



THE WEST BENGAL POWER DEVELOPMENT CORPORATION LIMITED

(A Government of West Bengal Enterprise)

Corporate Identity No.: U40104WB1985SGC039154

: **Registered & Corporate Office :**

'Bidyut Unnayan Bhaban', Plot No. 3/C, LA-Block, Sector III, Bidhannagar, Kolkata – 700106

● Phone : (033) 2339-3200 / 3300 ● Fax : (033) 2339-3186 / 2339-3286 / 2339-3197

● Website : www.wbpdcl.co.in

Employment Notification No.: WBPDCCL/Recruitment/2025/04

The West Bengal Power Development Corporation Limited (WBPDCCL), a Government of West Bengal Enterprise, engaged in the business of generation of electricity in the State of West Bengal, intends to engage qualified professionals for the post of **Medical Officer, Security Officer, Staff Nurse and Assistant Sub-Inspector (Security)** for its Corporate Office, Power Stations/ Projects and mining activities relating to coal mines of the Company spread across West Bengal & Jharkhand, as per details given below:

A. DETAILS OF DISCIPLINE AND MINIMUM ESSENTIAL QUALIFICATIONS:

Sl. No.	Discipline	Vacancy	Minimum Essential Qualifications
1.	Medical Officer Basic Pay Rs. 56,100/- in the Pay Scale of Rs. 56,100 – 1,60,500/- (Pay Level 8)	13	MBBS degree recognized by the Medical Council of India and registered with West Bengal Medical Council.
2.	Security Officer Basic Pay Rs. 56,100/- in the Pay Scale of Rs. 56,100 – 1,60,500/- (Pay Level 8)	10	Ex-Servicemen having Graduate degree in any discipline from any University recognized by the UGC with at least 5 years' service in regular Army, Navy or Air Force of the Union of India and includes CISF / BSF / ITBP / SSB, not below the rank of Lieutenant / Assistant Commandant. Experience in Industrial Security in a responsible position at any organization of repute will be preferred.
3.	Staff Nurse Basic Pay Rs. 29,000/- in the Pay Scale of Rs. 29,000– 84,500/- (Pay Level 4)	7	Higher Secondary or equivalent in any stream with Degree / Diploma in General Nursing and Midwifery from any institute recognized by the State Nursing Council and having registration with West Bengal Nursing Council.
4.	Assistant Sub-Inspector (Security) Basic Pay Rs. 23,400/- in the Pay Scale of Rs. 23,400– 68,900/- (Pay Level 3)	31	Ex-Servicemen having Higher Secondary (Class XII Board) qualification with at least 5 (five) years' service in regular Army, Navy or Air Force of the Union of India and includes BSF, CISF, ITBP, SSB, CRPF, RPF only. Experience of looking into Industrial Security at any Central PSU, State PSU will be preferred.

B. COMPENSATION / PAY:

Basic pay in the corresponding Pay Scale with Dearness Allowance, HRA, NPA (only for Medical Officer), Medical Allowance, Electricity Allowance, Field Compensatory Allowance (depending up on place of posting), LTC / HTC, Contributory Provident Fund, Gratuity, Leave encashment, benefits of medical treatment for self & dependents along with other applicable allowances shall be made admissible as per Rules of the Corporation.

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C. AGE LIMIT & RELAXATION:

- A) 36 years** for the post of 'Medical Officer' as on **01.09.2025** for 'Unreserved' category candidates.
B) 32 years for the post of 'Staff Nurse' as on **01.09.2025** for 'Unreserved' category candidates.
C) 37 years for the post of 'Security Officer' and 'Assistant Sub-Inspector (Security)' as on **01.09.2025** for 'Unreserved' category candidates.

Age limit is relaxable by 05 years for SC / ST, 03 years for OBC (Non Creamy Layer), 10 years for PWBD candidates as per extant norms subject to maximum of **45 years** considering all applicable relaxations.

