



स्टील अथॉरिटी ऑफ इण्डिया लिमिटेड
STEEL AUTHORITY OF INDIA LIMITED



Conference-cum-Exhibition
16-17 April, 2026
Bharat Mandapam, New Delhi

No. HR/Policy/2026/Intern
Dated : 05.03.2026

To,

Heads of HR of all SAIL Plants/ Units,

Subject : Scheme for Engagement of Interns

Respected Madam/ Sir,

1.0 Competent Authority has approved “Scheme for Engagement of Interns from premier Management/Technology Institutes.”

2.0 Accordingly, a copy of “Scheme for Engagement of Interns from premier Management/Technology Institutes” is enclosed herewith for kind information and necessary action at your Plant(s)/ Unit(s).

3.0 Further, it has been decided that SAIL Digital Transformation Division (SDTD) shall be the coordinating Unit for Technical Interns and Management Training Institute (MTI) shall be the coordinating Unit for Management Interns.

Thanking you,

Yours faithfully,

Mukesh Kumar
General Manager (HR)

Enclosure : As above

Copy to:

1. All Functional Directors
2. Head of Plant/ Unit
3. ED (Chairman's Sectt.)

Scheme for Engagement of Interns from premier Management/Technology Institutes

1.0 Objective

The objective of this policy is to provide a structured framework for engaging management/engineering students from premier institutes as interns in SAIL Plants/ Units. The internship aims to expose students to real-life business and operational challenges of a large integrated steel producer and to leverage their analytical and managerial skills for problem-solving, process improvement, and strategic insights.

2.0 Scope

This policy shall govern the engagement of Management and Technical interns from premier management and technology institutes such as IIMs, IITs and other equivalent institutions ranked within the top 50 in the NIRF rankings, for short-term assignments or projects on a stipend/honorary basis across all Plants/Units of SAIL. The interns engaged under this policy shall be over and above any interns/trainees engaged by Plants/Units under any other schemes, including summer training, vocational training or similar training arrangements.

3.0 Duration of Internship

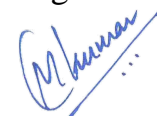
- (i) The internship period shall normally be two (2) months, scheduled as per the academic calendar/ course requirement of the respective Institute.
- (ii) In any case, the internship period shall not exceed four (4) months and no extension will be permissible beyond the prescribed duration.

4.0 Eligibility

- (i) **Management Interns:** Students pursuing MBA, PGDM or Fellow Program in Management from those IIMs/IITs/equivalent institutions which are ranked within the top 50 in the NIRF rankings and who have successfully completed at least the first year of their program.
- (ii) **Technical Interns:** Students pursuing B.Tech., dual-degree or equivalent engineering programs from those IITs/equivalent institutions which are ranked within the top 50 in the NIRF rankings, and who have successfully completed at least two years of their course.

5.0 Selection Process

- (i) Only those candidates, as may be forwarded by the concerned Institute, shall be considered for selection for internship programme in SAIL.
- (ii) Selection of interns shall be based on interview conducted by a duly constituted "Standing Selection Committee (SSC)" comprising three (3) senior executives including one from HR (*preferably in E-8 grade*); as nominated by Director (Personnel). Separate committees will be constituted for selection of Management and Technical interns.



- (iii) Selection process will require the candidates to submit an application form, including a statement of purpose and/or appear for an online interaction with the respective Committee.
- (iv) Committee shall evaluate candidates based on academic performance, aptitude, analytical/communication skills, and suitability for the identified engagement area.
- (v) Recommendations of the Committees will be processed for the approval of Director (Personnel).

6.0 Annual Budget

- (i) Induction of interns will be against a specific requirement/ assignment/ project, as may be identified in advance, by SDTD for technical projects and MTI for management projects, in consultation with Plants/Units.
- (ii) Sanctioned number of interns under this policy for 2026-27 will be as under:

Coordinating Plant/Unit	Budget
SAIL Digital Transformation Division (SDTD)	30
Management Training Institute (MTI)	20

- (iii) In case of additional requirements, upto 5 additional interns can be taken by SDTD from 2027-28 onwards, subject to approval of Director (Personnel).
- (iv) Further, SDTD and MTI may, in total, engage up to 50 interns on an honorary basis i.e. upto ten (10) interns for each Integrated Steel Plant, with the approval of Director (Personnel). Such interns shall not be entitled to any stipend. However, they will be eligible to avail boarding and lodging facilities as prescribed under this policy hereinafter.

7.0 Stipend

- (i) Selected interns (*except those on honorary basis*) shall be paid a monthly stipend as follows:

Institute	Stipend Amount
Management Interns: IIMs/IITs/equivalent (NIRF ranking ≤ 50)	Rs. 70,000 per month
Technical Interns: IITs/equivalent (NIRF ranking ≤ 50)	Rs. 50,000 per month

- (ii) The stipend, wherever applicable, shall be payable on a monthly basis, subject to satisfactory attendance and submission of monthly progress report, as may be certified by the concerned project guide/mentor.

