Hindustan Aeronautics Limited
Engine Division
Bangalore Complex

Hindustan Aeronautics Limited (HAL), a Navaratna Central Public Sector undertaking, is a premier Aeronautical Industry of South East Asia, with 20 Production/Overhaul/Service Divisions and 11 co-located R&D Centers spread across the Country. HAL's spectrum of expertise encompasses Design, Development, Manufacture, Repair, Overhaul and upgrade of Aircraft, Helicopters, Aero-Engines, Industrial & Marine Gas Turbines, Accessories, Avionics & Systems and Structural Components for Satellite & Launch Vehicles.

HAL , Engine Division(BC) is in the process of inducting Personnel on **Tenure Basis (Maximum for Four Years)** in the Non-Executive Cadre, Direct Labour category. There is a requirement of induction of **Ex-Servicemen (Technician)** personnel in Scale-6 in Direct Labour Category as per the following details:

1)	**Post**	**Ex-Servicemen (Technician) (Channel-D) (Scale -6) Scale of Pay : Rs. 11050-28970/-**
2)	**Post Code**	E/HR/XSM-01/2018
3)	**No. of Posts**	06
4)	**Upper Age Limit as on 01.08.2018**	Age limit as on 01.08.2018 is 28 years, however Ex-Servicemen who has put in not less than six months continuous service in the Armed Forces of the Union, shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post or service by more than 03 years, he is deemed to satisfy the condition regarding age limit. Relaxable as per rules as applicable for SC/ST/OBC/PWD.
5)	**Qualification**	Diploma in Engineering/Technology
6)	**Selection Procedure**	Eligible candidates**(Ex-servicemen)** shortlisted based on the initial screening will be selected **ONLY** through Written Test based on the marks scored by them in the Written Test in the order of Merit followed by Document Verification in terms of Age, Educational Qualification, experience in the Armed Forces etc.

Qualification Requirement :

- **Candidates should possess Diploma in Engineering/Technology and should have worked on any one of the Engine Trades viz. Adour Mk 811/ Adour Mk 804E/ Adour Mk 871/ Dart/ Shakti Engines.** The Diploma in Engineering / Technology Certificate should have been issued by the concerned Board of Technical Education/Institute, if the qualification was acquired before joining the Armed Forces. In case of the Diploma in Engineering / Technology in the relevant trade awarded by Indian Air Force/Indian Army/ Indian Navy, such Diploma should have been awarded after undergoing the prescribed training and passing the required examination specified by the Armed Forces wherein the candidates have undergone the training.

- **Part Time/Correspondence/Distance Education/E-learning <u>will not be eligible to apply</u>.**

<u>Experience requirement:</u>

- Minimum 3(Three) years of working experience in serving Aircraft/Helicopters after acquiring the Diploma qualification with experience in Adour Mk811/804E/Mk871/Dart/Shakti Engines.
- Candidates possessing higher qualifications than the required qualification indicated in the Advertisement / Notification against the respective post need not apply. Candidate pursuing / enrolled for any other qualifications should mandatorily indicate the same in the application format. **"All the Qualifications possessed by the candidates as also Qualifications/ Courses being pursued by them at the time of submitting the Application for employment, are to be clearly indicated and Qualifications / Courses which are being pursued/ currently undergoing are to be indicated in the Application while submitting the same for notified posts in HAL"** Candidature of such personnel who possess higher qualification than the required qualification indicated in the Advertisement / Notification and who apply for the post, will be rejected at any stage of the Recruitment or Selection.

