



THE FERTILISERS AND CHEMICALS TRAVANCORE LIMITED
Schedule 'A' multi-divisional Central PSU

Recruitment Notification No. 14/2024 dated 10.12.2024

THE FERTILISERS AND CHEMICALS TRAVANCORE LTD., a multi-divisional Central PSE, and pioneer in the manufacture and marketing of Fertilisers, Chemicals and Caprolactam, with activities spread over Manufacturing, Engineering Design and Consultancy, Fabrication etc., invites applications from eligible candidates for engagement on **Fixed Tenure Contract (Adhoc basis)** to the following post:

Post Code	Post	Specification
1	Medical Officer	(i) MBBS with registration under the Indian Medical Council/State Medical Council (ii) 1 year post qualification experience* as Medical Practitioner in Industrial Establishments/Hospitals (candidates without experience will also be considered) . Possession of 3 years Post Graduate Degree in Medicine / 2 or 3 years Post Graduate Diploma in Medicine, recognised by the Indian Medical Council/State Medical Council will be considered as experience to the extent of duration of the course. Candidates with Certificate of Training in Industrial Health of minimum 3 months duration recognised by the State Government or Diploma in Industrial Health or equivalent , will be preferred .
2	Nurse (Male)	(i) Standard X Pass and Three year Diploma in General Nursing and Midwifery OR B.Sc. Nursing (ii) Registration with Kerala Nurses and Midwives Council. Preference will be given to candidates with experience * in Emergency / Casualty department / ICC Unit of a hospital / Occupational Health Centre. (

* Experience will be reckoned based on completed years of experience

Note:

1. **Relevant date** to determine eligibility on qualification, experience, age etc is 01.12.2024.
2. Recruitment for Post Code 2, Nurse (Male), is State wide (Kerala) and candidates shall submit a domicile certificate for the State of Kerala.



3. Candidates shall submit along with application, experience certificate to establish the relevant prescribed experience, if any, claimed in their application, failing which such experience (s) will not be considered. Candidates who are presently working in any establishment, in the absence of experience certificate from that establishment, should submit reasonable proof of work experience to the satisfaction of Management, which includes copy of Appointment / Offer letter issued by the establishment, date of joining, latest pay slip etc, without which such experience will not be counted. Only relevant post qualification experience will be considered.
4. Merit lists for each post will be prepared separately for UR, SC, ST, OBC and EWS categories and therefore candidates belonging to all categories are encouraged to apply.
5. Experience on part time basis, daily wages shall not be considered (other than in case of direct engagement on daily wage by FACT or Government).
6. Empanelment of candidates for the post of Nurse (Male) will be consequent to passing in a practical skill test.
7. Engagement from the panel will be at the discretion of Management, subject to requirements, and reservation rules.

General terms and conditions for appointment

1. The engagement will be for a term of two years, renewable for a maximum period of 2 spells of one year each, at the discretion of the Management, subject to requirement, performance, assessment etc. Engagement is also liable to be terminated by the Management with 15 days' notice or pay in lieu of notice, at its discretion without assigning any reason.
2. **Emoluments:**

Post Code	Minimum Consolidated Pay	Maximum Consolidated Pay (See note below)
Medical Officer (Post Code 1)	Rs.55,000/- per month	Rs.80,000/- per month
Nurse (Male) (Post Code 2)	Rs.30,000/- per month	Rs.45,000/- per month

Note 1: Payment of higher consolidated pay will be considered for those with higher relevant experience for the post of Medical Officer, at a rate of Rs.3000/- for each completed year of additional relevant experience over and above 1 year relevant experience, subject to the maximum consolidated pay indicated.

Note 2: Payment of higher consolidated pay will be considered for those with relevant experience for the post of Nurse (Male), at a rate of Rs.1000/- for each completed year of relevant experience, subject to the maximum consolidated pay indicated.

- a. On successful completion of each year / renewal of contract, if any, an increase of 3% on consolidated pay will be paid. Leave, Accident Insurance Coverage, Provident Fund, TA & DA for duty travel, Rent Free accommodation but with applicable Service Charges etc, will be applicable based on eligibility, as per Rules of the Company.

3. **Age:** Maximum Age of candidate for the post as on relevant date is as below :

Post	Maximum Age	Remarks
Medical Officer (Post Code 1)	Less than 65 Years* (See note below)	No further relaxations applicable.
Nurse (Male) (Post Code 2)	50 Years (Born between 01.12.1974 and 30.11.2006)	Relaxation in maximum age limit is permissible for reserved posts / Ex-Servicemen (ESM) candidates as per government directives, subject to a maximum of 53 years after all relaxations.

* The maximum age up to which a Medical Officer will be engaged, is up to the date of attaining 65 years, subject to other conditions.