- Applicants applying for the post of 'Security Officer' and 'Assistant Sub-Inspector (Security)' possessing at least 05 years of continuous service in any of the armed forces of the Union of India as mentioned in the aforementioned qualifying criteria shall be allowed to deduct their period of service from their actual age, as long as the resultant age does not exceed the aforementioned prescribed maximum age limit, subject to maximum of **45 years** considering all applicable relaxations.
- Candidates applying against Exempted Category (EC) shall be entitled to age relaxation upto **45 years** as on 01.09.2025.
- The employees of WBPDC and the employees of the Contractor / Mine Developer & Operators (MDO) working with WBPDC shall be entitled to age relaxation upto **45 years** as on 01.09.2025.
- The candidates who avail age relaxation as SC/ST/OBC Category -A/OBC Category -B/PWBD candidates may be considered in the UR category of posts according to merit.

D. RESERVATION:

Sl. No	Post	Total Vacancy	UR	UR (EC)	UR (ExSM)	UR (PWBD)	UR (MSP)	EWS	EWS (EC)	SC	SC (EC)	SC (PWBD)	SC (ExSM)	ST	ST (EC)	OBC - A	OBC - A (EC)	OBC-B
1.	Medical Officer	13	1	2	0	0	0	2	1	0	1	0	0	2	0	3	0	1
2.	Security Officer	10	3	1	0	0	0	0	1	1	1	0	0	1	0	1	0	1
3.	Staff Nurse	7	1	1	0	1	1	0	0	1	0	1	0	0	1	0	0	0
4.	Assistant Sub-Inspector (Security)	31	6	6	1	1	1	2	0	2	2	1	1	3	1	1	2	1

Post	PWBD category	Total Vacancy	Functional Requirements of Post	Suitable Category of Benchmark Disabilities
Staff Nurse	UR -PWBD	01	NOT APPLICABLE	Deaf and Hard of hearing
	SC-PWBD	01		Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims & muscular dystrophy.
Assistant Sub-Inspector (Security)	UR -PWBD	01	S,ST,W,BN,JU,CRL,CL,PP,RW,SE,H,C	i)Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims (OA, OL, LC, Dw, AAV) ii)Hard of Hearing (HH) iii)Autism, intellectual disability, specific learning disability and mental illness (ASD, SLD & MI)
	SC-PWBD	01	S,ST,W,BN,JU,CRL,CL,PP,RW,SE,H,C	iv) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims (OA, OL, LC, Dw, AAV)
NOTE:- In case of non-availability of qualified SC(PWBD) -with above specific benchmark disability candidate, the vacancy will be filled up by SC(PWBD) candidates with the specific benchmark disabilities as mentioned under Sl. No. (ii) and (iii) above.				

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- **FUNCTIONAL REQUIREMENT ABBREVIATIONS TO BE USED :**

S= Sitting, ST=Standing, W=Walking, BN=Bending, L=Lifting, KC=Kneeling & Crouching, JU=Jumping, CRL=Crawling, CL=Climbing, PP=Pulling & Pushing, MF=Manipulation with Fingers, RW=Reading & Writing, SE=Seeing, H=Hearing, C=Communication.

- **CATEGORY OF BENCHMARK DISABILITIES ABBREVIATIONS TO BE USED:**

B=Blind, LV=Low Vision, D=Deaf, HH=Hard of Hearing, OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Leg, OAL= One Arm and One Leg, BLOA=Both Leg & One Arm, BLA=Both Legs Arms, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MDy=Muscular Dystrophy, ASD=Autism Spectrum Disorder, ID=Intellectual Disability, SLD=Specific Learning Disability, MI=Mental Illness, MD=Multiple Disabilities.

- **RECRUITMENT OF MERITORIOUS SPORTSPERSONS (MSP) AGAINST RESERVED VACANCIES SHALL BE MADE ONLY TO FOLLOWING SPORTS EVENTS:**

Cricket | Swimming | Cycling | Basketball | Hockey | Boxing | Kho Kho | Football | Wrestling | Kabaddi | Table Tennis | Weightlifting | Judo | Rifle Shooting | Badminton | Tennis | Athletics | Volley Ball | Gymnastics

In order to be eligible, a candidate must produce requisite certificates issued by the respective Competent Authorities in the format as applicable in terms of Govt. of West Bengal notification no. 49-EMP/1M-25/98 dtd. 01.03.2011. In order to be eligible, the candidate must produce requisite certificate issued by the respective Competent Authorities as follows: -

Sl.No.	Area	Competent Authority
1.	International Competition	Secretary of the National Federation / National Association of the Sports Concerned.
2.	National Competition	Secretary of the State Association of the Sports concerned.
3.	Inter-University Tournament	Dean / Director of sports or any other officer in overall charge of Sports of the University concerned.
4.	National Sports / Games for School Education	Director or Deputy Director in overall charge of Sports / Games for Schools in the Directorate of School Education, West Bengal.