<u>Upper Age Limit / Relaxation / Concession:</u>

- Relaxation in Age limit will be extended as per rules. Ex-Servicemen who has put in not less than six months continuous service in the Armed Forces of the Union, shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post or service by more than 3 years, he is deemed to satisfy the condition regarding the age limit.
- The upper age limit is further relaxable by 5 years in respect of SC/ST and 3 years in respect of OBC (NCL) candidates. Candidates belonging to OBC category are required to produce recently obtained Non-creamy layer Certificate in proof of their Community (not older than 6 months) as on **<u>10.10.2018</u>** stating that they do not come under the creamy layer from the Competent Authority, in the Central Govt. format at the time of document verification. Candidates belonging to the SC/ST category are also required to produce their community certificate in proof of their community at the time of document verification in the prescribed format. In respect of Persons with Disability (PWDs) upper age limit is relaxable by 10 years which will be over and above the relaxation admissible for candidates belonging to SC/ST/OBC mentioned above. The format for OBC Caste Certificate in Annexure – A, SC/ST– Annexure – B and PWD–Annexure – C is attached.
- For candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period 01.01.1980 to 31.12.1989, upper age limit is relaxable by 5 years.
- Reservation of the posts will be as per the rules.

<u>Application Fee :</u>

- **Rs. 200/- (Rupees Two Hundred Only)**, which is non-refundable **(exempted in case of categories SC / ST / PWD / those Candidates sponsored by Sainik Welfare Board and have received intimation letters from HAL Engine Division to apply online)**.

- The above Application fee is to be paid in the form of **Demand Draft (DD)** drawn in favour of HAL Engine Division payable at Bangalore.
- **Candidates (except who are exempted) are required to provide the details of the Demand Draft in online Application form. If details are not provided, the application will be treated as incomplete and will not be accepted. Candidates (except who are exempted to pay application fee) should forward the original DD along with printed registration/acknowledgment form on or before 12.10.2018. Candidates are required to keep a photocopy of the demand draft with them. The Demand Draft should be obtained between 26.09.2018 to 10.10.2018. The DD is to be sent to the following address** –

  The Senior Manager (HR),
  Hindustan Aeronautics Limited
  Bangalore Complex
  Engine Division, P B No. 9310
  C V Raman Nagar Post
  Bangalore – 560 093

- The application fee once paid will not be refunded even in case of rejection of application. Therefore, candidates are required to ensure that they meet all the eligibility criteria before drawing the DD.

Selection & Placement :

- **The place of Written Test centre is Bangalore**. The date and time of the Written Test will be intimated to the short listed / eligible candidates by e-mail (in the email id provided in the Application Format by the candidate). Candidates are required to possess a valid e-mail id and Mobile No. which is to be entered in the application blank, so that intimation regarding the Written Test can be sent. The same also will be hosted on the HAL Website (www.hal-india.com).
- There will be no negative marking in the Written Test.
- Final selection will be made on the basis of performance in the Written Test.
- Selection of candidates in the Written Test is provisional and is subject to document verification as indicated above in terms of age, prescribed educational qualification, date of birth, experience, disability, sub-disability, caste(wherever applicable). The candidates should bring all the relevant original certificates / testimonials etc along with one set of self attested photo copies at the time of document verification.
- Engagement of selected candidates is subject to Verification of Caste (wherever applicable) and Character & Antecedents from the concerned Authorities, as per the Rules of the Company.
- Candidates qualifying in the Written Test will be called for Document Verification in the Order of Merit, wherein candidates will be required to produce Testimonials/Documents in support of Age, Qualification; Caste/Tribe/Class; Experience and other advertised eligibility criteria. Inability of the candidates to produce the requisite documents at the time of Document Verification shall render them liable for non-consideration of their candidature. No undertaking for production of documents in respect of eligibility criteria with regard to Age; Qualification & Experience on a later date will be allowed.

- In case of rejection of candidates during the Document Verification process on account of non-availability of requisite documents/testimonials, not meeting the advertised criteria with respect to Age, Qualification, Experience, etc. additional candidates will be called for Document Verification in the order of Merit (Discipline/ trade wise). The number of additional candidates called for Document Verification will be limited to the number of candidates rejected.

- Candidates qualifying in the Document Verification Stage as above will be issued the Provisional Offers of Engagement.

