertisement, which shall be made from the date of my engagement as Proficiency Trainee (Nurses & Paramedics).
- c. I understand that my engagement as Proficiency Trainee (Nurses & Paramedics) does not entitle me to claim for permanent employment in SAIL-ISP in any post, whatsoever.
- d. That during the period of engagement, I shall attend to such activities as are expected from me with due diligence and standard of care and follow all instructions of the IISCO Steel Plant Hospital authorities in that regard.
- e. The assignment shall be terminable by giving one month notice from either side.

2. In respect of all matters for which no specific provision has been made herein, the decision of the SAIL-ISP 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 Burnpur Hospital working or bringing disrepute to Burnpur Hospital/organisation shall be punishable or shall result in termination of my engagement:-

4. ISP reserves the sole authority to accept OR reject my candidature for Proficiency Trainee (Nurses & Paramedics) in SAIL-ISP- Burnpur Hospital and the decision of ISP in this regard is final and binding.

I have read and understood the above terms & conditions governing engagement of Proficiency Trainee (Nurses & Paramedics) at SAIL-ISP Burnpur Hospital and agree to abide by them.

Yours faithfully,

(Signature)

Date :

Place :

(Name:.....)

Mobile No.....

STEEL AUTHORITY OF INDIA LIMITED
IISCO STEEL PLANT

APPLICATION FORMAT FOR ENGAGEMENT OF PROFICIENCY TRAINEE (NURSES & PARAMEDICS)
AT IISCO STEEL PLANT, (ISP), HOSPITAL

(WALK-IN-INTERVIEW)

AFFIX
PASSPORT SIZE
SELF ATTESTED
COLOUR
PHOTOGRAPH

1	POST APPLIED FOR											
2	Name of the Applicant (IN FULL/CAPITAL)											
3	Father's Name											
4	Aadhaar Card No.											
5	Category (GEN/SC/ST/OBC-NCL/EWS/PwBD/ESM)				6 Nationality & Religion							
7	If PwBD, nature and degree of Disability											
8	Gender (Male / Female / Others)		9. Date of Birth			dd	mm	yyyy				
10	Marital Status											
11	Present / Correspondence Address											
PIN CODE												
12	Permanent Address (if different from Present Address)											
13	Mobile No.											
14	e-mail ID											

15. Educational Qualification (As on 28/08/2025):

Qualification	Name of the Institute/College University	Year of passing	Major subjects / Specialization	Class/ Division & No. of attempts	Percentage of Marks obtained
Matriculation				--	
+2 or Equivalent					
Graduation					
Diploma					
Other					

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16. Work Experience(if any):

Name of the Medical College/Hospital/Institute / Organisation	Position Held / Designation	No. of years in experience	From	To	Nature of engagement (NOC in case attached to Govt. Hospital) *

*** To be supported by Certificate from Hospital / Institute.**

17. Valid Registration Certificate of _____ – YES / NO (as applicable)

Registration No:	State	Name of the Issuing Authority	valid upto

18. Whether presently employed/engaged in any PSU/Autonomous body/Govt. Deptt. (YES/NO).

If Yes,

Name of PSU/ Autonomous body/Govt. Deptt.	Position Held / Designation	From	To	Reasons for Leaving

DECLARATION

I agree to the terms and conditions given in the advertisement (vide No_____ dated_____) and state that all the information given by me in this application form and its enclosures are true and correct. In case of any declaration and/or documents attached herewith are found to be false and if I am unable to produce/ submit relevant documents at the time of interview my candidature may be cancelled at any stage of the selection process or thereafter. I understand that in the event of any of my statements / information/ documents being found to be false at any stage, my engagement of Proficiency Trainee (Nurses & Paramedics) is liable to be terminated without notice.

Place: Burnpur

Date:

Full Signature of the Applicant
(Name of the Applicant)

Note: Please attach self-attested photo copies of all documents mentioned in the detailed advertisement