

**Vacancy Notification Ref No. CSL/P&A/RECTT/CONTRACT/Ex-Servicemen/2021/9**  
**dated 20 December 2022****WALK-IN SELECTION FOR OPERATORS & DRIVERS**  
**EX-SERVICEMEN OR RETIRED CENTRAL ARMED POLICE FORCES PERSONNEL**

Cochin Shipyard Limited (CSL), a listed premier Miniratna Company of Government of India, invites **applications from Ex-Servicemen or Retired personnel from Central Armed Police Forces (CAPF) through walk-in selection** for filling up of the following posts on a **fixed term contract basis for CSL and International Ship Repair Facility (ISRF) at Willingdon Island:-**

**I. Name of Posts, Educational Qualification, Experience & Job requirements:****TABLE 1**

| Sl No | Name of Posts  | Educational Qualification   | Experience  | Job Requirements  |
|-------|--|---|---|---|
| 1     | Operator (Forklift / Aerial Work Platform) on contract basis | Pass in VII Std and possess valid Heavy Vehicle / Forklift Driving Licence. | Minimum one year of experience in operation of Forklift / Aerial Work Platform. | Obtain work schedule. Plan, inspect and operate the Material Handling equipments, unload, load and distribute parts and material throughout work sites with the use of Heavy equipments, ensure movement of goods be carried out as per standard operating procedures (SOP). Conduct daily safety checks on equipment before usage. |
| 2     | Operator (Fire Tender) on contract basis                     | Pass in VII Std and possess valid Heavy Vehicle Driving Licence.            | Minimum one year of experience in operation of Fire Tenders.                    |   |
| 3     | Operator (Diesel Cranes) on contract basis                   | Pass in VII Std and possess valid Heavy Vehicle Driving Licence.            | Minimum one year of experience in operation of Diesel Cranes.                   |   |
| 4     | Driver (Ambulance Van) on contract basis                     | Pass in VII Std and possess valid Heavy Vehicle Driving Licence.            | Minimum one year of experience in driving Ambulance Vans.                       | Drivers shall quickly respond to locations on emergency, ensure safe usage and periodic maintenance of vehicles used.   |
| 5     | Driver (Truck / Pick up van) on contract basis               | Pass in VII Std and possess valid Heavy Vehicle Driving Licence.            | Minimum one year of experience in driving Heavy vehicles.                       |   |

**II. Important Dates, Time & Venue:****TABLE 2**

| Sl No | Name of Posts  | Date and Time                                    | Venue of receipt of applications  |
|-------|--|--|---|
| 1     | Operator (Forklift / Aerial Work Platform) on contract basis | <b>29 December 2022<br/>0830 Hrs to 1500 Hrs</b> | <b>Recreation Club,<br/>Cochin Shipyard<br/>Limited,<br/>Thevara Gate,<br/>Kochi - 682 015.</b> |
| 2     | Operator (Fire Tender) on contract basis                     |  |   |
| 3     | Operator (Diesel Cranes) on contract basis                   |  |   |
| 4     | Driver (Ambulance Van) on contract basis                     | <b>30 December 2022<br/>0830 Hrs to 1500 Hrs</b> |   |
| 5     | Driver (Truck / Pick up van) on contract basis               |  |   |

**III. No. of vacancies:****TABLE 3**

| Sl No | Name of Posts  | No. of vacancies |
|-------|--|------------------|
| 1     | Operator (Forklift / Aerial Work Platform) on contract basis | 42               |
| 2     | Operator (Fire Tender) on contract basis                     | 1                |
| 3     | Operator (Diesel Cranes) on contract basis                   | 2                |
| 4     | Driver (Ambulance Van) on contract basis                     | 1                |
| 5     | Driver (Truck / Pick up van) on contract basis               | 1                |
|       | <b>TOTAL</b>   | <b>47</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.

**IV. Period of Contract:**

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

**V. Remuneration:**

(a) The remuneration details for the above posts are as under:

**TABLE 4**

| Contract period      | Consolidated pay per month (₹) |
|----------------------|--------------------------------|
| 1 <sup>st</sup> year | 27,000/-                       |
| 2 <sup>nd</sup> year | 28,000/-                       |



## COCHIN SHIPYARD LIMITED

A GOVERNMENT OF INDIA ENTERPRISE  
A MINIRATNA COMPANY UNDER  
THE MINISTRY OF PORTS, SHIPPING AND WATERWAYS

- (b) Extra hour payment at double rate limited to maximum 25 hours per month for working on holidays shall also be applicable.
- (c) In addition, they will also be enrolled under ESI / EPF scheme as applicable.