- Candidates attending the Document Verification would be reimbursed Travelling Allowance (TA), i.e Sleeper Class/II Class Train Fare/Bus Fare by the shortest route, subject to production of proof of travel (Original onward journey ticket and Photostat copy of return journey ticket), failing which TA will not be paid. In case the candidate travel by other modes of transport, he/she will be reimbursed the fare limited to the shortest route by train or actual expenses, whichever is less, on production of proof. It may be noted that no Travelling Allowance will be paid to candidates called for Written Test. However, if the Written Test and the Document Verification are held at one and the same Station and on the same/adjacent days, the candidates who qualify the Document Verification stage would be paid Travelling Allowance, as per their entitlement, for one journey to and from the place of selection.

Medical Examination :

- Candidates provisionally selected will have to undergo a Pre-Employment Medical Examination before joining HAL. Applicants should meet the Medical Standards as prescribed by the Company (Concerned authority in respect of PWD candidates). Appointment of selected candidates is subject to receipt of satisfactory medical report from Company's doctor as per the medical standards of the Company. No relaxation in Health Standards will be allowed.

Tenure Of Engagement :

- The selected candidates will be engaged on tenure basis for a maximum period of four years from the date of engagement. The tenure will come to an end automatically on completion of four years period from the date of joining, without any further notice. The employment can be terminated, at any time, during the period of tenure engagement, by giving one month's notice by either party or payment of the Basic Pay + DA components in the Consolidated Remuneration in lieu of the Notice. The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company. Selected Personnel on Tenure Basis will undergo Induction Training. **The personnel selected will be deployed in shifts.**

Places of Posting :

- The selected Ex-Servicemen possessing experience in **any one of the Engine Trades viz. Adour Mk 811/ Adour Mk 804E/ Adour Mk 871/ Dart/ Shakti will be posted at AFS, Gorakhpur (UP)/AFS, Kalaikunda(West Bengal)/AFS, Sulur (Tamil Nadu)/203SQN Army, LEH (J&K)/206SQN Army, Misamari (Assam)/AFS 116HU, Jodhpur (Rajasthan)**. Further, the Ex-servicemen are liable to be transferred / posted / assigned to any place where HAL has the Divisions / Offices / Bases.

- **Selected Ex-servicemen will be given 03/06 months Shop floor training on different projects in Engine Division, Bangalore before their placement at Defence Operating Base on tenure basis.**

Remuneration :

- The candidates found suitable after due Written Test and Document Verification will be inducted as **Technician** on **tenure basis** for a **maximum** period of **four** years or completion of projects whichever is earlier. The **engagement is not against permanent vacancy** and will not entitle any candidate to claim for regular / permanent employment in future. During the period of tenure engagement the candidates will be paid following remuneration:

ENTITLEMENT	SCALE-06 (in Rupees) (p.m.)
Basic Pay + Personal Pay	**16820**
Other benefits & Allowances as per entitlement (Approx.)	**17100**
TOTAL (Approx.)	**33920/-**

- The components of other benefits and allowance are as follows :-

  i) Dearness Allowance (revised quarterly) on the Basic Pay + Personal Pay
  ii) House Rent Allowance as per classification of Cities (when Company quarter is not provided)
  iii) Special Allowance at the rate of 5% of the Basic Pay + Personal pay
  iv) Washing Allowance @ Rs.75/- p.m.
  v) Provident Fund contributions will be calculated taking into account the Basic Pay + Personal Pay + Dearness Allowance components of the Consolidated Emoluments.

