



DETAILS FOR ENGAGEMENT OF EX-SERVICEMEN ON TENURE BASIS

No.HR/1209(6)/2019

Advt. No: HR/02-Jan'19

NAME AND NUMBER OF POSTS

Induction Level: C-5			
Post Code	Name of the Post	Trade	No of Posts
XS004	Operator (Electrical/Electronics)	Electrical/Electronics	08

The above posts are reserved to be filled by Ex-servicemen only. However, the rules of Reservation shall also apply.

ELIGIBILITY CRITERIA

1. QUALIFICATION REQUIREMENT

Post Code	Name of the Post	Qualification
XS004	Operator (Electrical/Electronics)	SSC/SSLC plus NTC/ITI plus NAC/NCTVT in Electrical/Electronics Trade or its Equivalent awarded by Indian Navy/ Indian Air Force.

2. EXPERIENCE

- Ex-Servicemen from Indian Navy / Indian Air Force or Serving personnel retiring from Indian Navy / Indian Air Force as on 31.01.2019 are only eligible to apply.
- Applicants should have at least 2-3 years of work experience in respective Discipline/Trade on any Russian/Western origin Aircraft or Rotary Wing.

AGE LIMIT / RELAXATION / CONCESSION

Upper Age limit is relaxable by 5 years in respect of SC/ST candidates; and 3 years for OBC candidates.

Relaxation in age limit in respect of Ex-servicemen & serving personnel retiring from Indian Navy / Indian Air Force will be extended as per rules.

For candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period of 01.01.1980 to 31.12.1989, upper age limit is relaxable by 5 years.

Upper age limit with all relaxations shall not exceed 55 Years. Ex-servicemen getting discharged from Services can appear for the written test subject to meeting the eligibility criteria.

APPLICATION FEE

₹ 200/- (Rupees Two Hundred Only) towards Application Fee, which is non-refundable (exempted in case of SC/ ST /PWD candidates), is to be paid through Demand Draft in favour of HAL Aircraft Division, Nasik.

HOW TO APPLY

Interested and Eligible candidates may download the application form from HAL website and send their applications in A-4 size paper, duly filled, strictly in the prescribed format as at Annexure-I along with a self attested recent Passport Size Photograph, certificates / documents (attested Photocopies) in proof of Age, Qualification, Experience, Training, Ex-servicemen discharge book (As applicable), etc by Ordinary Post /Speed Post /Registered Post /Courier so as to reach us on or before 28th January '19 to the following address:

Senior Manager (Human Resources),
Hindustan Aeronautics Limited,
Aircraft Division, Nasik,
Ojhar Township,
Tal-Niphad, Dist. Nasik – 422207.

Applications received through other modes viz. Fax/E-mail etc. will not be accepted and summarily rejected. No application will be received in person. Applications received after the due date will not be considered. Candidates are requested to superscribe the envelope, in bold, the post applied for, discipline and advertisement Number.

Candidates are required to possess a valid E-mail ID & Mobile Number, so that intimation regarding written test can be sent. HAL will not be responsible for bouncing of any E-MAIL sent to the candidates. However, from time to time necessary information will be hosted on HAL Web site.

SHORTLISTING / SELECTION PROCEDURE

Selection will be made through Written Test only. The candidates who qualify in the written test will be called for Document verification at Nasik based on Merit. Final selection will be made on the basis of performance in the written test and will be subject to meeting eligibility criteria and submission of all the necessary documents for proof of Age, Educational qualification, Experience, Trade etc. for the above posts. The names of the candidates who qualify in the written test will be hosted on HAL Website (www.hal-india.co.in).

The Written Test will be of Objective type and 2½ hours duration. The Test will be in 3 parts. Part I will consist of 20 questions on General Awareness. Part II will consist of 40 questions on English & Reasoning. Part III will consist of 100 questions on the concerned Discipline. No negative Marks.

TENURE OF ENGAGEMENT

Engagement of Tenure Based Personnel shall be 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 engagement 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 Personnel will not confer any right on the Personnel to claim the status of regular employees of the Company.