8.0 Other Benefits/Conditions:

- (i) Subject to availability, an intern (*including engaged on honorary basis*) can be allowed boarding & lodging at Company Guest House/Transit House on payment of Rs. 200/- per day (*for outstation interns*).
- (ii) Monthly remuneration, wherever applicable, will be linked to attendance and any absence beyond 2-days in a month shall result in reduction of monthly remuneration on pro-rata basis.
- (iii) An intern shall be required to maintain his/her own laptop & mobile (*incl. internet & call usage etc.*) and no charges towards these heads shall be payable.

9.0 Project Assignment

- (i) Each intern shall be assigned the specific assignment/project relevant to the Plant/Unit operations or management functions (e.g., Operations, Information Technology/ Operational Technology, Logistics, HR, Finance, Marketing, Sustainability, etc.) for which he/she has been selected.
- (ii) Illustrative list of projects/assignments that may be assigned is attached as **Annexure-A1**. However, SDTD/MTI will finalize the projects to be assigned in advance in consultation with the Plants/Units and with the approval of Director (Personnel).
- (iii) Any change in project/assignment, post-engagement, shall require approval of Functional Director of concerned Plant/Unit.
- (iv) Relevant details/inputs may be provided to the intern at the time of induction for undertaking due diligence, field study, data analysis, and recommendation of viable solutions with appropriate reasoning.
- (v) A Project Guide/Mentor (E-7 or above), shall be nominated by Head of HR of the concerned Plant/Unit in consultation with concerned HoD/Functional Head to supervise and facilitate the intern's work.

10.0 Monitoring and Reporting

- (i) The intern shall be required to submit a Monthly Progress Report in the prescribed format, summarizing work done, data collected, analysis performed, and interim findings.
- (ii) The Project Guide/Mentor shall review and endorse the report before forwarding it to the HR Department for records.
- (iii) A final presentation and report shall be submitted at the end of the internship period before a Committee constituted for evaluation.

11.0 Evaluation and Completion

- (i) HR-L&D Department at Plants/Units shall be the Nodal agency for requisite coordination at respective Plant/Unit and with SDTD/MTI.



- (ii) The performance of the intern shall be evaluated on the basis of:
 - a) Quality and depth of analysis.
 - b) Practicality and innovativeness of suggested alternatives/ approach.
 - c) Cost effectiveness and feasibility of the implementation plan.
- (iii) Upon satisfactory completion, a “Certificate of Internship” shall be issued with the approval of the Head of HR-L&D, indicating project title and duration, etc.

12.0 Confidentiality and Conduct

- (i) Interns shall maintain strict confidentiality of all data, documents, and information accessed during the internship.
- (ii) Any reports or findings shall remain the intellectual property of SAIL.
- (iii) Interns shall comply with all applicable safety, security, and conduct regulations of the respective Plant/Unit during their engagement.
- (iv) Interns may, as per their own volition, take suitable accidental insurance coverage at their own cost & expenses. Plant/Unit shall not be held responsible or liable, in any manner whatsoever, for payment of any compensation, damages, or claims arising out of any untoward accident or mishap that may occur to the intern during the tenure of the internship.
- (v) Any violation of protocols, safety norms, breach of confidentiality or misconduct committed by the intern or unsatisfactory performance shall lead to early termination of internship, besides other actions, as may be applicable. Decision of Head of HR of the concerned Plant/Unit in this regard shall be final and binding.

13.0 No Employment Commitment


Engagement as an intern under this policy *shall not* confer any right to employment in SAIL. Any future recruitment shall be governed by the applicable recruitment policies and procedures of the Company.

14.0 Competent Authority:

Any proposal for engagement of interns in SAIL within the approved budget, as processed by SDTD and MTI shall require approval of Director (Personnel).

15.0 Saving

- (i) CMD, SAIL reserves the right to amend, modify, or withdraw the policy without assigning any reason or advance notice thereupon.
- (ii) Director (Personnel) is authorized to approve interpretations/ clarifications in respect of the policy and revise the stipend amount periodically but not earlier than a gap of two (2) years.



Illustrative list of projects

- 1) Conduct plant-wise energy consumption analysis and recommend quick-win savings.
- 2) Analyse production data of a department and identify key bottlenecks.
- 3) Develop a basic predictive maintenance prototype using historical breakdown data.
- 4) Study inbound logistics cost and suggest route optimization measures.
- 5) Build a short-term sales demand forecasting model using past data.
- 6) Prepare workforce retirement projection and manpower risk dashboard.
- 7) Conduct a time-motion study for one selected shop-floor process.
- 8) Analyse inventory levels and recommend working capital reduction measures.
- 9) Evaluate automation feasibility for one identified material handling activity.
- 10) Perform ESG gap assessment against one selected reporting framework.
- 11) Conduct root cause analysis of one major recurring product defect.
- 12) Prepare customer profitability analysis for one product segment.
- 13) Review one SAP module workflow and suggest process improvements.
- 14) Analyse last three years' safety incident data and identify risk patterns.
- 15) Study feasibility of outsourcing one non-core operational activity.