- In addition, the selected candidates will also be entitled for the following Allowances / Benefits /Incentives, as per Rules :-

  i) Canteen Subsidy / Allowance in the form of Meal Coupons (Included in other benefits and allowance).
  ii) Conveyance Reimbursement for Two Wheeler / Conveyance Allowance
  iii) Allowance towards medical reimbursement a Lump sum amount of Rs.1000/- per month will be admissible to meet the medical expenses (both in-patient and outpatient), based on self-certification. This amount shall be paid on monthly basis along with the Consolidated Remuneration.
  iv) Monthly Incentive and Annual Incentive
  v) Quarterly Performance Pay
  vi) TA/DA for joining duty and for Temporary Duty as per relevant Rules applicable to Workmen in the appropriate Scale of Pay
  vii) Group Insurance in lieu of EDLI
  viii) Night Shift Allowance, wherever applicable.

- An annual increase during the tenure shall be admissible as per rules, subject to satisfactory performance.

How to Apply:

- Eligible and interested candidates are required to apply online hosted on the HAL website (www.hal-india.com) only. The website will be kept open between **09:00 hrs on 26.09.2018 till 24:00 hrs on 10.10.2018** for this purpose.
- Candidates are allowed to apply only once and applications once submitted cannot be altered under any circumstances. Candidates are required to possess a valid e-mail ID and Mobile number which is to be entered in the application blank, so that intimation regarding the written test, document verification, medical test etc. can be sent. HAL will not be responsible for bouncing of e-mail sent to the candidates.
- On submission and acceptance of the application, system will generate the registration acknowledgement form along with the application reference number allotted, which will be used for future reference.
- Request for change of mailing Address, category, Engine Trade as declared in the application will not be entertained.
- If the information / Certificates furnished by the candidates in any stage is found to be false or incomplete or is not found to be in conformity with eligibility criteria mentioned in the Notification, the candidature/engagement will be considered as revoked / terminated at any stage of recruitment process or after recruitment or joining , without any reference given to the candidate.
- **The last date for online submission of the application is 10.10.2018**.

General Conditions :

- Only Indian Nationals are eligible to apply.
- Candidates employed in Central / State Government/ Public Sector Undertakings etc**.(including candidates engaged on Contract basis therein**) should produce No Objection Certificate (NOC) at the time of Document Verification from their employer failing which the candidature will be rejected and they will not be eligible for payment of Travelling Allowance if any.
- The Date, Time and Venue for Document verification will be intimated to the candidates who are provisionally selected in the Written Test via E-mail (to the email id provided in the Application Format by the candidate). The same will also be hosted on the HAL Website (www.hal-india.com). All correspondences to the candidates will be made via e-mail on the e-mail id provided by the candidate at the time of online application. No other method of communication will be adopted. Necessary information regarding the selection, written test etc. will be hosted on our Website from time to time.
- Age and experience will be reckoned as **on 01.08.2018.**
- Candidates are required to apply for ONE post only, i.e. for the one they are best suited for.
- All qualifications should be from Indian Universities/Institutes recognized by appropriate Statutory Authorities in the Country.
- While applying for the post, the applicant should ensure that he/she fulfils the eligibility and other norms as mentioned above as on the specified dates and that the particulars furnished by

him/her are correct in all respect. Furnishing wrong / incorrect information or suppression of relevant information will lead to rejection of candidature and the application will be out-rightly rejected.