The following categories of Meritorious Sports Persons shall be given preference in recruitment:

- Those who have represented West Bengal or India in a National or International Competition in any sports discipline mentioned above.
- Those who have represented a University in an Inter-University Tournament conducted by Inter-University Sports Board in any sports discipline mentioned above.
- Those who have represented State School Teams in National Competition for Schools conducted by all India School Games Federation in any sports discipline mentioned above.

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- **SPECIAL PROVISIONS FOR SC/ ST/OBC/PWBD (PERSONS WITH BENCHMARK DISABILITIES):**

Particulars and Certificates required:

(I) A candidate claiming to be S.C./S.T./O.B.C. must have a certificate in support of his/her claim from a competent authority of West Bengal as specified below [vide the west Bengal SCs and STs (Identification) Act, 1994 and SCs /STs Welfare Department order No. 261-TW/EC/MR-103/94 dated with B.C.W. Deptt. Order No. 6320-BCH/MR-84/10 dated 24.09.2010].

In the District, the Sub-Divisional Officer of the Sub-Division concerned, and In Kolkata, District Welfare Officer, Kolkata & ex-officio Jt. Director, Backward Classes Welfare Deptt., Govt. of West Bengal [No.2420-BCW/MR-61/2012 (Pt.) dated 12.07.13.

No claim for being a member of the SC, ST and OBC, or a Person with Disability shall be entertained after submission of the application

(II) The eligibility of a candidate for applying as Other Backward Classes (Category-A and Category-B), shall be guided by the following Notifications and any other subsequent Notifications if issued, by Backward Classes Welfare Department, Government of West Bengal, till the last date of submission of Online Application for this notification.

1. 917-BCW/MR-33/2025, dated 8th May, 2025
2. 1056-BCW/MR-33/2025(Pt. I), dated the 27th May, 2025
3. 1057-BCW/MR-38/2025, dated the 27th May, 2025
4. 1106-BCW/MR-33/2025, dated 3rd June, 2025
5. 1107-BCW/MR-38/2025, dated the 3rd June, 2025
6. 912/Secy/BCW, Dated 13.06.2025

However, the operation of the above mentioned Notification will be subject to outcome of pending legal proceedings in the competent Court of Law and WBPDC shall abide by such order, if any, arising out of such legal proceedings.

(III) Post(s) as indicated above include reservation for Exempted Category (EC) candidates as per extant norms. In case of non-availability of a suitable EC candidate belonging to UR, SC, ST or OBC (A)/ (B) for any of such reserved point, the said vacancy shall fill up by a non-Exempted Category Candidate belonging to UR, SC, ST or OBC (A)/ (B) as the case may be as per Notification No.: Labr/110-Emp/EC/1M-01/2025 Dtd:13.06.2025, Labour Department, GoWB.

(IV) In case of a person who have shifted from other state, has to be a resident of State of West Bengal to avail reservation under EWS category as per applicable norms of Government of West Bengal.

(V) Reservation norms in respect of the above-mentioned positions shall be maintained as per the guidelines issued by the Government of West Bengal from time to time. SC (Schedule Caste) / ST (Scheduled Tribe) / OBC (Other Backward Classes) / EWS (Economically Weaker Section) candidates from states other than West Bengal shall not be entitled for respective reservation benefits. Such candidates may apply as General category candidate subject to eligibility otherwise.

(VI) Persons with Benchmark Disabilities must have a certificate from an appropriate Medical Board. Reservation for Persons with Benchmark Disabilities (PWBD) / Exempted Category (EC) / Economically Weaker Section (EWS) shall also be in accordance with prevailing rules of the Government of West Bengal. PWBD candidates having disability of 40% or more shall only be considered for reservation benefits.