### VI. **Age:**

- (a) **The upper age limit prescribed for the posts shall not exceed 58 years as on 29 December 2022. i.e. applicants should be born on or after 30 December 1964.**

### VII. **Method of Selection:**

- (a) The method of selection for all the posts shall be through **Practical Tests** which shall be conducted out of 100 marks and marks awarded accordingly.
- (b) Applicants meeting the notified requirements shall attend a **Walk in selection** on stipulated dates to submit their application along with the self-attested copies of their certificates.
- (c) Based on the notified eligibility requirements ascertained through the certificates submitted by the applicants, **only shortlisted candidates shall be permitted to attend Practical test on the same or later dates as informed to them.**
- (d) The performance in the Practical Tests shall be evaluated in grades. The grades scored by the candidates who pass in the Practical Test shall be converted to marks out of 100. For all the posts, a minimum of 50 % shall be fixed as pass marks in the Practical tests, except for PwBD candidates, a minimum of 40 % shall be the pass marks.
- (e) The rank lists for the respective posts shall be prepared on the basis of marks secured by the candidates who pass in the Practical Tests. In case, same marks is secured by more than one candidates, relative merit shall be decided based on seniority in age.

### VIII. **Mode of receipt of application:**

- (a) Applicants meeting the notified requirements shall attend a Walk-in selection with their **ORIGINAL CERTIFICATES**, on dates and time given at Table 2 above, and submit their applications in the prescribed format along with the self-attested copies of certificates at **Recreation Club, Cochin Shipyard Limited, Thevara Gate, Kochi – 682 015**. Application format **Annexure – I** is given along with this advertisement on our CSL website [www.cochinshipyard.in](http://www.cochinshipyard.in) (Career page → CSL, Kochi).
- (b) The applications shall be verified with their original certificates and **candidates who successfully complete the certificate verification, shall only be allowed to attend the selection tests on same or later dates as informed separately to the shortlisted candidates.**
- (c) **Application submitted in any other mode shall not be accepted.** Application once submitted shall be final.
- (d) **The applicants attending the walk-in selection should submit the following:-**



- (i) **Application form in Annexure I with recent passport size photograph pasted on the application.**
  - (ii) **A photo-identity proof (in original).**
  - (iii) **Original & self attested copy of Aadhaar.**
  - (iv) **Original Certificates and testimonials, in proof of age/date of birth, educational qualifications, experience, caste and disability etc and self-attested copies of the certificates.**
- (e) The candidates should bring tight fitting cotton working dress and Safety Shoes for attending the Practical tests.
- (f) Application Form must be complete in all respects as per the Advertisement Notification. Please note that incomplete and unsigned applications shall not be considered. **Filling of garbage/junk details in any of the fields can lead to rejection of your application.**
- (g) Application that are incomplete, not in the prescribed format, not legible, without the required enclosures will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained.
- (h) **Original certificates** towards proof of age, qualification, experience, caste, disability etc and **self-attested copies** of all these certificates should be produced for verification and **their candidature shall be considered on the strength of the original certificates. In case of failure to produce the original certificates, the candidature shall be rejected.**

**IX. Conditions:**

(a) **Reservation:**

(i) **Government of India Directives on reservation shall apply.**

(ii) 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 a University/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.

(iii) Original certificates and Self –attested copies of certificates of the educational qualification as mentioned in Clause I should be produced at the time of walk-in selection failing which they shall not be permitted to attend the selection process.



(c) **Experience:**

- (i) Experience acquired after the date of passing of the qualification stipulated as per above requirements shall only be considered. **Period of post qualification experience shall be reckoned as on 29 Dec 2022.**
- (ii) Applicants who are presently working in any company (Private/ Public sector /Govt), in the absence of experience certificate, should submit copy of **Appointment order or 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.**
- (iii) Applicants who are Ex-Servicemen should submit Discharge Certificate / Book/ Pension Payment Order from the Armed Forces and all certificates indicating relevant qualification and work experience in the specified area in the Armed Forces. Such experience acquired during service period, shall also be considered for calculation of post qualification experience.
- (iv) The applicants should produce experience certificate from the authorities concerned, failing which their candidature shall not be considered.
- (v) Applicants who are retired CAPF personnel shall produce Discharge Certificate and all certificates indicating experience in the relevant discipline from the authorities concerned.
- (vi) During the certificate verification process, the applicants should produce all certificates in original to establish the experience claimed in the application, failing which they shall not be permitted to attend the selection process
- (vii) **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 of contract are not eligible to apply.