- Screening and short listing for the Written Test will be based on the details provided by the candidate. Hence it is necessary that applicants should furnish only accurate, full and correct information.
- Appearance of the shortlisted candidates in the Written Test is provisional and it does not entitle them for any claim for the post. They will be treated as debarred ab-initio at any stage of the selection process in case they do not fulfill essential eligibility criteria.
- The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of Selection, conduct of Written Test, etc will be final and binding on candidates.
- Candidates shortlisted for Written Test will be purely provisional without verification of Age, Qualification, category (SC/ST/OBC–Non Creamy Layer / PWD / XSM etc.) of the candidates.
- Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Written Test / Document Verification / Selection and Engagement.
- HAL reserves all the right to cancel/ restrict/modify the notification/ recruitment process and / or the Selection Process there under, without issuing any further notice whatsoever. The number of vacancies can be modified as per the discretion of the Management.
- These vacancies are identified to be filled up by external candidates only, through Direct Recruitment. Therefore, Applications of internal candidates, if any, will not be considered.
- Applicants having work Experience in Private Sector Organizations are required to submit an Experience Certificate on the letterhead of the Company. The letter head of the Company should have details of the Company. Candidate having age relaxation will not be issued the provisional offer without producing experience certificate in the letterhead of the Company.
- Any sort of Canvassing or Influencing of the Officials related to Recruitment/ Selection Process would result in immediate disqualification of the candidates.
- Candidates should clearly mention all the details sought in the Application Format. In case of no clarity/discrepancy in the information provided, Application will be summarily rejected. No communication will be sent to the candidates.
- While applying for the post the applicant should ensure that he/she fulfills the eligibility and other norms as mentioned above as on the specified dates and that the particulars furnished by him/her are correct in all respect.
- Engagement of selected candidates is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the standards prescribed by HAL and verification of Caste, Character and Antecedents from the concerned Authorities as per the rules of the Company and Vigilance Clearance (As applicable).
- In case of any particular clarification, the candidates can write to HAL, Engine Division at hr.engines@hal-india.com .No other method of Communication will be entertained.
- Court of jurisdiction for any dispute/cause will be Bangalore.

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ANNEXURE - A

FORM OF CERTIFICATE TO BE PRODUCED BY OTHER BACKWARD CLASSES APPLYING FOR APPOINTMENT TO POSTS UNDER THE GOVERNMENT OF INDIA

This to certify that Shri / Smt / Kumari_____, son / daughter of _____,of Village / Town _____ in District / Division _____ in the State / Union Territory _____ belongs to the _____ Community which is recognized as a Backward Class under the Government of India, Ministry of Welfare, Resolution No. 12011/68/93-BCC (C), dated 10th September, 1993, published in the Gazette of India, Extraordinary, Part-I. Selection I, dated the 13th September, 1993*. Shri / Smt / Kumari _____ and / or his/her family ordinarily reside(s) in the _____ District / Division of the _____State/Union Territory. This is also to certify that he/she does not belong to the persons/sections (Creamy Layer) mentioned in column 3 of the Schedule to the Government of India. Department of Personnel and Training. O.M No 36012/22/93- Estt. (SCT), dated 8-9-1993*.

District Magistrate,

Deputy Commissioner, etc

Dated:

SEAL

* as amended from time to time

Note: The term 'Ordinarily' used here will have the same meaning as in Section 20 of the Representation of the people's Act, 1950

ANNEXURE - IA

DECLARATION TO BE FURNISHED BY CANDIDATES SEEKING RESERVATION AS OBC

To:

The Dy.General Manager (HR)/ Chief Manager(HR) / Senior Manager (HR)
_____
_____
_____

Sub:- Selection for the post of _____

Respected Sir,

"I_____son / daughter of Shri_____ resident of village /Town / City_____
Dist_____State_____ hereby declare that I belong to the _____communinity which is recognized as Backward Class by the Government of India for the purpose of reservation in services as per orders contained in Department of Personnel & Training Office Memorandum No.36012/22/93-Estt.(SCT) dated 8.9.1993, It is also declared that I do not belong to Persons/sections (creamy layer) mentioned in column 3 of the Schedule to the above-referred Office Memorandum dated 8.9.1993."

2. I further declare that I have been selected and offered the above said post provisionally which is reserved for the persons belonging to OBC Non Creamy Layer Category. I know that my appointment to this post is provisional and is subject to the community certificate being verified through the proper channels and if the verification reveals that my claim to belong to Other Backward Class or not to belong to Creamy Layer is false, my services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false caste certificate.