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• **SPECIAL PROVISIONS FOR EWS (ECONOMICALLY WEAKER SECTION):**

The benefit of reservation under EWS can be availed upon production of an income and asset certificate, issued by any of the following authorities in prescribed format as given in annexure-C of office memorandum no.: 325-PAR (AR)/3P-1/2019 dated 09/07/2019 of Personnel & Administrative Reforms Department, Administrative Reforms Cell.

1. District Magistrate /Addl. District Magistrate.
2. Sub Divisional Officer.
3. DWO, Kolkata for Kolkata Municipal Corporation Area.

The income certificate and asset certificate, so produced, to avail the benefit of reservation under EWS may subsequently be verified through proper channels and if the verification reveals that, the claim to belong to EWS is fake/false, the application will be rejected without assigning any further reason and without prejudice to such further action as may be taken under the provisions of Bharatiya Nyaya Sanhita (BNS) for production of fake /false certificate. No Claim for being Economically Weaker Section (EWS), shall be entertained after submission of the application, if not already indicated at the time of online application.

All the other terms & conditions for reservation for EWS will be guided in pursuance of Memo No. -325-PAR(AR)/3P-1/2019 dated 09/07/2019 of Personnel & Administrative Reforms Department, Govt. of West Bengal, read with notification No. 18-Emp(EC)/LABR-27011(20)/1/2020-EC Date- 07/02/2023 of Labour Department, (Exempted Category Cell).

E. SELECTION PROCESS:

(i) MEDICAL OFFICER / SECURITY OFFICER / ASSISTANT SUB-INSPECTOR (SECURITY)

- Selected candidates will be required to appear for **Personal Interview** only to be held in **Kolkata** only.
- Ability to read, write and speak in Bengali is an essential requirement but such knowledge is not mandatory for candidates whose mother tongue is Nepali, unless specifically mentioned. Such ability will be tested at the time of Personal Interview. Candidature of the candidates with average or poor performance in the knowledge of Bengali/ Nepali shall be liable to be cancelled.
- Final Merit List of eligible candidates will be prepared based on the scores obtained in the Personal Interview.
- Weightage assigned as below:

Sl. No.	Parameter	Full Marks	Weightage
01.	Personal Interview	100	100%
Total		100	100%

Note: In case of more than 1(one) candidate scoring equal percentage of marks, the date of birth of the candidate in chronological order (i.e. seniority wise) shall be considered for placing a candidate higher in the merit panel.

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(ii) STAFF NURSE

- Selected candidates will be required to appear for **Personal Interview** only to be held in **Kolkata** only.
- Ability to read, write and speak in Bengali is an essential requirement but such knowledge is not mandatory for candidates whose mother tongue is Nepali, unless specifically mentioned. Such ability will be tested at the time of Personal Interview. Candidature of the candidates with average or poor performance in the knowledge of Bengali/ Nepali shall be liable to be cancelled.
- Final Merit List of eligible candidates will be prepared based on the scores obtained in the following sections.

Academics	Work Experience	Personal Interview
75 marks	10 marks	15 marks

- The **Marking Criteria** for **Academics** will be as follows:

Sl. No.	Qualification	Total Marks	Distribution Category	Segregation	
1	Higher Secondary Examination or its equivalent	25	Percentage	Not Applicable	
2	Basic B.Sc. (Nursing) course from any College of Nursing recognized by both INC and respective State Nursing Council	40	Slab	Upto Section	Marks
				55	35
				60	36
				65	37
				70	38
				75	39
				100	40
3	Post Basic B.Sc. (Nursing) course from any College of Nursing recognized by both INC and respective State Nursing Council	40	Slab	Upto Section	Marks
				55	35
				60	36
				65	37
				70	38
				75	39
				100	40
4	Registration as Female Nurse Midwifery from West Bengal Nursing Council	0	Full	Not Applicable	
5	M.Sc. (Nursing) course from any College of Nursing recognized by both INC and respective State Nursing Council	5	Slab	Upto Section	Marks
				55	1
				60	2
				65	3
				70	4
				100	5
6	Diploma in Clinical speciality (Minimum 1 year)	5	Full	Not Applicable	

- The **Marking Criteria** for **Work Experience** will be as follows:

SI No.	Category	Total Marks	Minimum Month	Distribution Category	Segregation		
1	Relevant working experience in Govt. or Private health care facility	10	12	Slab	Section	Months	Marks
					Less Than	12	0
					Less Than	24	2
					Less Than	36	4
					Less Than	48	6
					Less Than	60	8
					Greater Than Equal	60	10

Note: In case of more than 1(one) candidate scoring equal percentage of marks, the date of birth of the candidate in chronological order (i.e. seniority wise) shall be considered for placing a candidate higher in the merit panel.