(d) **General:**

(i) **Only Ex-Servicemen or retired CAPF Personnel shall apply.**

(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) Definition of retired CAPF Personnel:-
- (a) Retired CAPF Personnel is a person who has served in Central Armed Police Forces in any seven security forces of India as follows:
- (i) Assam Rifles (AR)
  - (ii) Border Security Force (BSF)
  - (iii) Central Industrial Security Force (CISF)
  - (iv) Central Reserve Police Force (CRPF)
  - (v) Indo Tibetan Border Police (ITBP)
  - (vi) National Security Guard (NSG)
  - (vii) Sashastra Seema Bal (SSB)
  - (viii) Special Protection Group (SPG)
- (b) Further, retired CAPF Personnel is a person:
- (i) who has served in Central Armed Police Forces in and 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 CAPF 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;
  - (iv) 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;
- (iv) **Applicants are advised to make sure that they are meeting the eligibility requirements as per the vacancy notification for the post before submitting the applications.**



- (v) In the context of Covid-19 pandemic situation, the candidates are informed to strictly abide by all safety and security instructions during the walk-in, selection tests and while inside the CSL premises and follow the instructions as listed under:-
- (a) All candidates travelling inter-state/inter-district should strictly follow the extant guidelines of Government / ICMR prior to attending selection process at CSL.
  - (b) It is advised to avoid crowded public transport to the extent possible. Maintain social distance while using such transport and wear personal protectives like mask, goggles, gloves etc. and avoid touching the surfaces using naked hands.
  - (c) All candidates attending the walk-in selection shall wear appropriate face masks properly covering nose, mouth, chin etc. The candidates shall remove the mask at gates for identification. **THOSE CANDIDATES WITHOUT FACE MASKS SHALL NOT BE PERMITTED ENTRY INTO CSL.**
  - (d) All candidates seeking entry into the venue have to stand in the spaces marked at the Gates, entrances etc. so that social distancing as per norms can be ensured at these locations.
  - (e) All candidates shall avoid touching any pillars, bars, hand rails etc. with the naked hands.
  - (f) All candidates should remove their jackets/overcoats etc at the gates for security check.
  - (g) Compulsory screening shall be done for all candidates entering through gates with thermal scanner.
  - (h) Wearing of masks, Social distancing and queue system shall be strictly adhered.
  - (i) All candidates shall carry personal sanitizer (50ml), bring their own water bottles, preferably transparent water bottles / other refreshments and avoid sharing of personal items.
  - (j) All candidates shall bring their own stationery items and avoid sharing of such items.
  - (k) Movement to any other areas / buildings / work sites of CSL other than the venue of walk-in selection process shall be strictly prohibited.
- (vi) 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 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.
- (vii) 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.

(viii) **No TA/ DA shall be paid to the candidates for attending the selection.**

(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) **No correspondence regarding the rejection of application in case of ineligibility shall be entertained.**

(xi) Mere submission of application 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.

(xii) 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.

(xiii) 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.

(xiv) 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.

(xv) 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.

(xvi) 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 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.

(xvii) Submission of application shall be considered as unconditional acceptance of all terms and conditions of this vacancy notification by the applicant.





## COCHIN SHIPYARD LIMITED

A GOVERNMENT OF INDIA ENTERPRISE  
A MINIRATNA COMPANY UNDER  
THE MINISTRY OF PORTS, SHIPPING AND WATERWAYS

- (xviii) All documents related to this selection shall be preserved for a period of two years from the date of publication of results.
- (xix) Any legal proceedings in respect of any claim or dispute arising out of this advertisement and/or an application in response thereto and selection process thereafter can be instituted only in the Courts/Tribunals/Forums at Ernakulam and such Courts/ Authorities shall have sole and exclusive jurisdiction.
- (xx) Any amendment, modification or addition to this advertisement shall be published in the CSL website only.
- (xxi) For any further clarification related to the advertisement and conduct of selection, please contact us via 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 & TRG)