Thanking you,

Yours faithfully,

Signature of the candidate

ANNEXURE-B

FORM OF CERTIFICATE TO BE PRODUCED BY THE CANDIDATES BELONGING TO SCHEDULED CASTE/SCHEDULED TRIBE

This is to certify that Shri/ Shrimathi*/ Kumari* _____Son/daughter* of _____ of Village/town*_____ in District/Division*_____ of the State/Union Territory*_____ belongs to the _____Caste/ Tribe which is recognized as a Scheduled Caste / Scheduled Tribe* under:

*The Constitution (Scheduled Castes) order 1950
*The Constitution (Scheduled Tribes) order 1950
*The Constitution (Scheduled Castes)(Union Territories) order 1950
*The Constitution (Scheduled Tribes) (Union Territories) order 1951

{As amended by the Scheduled Castes and Scheduled Tribes lists(Modification Order, 1956, the Bombay Reorganization act, 1960, the Punjab Reorganization Act, 1966, the state of Himachal Pradesh Act 1970, the North-Eastern areas (Reorganization) Act, 1971 and the Scheduled Castes and Scheduled Tribes orders (Amendment) Act 1976}

*The Constitution (Jammu and Kashmir) Scheduled Castes order 1956
*The Constitution (Andaman and Nicobar Islands) Scheduled Tribes order 1959 as amended by the Scheduled Castes and Scheduled Tribes Orders (Amendment) Act 1976;
*The Constitution (Dadra and Nagar Haveli) Scheduled Castes order 1962
*The Constitution (Dadra and Nagar Haveli) Scheduled Tribes order 1962
*The Constitution (Pondicherry) Scheduled Castes order 1964
*The Constitution (Scheduled Tribes) (Uttar Pradesh) order 1967
*The Constitution (Goa, Daman and Diu) Scheduled Castes order 1968
*The Constitution (Goa, Daman and Diu) Scheduled Tribes order 1968
*The Constitution (Nagaland) Scheduled Tribes order 1970
*The Constitution (Sikkim) Scheduled Castes order 1978

2. Shri / Shrimathi/ Kumari*_____and/or * his/her* family ordinarily reside(s) in village/town* _____ of _____ District/Division* of the state/Union Territory* of _____

Signature_____

Designation_____

(With seal of office)

Place _____

State / Union Territory

Date _____

* Please delete the words, which are not applicable

Note : The term " Ordinarily resides" used here will have the same meaning as in section 20 of the Representation of the People Act 1950.

ANNEXURE-C

DISABILITY CERTIFICATE

Certificate No.:
Date:

This is to certify that we have carefully examined Shri./ Smt./ Kum._____ _____Son / Daughter / Wife of Shri. _____ Age____ Registration No. _____ Permanent resident _____ Ward / Village / Street _____ Post Office _____ District _____ State _____Whose photograph is affixed above, and are satisfied that:

A) He / She is a case of _____ Disability. His / Her extent permanent physical impairment / disability has been evaluated as per guidelines (to be specified) for the disabilities ticked below and shown against the relevant disability in the table below:

Sl.No	Disability	Affected part of Body	Diagnosis	Permanent Physical impairment / mental disability(in%)
1	Locomotors Disability	@		
2	Low vision	#		
3	Blindness	Both eyes		
4	Hearing impairment	£		
5	Mental retardation	X		
6	Metal – illness	X		

B) In the light of the above, his / her overall permanent physical impairment as per guidelines (to be specified), is as follows

In figures: _____ Percent

In words : _____ Percent

2. This condition is progressive / non-progressive / likely to improve / not likely to improve.

3. Reassessment of Disability is

(i) Not Necessary, Or

(ii) Is recommended / after _____ years _____ months and therefore this certificate shall be valid till _____ years.

@ e.g. Left / Right / Both arms / Legs
# e.g. Single eye / Both eyes
£ e.g. Left / Right / Both ears

4. The applicant has submitted the following documents as proof of residence:

Nature of Document	Date of issue	Details of authority issuing Certificate

Name & Seal of Member Name & Seal of Member Name & Seal of the Chairperson