F. HOW TO APPLY:

Eligible candidates will be required to apply online only through the '**APPLY ONLINE**' link on the WBPDCCL recruitment portal (www.wbpdcl.co.in). No other mode of application shall be accepted.

- Before registering / submitting applications on the WBPDCCL recruitment portal, the candidates should possess a valid:
 - E-mail ID
 - Mobile number
 - Aadhaar Number
 - Scanned copy of recent passport size coloured photograph of the candidate.
- The application is liable to be rejected if the uploaded photograph is not clear and recognizable. Candidates are advised to upload their most recent photograph and retain sufficient numbers of the same photograph to be used at later stages of the selection process if called for.
- Category (General/SC/ST/OBC/EWS) as submitted at the time of application cannot be changed thereafter and no benefit of other category reservation will subsequently be made admissible at any stage of the selection process. Category as mentioned at the time of submission of application shall remain unaltered during the entire recruitment process.
- Candidates are required to download and retain a copy of the system generated Application Slip capturing essential details as provided by the candidate for submission at the time of Personal Interview, if called for.

5. Candidates must submit their name as it appears in the educational certificate of Secondary or equivalent examination. In case of change of name at a later stage necessary legally accepted documentary proof is to be submitted at the time of interview, if called for.
6. Candidates shortlisted for Personal Interview would be required to furnish documents regarding proof of Date of Birth, Qualification, Category, Application slip etc. at the time of Personal Interview, as per intimation to be given to the shortlisted candidates.
7. All qualification certificates should be issued by a recognized Board / Institute / University only. In line with the methodology of All India Council for Technical Education (AICTE), if a Grade Point System is adopted, the CGPA will be converted into equivalent marks as per the following table: -

Grade Point	Equivalent Percentage
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

8. While submitting the online application, candidates must carefully follow all necessary steps as referred above. Incomplete application / application not fulfilling any eligibility criteria will be rejected summarily. No communication will be entertained from any applicants in this regard.
9. Candidates sponsored by Employment Exchange will also have to **APPLY ONLINE** through the WBPDCCL recruitment portal (www.wbpdccl.co.in), failing which their candidature shall not be considered.
10. Candidates can access the online application form in the 'Career Section' at www.wbpdccl.co.in. Online submissions will remain open from **25.09.2025 (12:00 hrs) to 16.10.2025 (12:00 hrs)**.
11. All correspondence with candidates shall be done through E-mail / Mobile only. **List of shortlisted candidates to be called for Personal Interview shall be displayed on the WBPDCCL website and shall also be intimated through respective E-mail addresses. No physical copies of Interview Call letters shall be issued by the WBPDCCL.** Responsibility of downloading and printing of Call Letters shall be that of the candidate. The WBPDCCL will not be responsible for any loss of e-mail sent, due to invalid / wrong E-mail ID provided by the candidate or delivery of e-mails to SPAM / BULK mail folder etc.

