

RESERVATION FOR PERSONS WITH DISABILITIES

Under Section 33 of the Persons with Disabilities (Equal Opportunities, Protection of Right and Full Participation) Act 1995 read with Order issued from the Health & Family Welfare Department (PHP Branch) vide no. 289-HF/O/PHP/1R-05/2017 dated 29.08.2018 of the joint Secretary to the Govt. of West Bengal and subsequent amendments order as issued from time to time by appropriate authority, as only such persons would be eligible for reservation who suffers from not less than 40% of relevant disability and are certified by a Medical Board constituted by the Central/State Govt.

Candidates, claiming reservation/relaxation, should produce original valid certificate, issued by the Competent Authority **in the prescribed format** as per latest Govt. Order/Circular/Notification, at the time of Interview or at any subsequent stage of the recruitment process. If such certificate issued in wrong format or not valid on the date of submission, the candidature of the concerned candidates may be treated as cancelled and no further plea will be entertained at any stage.

EXEMPTED CATEGORY

Names of candidates under Exempted Category will be obtained from Exempted Category Cell (Directorate of Employment, Govt. of WB.) 67, Bentinck Street, Kolkata-700069 as per existing rules. They will be intimated by WBSETCL in due course informing them with the details of the advertisement and other formalities for applying under the Notification. All such candidates will be required to apply online furnishing the requisite information whether they receive any intimation from WBSETCL or not.

The Exempted Category candidates, whose names are not sponsored by the Exempted Category Cell, may also apply online at their own subject to fulfillment of other eligibility criteria. But their candidature for the applied posts will be considered only after due authentication of their credentials by the Exempted Category Cell prior to final selection.

The posts reserved for Exempted Category candidates will be filled up by following the provisions laid down in Notification No. 50-Emp/1M-25/98 dated 1st March 2011, Labour Department Govt. of West Bengal and this Employment Notification.

MODE OF SELECTION

Selection of candidates for all posts will be made on the basis of the performance of the eligible candidates in the Online Test (CBT) and Personal Interview. This will be followed by Pre-Employment Medical Test as per prescribed rules of the Company. The applicants will be allowed to appear for Online Test (CBT) based on the self-declaration submitted by them at the time of online registration and payment of prescribed Application Fee (wherever applicable). The Online Test (CBT) and Personal Interview for the notified posts will be held in **Kolkata**. However, WBSETCL, at its discretion, may conduct the Online Test (CBT) in **multiple cities** within the State of West Bengal depending on the number of applicants. If large numbers of applications are received for a particular post, the CBT may be conducted in multiple sessions/shifts with different sets of question papers and in such cases, **normalization formula** as approved by WBSETCL and accepted industry wide shall be adopted for preparation of merit list.

The candidates will be shortlisted for Interview in **1:3 ratio** in each category based on their performance in the Online Test (CBT). Final selection will be made on the basis of fulfilment of prescribed eligibility criteria, combined performance in the Online Test (CBT) and Interview, fitness in pre-employment medical examination, available vacancies and existing reservation rules of Govt. of West Bengal.

In case of tie in scores of two or more candidates in the stages of selection process, for determining merit position under this Notification, the following methods will be adopted by WBSETCL:

- the candidate scoring **higher marks in Domain Knowledge (Part-A)** for the posts mentioned at Sl. No. 1 to 7 & 9 or **Reasoning (Part-A)** for the post of Office Executive (mentioned at Sl. No. 8) in the online examination (CBT) will be placed higher in the merit list.
- If the aggregate/combined marks and also the marks in **Domain Knowledge (Part-A) / Reasoning (Part-A)**, as the case may be, in the online examination (CBT) be same, the candidate scoring higher in **Bengali/Nepali Test (Part- D/E, as the case may be)** in the online examination (CBT) will be placed higher in the merit list.
- If the aggregate/combined marks, the marks obtained in **Domain Knowledge (Part-A) / Reasoning (Part-A)** and also the marks obtained in **Bengali/Nepali Test (Part- D/E, as the case may be)** in the online examination (CBT) be same, the candidate senior in age will be placed higher in the merit list.

A. COMPUTER BASED TEST(CBT) / ONLINE TEST

The segments wise mark distribution of the Computer Based Test / Online Test (CBT) will be as follows:

Name of the Posts	Topic of Evaluation	Marks	Number of questions	Part wise Qualifying Marks *	Total Duration of the Test	Medium of Test	Negative marking
Posts mentioned at Sl. No. 1 to 7 and 9	Domain Knowledge (Part-A)	60	60	24	90 Minutes	English except for Part-D	There will be no negative marking for wrong answers
	General Aptitude (Part-B)	20	20				
	General English (Part -C)	10	10				
	Bengali/ Nepali Test (Part - D)	10	10	04			
	Total	100	100				
Office Executive (Sl. No. 8)	Reasoning (Part-A)	40	40		90 Minutes	English except for Part-E	
	General Knowledge (Part-B)	10	10				
	Arithmetic (Part-C)	10	10				
	General English (Part -D)	10	10				
	Bengali/ Nepali Test (Part - E)	10	10	04			
	Proficiency in MS Office (Part - F)	20	20	08			
	Total	100	100				

*The Part wise Qualifying Marks (wherever mentioned in the table) will be applicable to all the candidates.

Besides securing the part wise qualifying marks, as stated above, a candidate will have to secure Minimum Aggregate Marks (marks secured in all the Parts taken together) in the CBT, as mentioned against their category in the following table, to qualify for consideration in the next stage of selection:

Sl. No.	Category	Minimum Aggregate Qualifying Marks considering all parts of the CBT
1	General/ General (EC)/General (ExS)/General (MS)	40
2	OBC-A/ OBC-A (EC)	
3	OBC-B/ OBC-B (EC)	
4	SC/ SC (EC)/ SC (ExS)	35
5	ST/ ST(EC)/ ST (ExS)	30
6	PWD- LV/HH/ID/LD (any category)	

Securing mere qualifying marks, as mentioned above, does not construe the rights of the candidates for shortlisting for the Personal Interview.

B. PERSONAL INTERVIEW

The total Marks in the Personal Interview will be **25**. There will be no qualifying marks for the Interview. However, the marks secured in the Interview will be added with the marks secured in the CBT at the time of preparation of Final Merit List.

C. PRE-EMPLOYMENT MEDICAL EXAMINATION

Selected candidates must also have to qualify in the Pre-employment Medical Examination as per prescribed rules of the Company. The decision of WBSETCL pertaining to Pre-Employment Medical Test report will be final and binding on the candidate.

PROBATION PERIOD

The candidates will be appointed provisionally after being found medically fit. Selected Candidates will be appointed in the regular Pay Band, initially on probation for a period of **one year**. During the period of probation, they will have to undergo extensive orientation / on-the-job and class room training in the Company's training centre / establishments. On successful completion of probation, they may be confirmed under the Company as per rules.

EMPLOYMENT BOND

The selected candidates for the posts under Sl. No. 1 to 6 will be required to furnish a **Bond of Rs. 1,50,000/-** & and for the posts under Sl. No. 7 to 9 will be required to furnish a Bond of **Rs. 1,00,000/-** at the time of joining the Company and are required to serve the Company for a minimum period of 4 years from the date of joining including the Probation Period.