- a. Matriculation / School Leaving Certificate granted by Board of Secondary Education shall be the only acceptable document in support of proof of age.
4. Reservation will be applicable as per Government Directives. EWS candidates shall submit EWS certificate of relevant year (income of FY 2023-24). OBC-NCL Candidates shall submit self-declaration along with the application, in the prescribed format provided in the website and if engaged shall produce OBC-NCL certificate issued by competent authority within 6 months prior to joining.
5. Only full time regular courses will be considered for the prescribed educational qualification specified under the specifications. Qualification acquired through part time /correspondence/distance/ private study/off campus will not be considered. (For Ex-servicemen, the essential qualification acquired/awarded as part of their service and certificate issued by Armed Forces will be considered as eligible. Such experience will be treated as post qualification experience.)
6. No claim of possession of equivalent / higher qualification other than advertised educational qualification would be entertained.
7. Educational Qualifications shall be approved / recognized by Medical Council of India/ UGC/ AICTE / AIU (Association of Indian Universities) / Nursing Council.
8. Candidates will be required to undergo pre-employment medical examination and those certified fit by the Company's Medical Officer, submit police clearance certificate will only be offered appointment. The engagement will be subject to the candidate being fit and continuing to be fit as per the standards prescribed by the Company. No relaxation in Medical/Physical standards will be allowed. The opinion of the Company Medical Officer in this regard shall be final.
9. Engagement under this notification is only for fixed term and will not in any way directly or indirectly confer any right for extension of term of engagement or for permanent appointment or preferential treatment in appointment in the Company.
10. Management reserves the right to (i) short list candidates by adopting methods or criteria found suitable at the discretion of the Management and (ii) modify the mode of selection etc. The decision of the Management about the mode of selection,



requirements, eligibility criteria, shortlisting of candidates etc. shall be final and binding. No correspondence will be entertained in this regard.

11. Selection for the post of Medical Officer shall be based on interview. For the post of Nurse (Male), eligible candidates after scrutiny of documents and being successful in skill test will be ranked on the basis of the following criteria in the order of preference given below:
 - a. (i) Completed year(s) of relevant experience (ii) no experience.
 - b. Later year of passing the prescribed qualification (year as mentioned in Diploma / Degree certificate) and
 - c. Earlier date of birth.
12. Only Indian nationals are eligible to apply.
13. Meeting the eligibility criteria / attending or being successful in the interview / skill test/test(s) by itself will not confer any right on the applicant for shortlisting / or for selection or to be included in the Panel or for engagement.
14. Eligibility of candidates will be determined based on information furnished in application and documents submitted by the candidates. In all stages of the selection process, candidature will be provisional.
15. Engagement from the panel will be at the sole discretion of Management, subject to requirements, shift working [applicable in case of Nurse (Male)] etc., following reservation rules.
16. Interested candidates from the panel may be considered for engagement for periods of shorter duration too, based on requirements of the Company at rates/ terms fixed by the Company for such engagement.
17. Candidates desiring to apply for the post can apply in the **prescribed Application Form** provided along with notification in the website www.fact.co.in >> Careers >> Job Openings >> Recruitment Notification 14/2024. Application Form duly filled in original along with self-attested copy of certificates / documents to prove credentials which includes (1) Certificates to prove educational qualification from Std X onwards (both mark sheet and Pass Certificate) (2) Certificate of Medical Council / Nursing Council Registration (3) Certificates to prove relevant experience mentioned in the Application Form (4) Certificate showing proof of Caste / PWBD etc, if reservation/relaxation is claimed on account of these (5) Aadhaar, shall be send **by Speed Post / Registered Post** to **AGM (HR)S, HR Department, FEDO Building, FACT, Udyogamandal, PIN – 683 501.**
18. Envelope containing the application shall be superscribed with “Application for the post of () - Ad.14/2024”.
19. **Last date for receiving Application is 4.00 PM on 27.12.2024.**
20. Incomplete applications, applications without signature and photograph, and/or without documents in proof of eligibility are liable to be rejected. Originals of the documents shall be furnished as and when called for.



21. All further notifications shall be through the Company website and therefore candidates shall visit our website www.fact.co.in for updates. Individual communications to the candidates may not be sent, and communications, if any, will be only through the e-mail id mentioned in the Application Form and therefore the e-mail id shall be filled legibly and candidates shall keep the said e-mail id, valid and functional at all times. Company will not be held responsible for failure of communication sent to the said e-mail id.
22. Applications and all connected documents of those applicants not included in the Panel will not be retained for more than one year from the date of publication of the Panel and all documents related to this selection shall be preserved only for a period of two years from the date of publication of panel.
23. Any dispute with regard to recruitment against this notification will be settled in courts within the jurisdiction of Ernakulam, Kerala State only.

Assistant General Manager (HR)