REMUNERATION

The Operators engaged on tenure basis will be paid consolidated emoluments based on their post qualification experience, however, the minimum of the induction level would be as follows:

Induction Level	Basic + Personal Pay of Induction in Rs.)
C5	15910

The consolidated remuneration would consist of the following items:

- Basic Pay + Personal Pay
- Dearness Allowance (as per Company rules) on the Basic Pay + Personal Pay.
- House Rent Allowance (HRA will be payable only in cases where company accommodation is not available/provided).
- Special Allowance at the rate of 5% of the Basic Pay + Personal Pay
- Washing Allowance @ Rs.75/- p.m.

- f) 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.

The equivalent level of induction will be decided based on the Post Qualification Service in the Armed Forces and fixation of the Basic Pay Component in the Consolidated Emoluments on initial engagement and during the 2nd & 3rd year service would be effected as per the rules. Annual increment during the 4th year, as applicable will be granted in the normal course.

In addition to the above, the Personnel engaged will also be entitled for the following allowances/Benefits/Incentives as per rules:

- i. Canteen Allowance in the form of Meal Coupons.
- ii. Conveyance Reimbursement for two wheeler /Conveyance Allowance.
- iii. Monthly Incentive and Annual Incentive.
- iv. Quarterly Performance Pay.
- v. PF and Gratuity as per rules.
- vi. TA/DA for joining Duty and for Temporary Duty as per relevant rules.
- vii. Group Insurance in lieu of EDLI
- viii. Night Shift Allowance, wherever applicable.

PLACE OF POSTING

Selected candidates will be posted at NAY Goa.

HEALTH

Applicant should be of sound health and should meet the medical standards prescribed by the company. Engagement of selected candidates will be subject to receipt of satisfactory medical report from the company's Doctor as per the Medical Standards of the company. No relaxation in health standards is allowed. The opinion of the company's Medical Officer in this regard shall be final.

GENERAL CONDITIONS

- Only Indian Nationals can appear for the written test.
- Age and Experience is to be calculated as on 31/01/2019.
- Please note that the shortlisting of the candidates for the written test will be provisional and will be subject to verification of all the documents after the Written Test. If the candidates fail to produce all the necessary documents in support of Educational Qualification, Age, Caste, Experience etc. their candidature will be cancelled.
- The names of candidates shortlisted for document verification (Trade-wise) based on performance in the written test will be hosted on HAL website. The intimation regarding the date, time and Venue for document verification will be given through E-mail and HAL website.
- All the candidates are required to bring atleast one proof of their identity having their photograph viz., Driving License, Passport, Aadhar Card, PAN Card, Voters ID Card, ID card issued by Central / State Govt. / PSU for their employees, ID cards issued by Government Agencies authorized for the purpose, for verification at the Test Centre.
- The above vacancies notified are provisional and may increase or decrease according to the actual requirement of HAL Aircraft Division, Nasik.
- HAL reserve the right to increase / decrease the specification depending upon the response.
- HAL reserves the right to cancel the notification and / or the selection process there under.
- Engagement of Tenure based personnel is subject to receipt of satisfactory Medical Report from the company's Doctor as per the revised standards prescribed by HAL and Verification of Character and Antecedents from the concerned Authorities as per the rules of the company and vigilance clearance from erstwhile organization (Wherever applicable).
- Decision of HAL Management regarding selection will be final. Further, HAL Management reserves the right to fill up or otherwise any or all the notified posts and also to fill up the future vacancies if any from the valid panel of selected candidates as per the rules of the company.
- Candidates working in PSU/Central Government/ State Government/ Quasi Government Organization have to obtain "No objection certificate" from the employer. If candidate does not produce NOC at the time of Document verification his candidature will be canceled for the post.
- Candidates will be treated as debarred ab-initio at any stage of the recruitment process in case they do not fulfill essential eligibility criteria.
- Information regarding shortlisted candidates and Venue for Document verification will be hosted on our website www.hal-india.co.in.