G. GENERAL INSTRUCTIONS:

1. Before applying the candidate should ensure that he/she fulfills the eligibility criteria and other norms mentioned in the Employment Notification.
 2. Applicants are required to apply through www.wbpdcl.co.in website. No manual / physical application will be entertained. Candidates are advised to keep updated through the WBPDCCL website for details and updates relating to this employment notification, if any.
 3. The printout of Application Slips should not be tampered with. In case of any overwriting or tampering of slip, the candidature of the candidate shall be rejected.
 4. Candidates should retain a copy of their Application Slip for future reference.
 5. SC / ST / OBC / PWBD / ExSM / EC / EWS for the purpose of this notification means applicants belonging to 'Scheduled Caste' / 'Scheduled Tribe' / 'Other Backward Classes' / 'Person with Benchmark Disability' / 'Ex-Serviceman' / 'Exempted Category' / 'Economically Weaker Sections' candidates respectively.
 6. Date of Birth will be taken as that mentioned in the birth certificate issued by the Competent Authority / Certificate or Admit card of Class X or equivalent examination. No other proof of date of birth shall be accepted.
 7. WBPDCCL Departmental candidates / 'Contractor workers' related to WBPDCCL are also required to APPLY ONLINE on the WBPDCCL Recruitment Portal and submit application through proper channel as per procedure mentioned at Cl. 8 below.
 8. Candidates applying as 'Contractor worker' related to the WBPDCCL in addition to applying online, shall be required to submit a Certificate as per Annexure X, along with copy of the system generated Application Slip duly certified by the concerned **MDO and Agent of the Concerned Mines / Head of HR&A Department of the concerned Plants**.
 9. Candidates whose names have been sponsored as 'Exempted Category' candidates by the Directorate of Employment Exchange against Notification furnished by WBPDCCL in this regard, shall only be considered for 'Exempted Category' reservation. Candidature of candidates applying under Exempted Category shall upon verification of credentials if found not to have been sponsored as Exempted Category by the Directorate of Employment Exchange shall be summarily rejected. Candidates are therefore advised to confirm with the Employment Exchange about their sponsorship as Exempted Category prior to applying.
 10. Having successfully registered oneself at the WBPDCCL website (www.wbpdcl.co.in) does not entitle one to be eligible to appear for the Personal Interview. Mere submission of application shall not give right to any candidate to be called for interview and **only shortlisted candidates shall be called for Personal Interview**.
- WBPDCCL reserves the right not to fill up any or all the posts notified at its discretion. Verification of credentials shall be done prior to conduct of Personal Interview only and in case any deviation from or non-conformity with the desired qualification candidature of the candidate shall be summarily rejected.
11. Candidature of candidates is liable to be rejected at any stage of the recruitment process or even after recruitment or joining, if any information provided by the candidate is found to be false or is found not to be in conformity with the eligibility criteria so mentioned in the advertisement. Screening and selection of candidates will be based on the details provided by the candidate, hence it is necessary that the applicants furnish accurate, full and correct information.

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Furnishing wrong / false / incomplete information will lead to disqualification and the WBPDCCL will NOT be responsible for any consequence arising out of furnishing such wrong / false information by the candidate.

12. Request for change of mailing address / category / discipline / qualification once declared in the online application form will not be entertained.
13. The applicant(s) working in Government / Semi-Government / PSU(s) / Autonomous bodies shall have to produce NOC (No Objection Certificate) issued by his / her present employer at the time of interview if called for, without which he / she shall not be allowed for interview. Candidates failing to produce No Objection Certificate at the Interview shall be held disqualified.
14. No TA or other expenses will be made admissible to the candidates appearing for the Personal Interview etc.
15. Any canvassing or personal follow up with an intention of inducing the process of recruitment by and on behalf of any candidate shall lead to immediate cancellation of candidature.
16. The WBPDCCL reserves the right to withdraw / cancel the advertisement / recruitment process if circumstances so warrant without assigning any reason thereof.
17. In case of any dispute, the legal jurisdiction shall be that of the Hon'ble High Court, Calcutta.

**Recruitment Cell
WBPDCCL**

NB: Please follow the WBPDCCL website for updates, if any.

Enclosed: ANNEXURE - X (Applicable for Contractor workers of WBPDCCL) is enclosed below.

ANNEXURE – ‘X’

(Certificates to be issued by the authorized person of the Contractor/ MDO in their official letter head)

This is to certify that Sri/ Smt. _____ (S/o/ D/o
_____ worked from _____ to
_____ / has been working under our organization since _____, is / was
deployed at Coal Mines _____ under the WBPDC (Form No. XIV under the Contract Labour (R&A)
Act, 1970 & Rules framed there under to be submitted as documentary evidence) in the capacity of
_____ and he performed/ has been performing the duties of
_____ (nature of duties to be specified) at
_____ (location).

His employment has ceased with effect from _____ (Documentary evidence
in from No. XV under the Contract Labour (R&A) Act, 1970 & Rules framed there under to be submitted).

Signature of the authorized person of the Contractor

Name of the Authorized Person : _____

Designation : _____

Seal of the Contractor : _____