

**HINDUSTAN AERONAUTICS LIMITED**  
**HELICOPTER MRO DIVISION**  
**BANGALORE**

## **ENGAGEMENT OF DIPLOMA TECHNICIANS (SCALE D/6) ON TENURE BASIS**

**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 Centres 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 Satellites & Launch Vehicles.

**HAL, Helicopter-MRO Division** is currently engaged in Repair, Overhaul and Maintenance of ALH (Dhruv) Helicopters & Seaking Helicopters and has set up bases across the country. The Division is conducting selection process for engagement of Diploma Holders as Diploma Technicians (Scale D/6) on tenure basis (4 years) at the HAL Customer Base, Kochi, and Kerala.

### **1. Number of Posts: 12 (SC-02, ST-01, OBC-03, EWS-01, UR-05)**

Post Code	Scale	Discipline	No. of Posts	Reservation	Qualification
DTM-20/01	D / 6	Mechanical	07	SC-1, ST-1, OBC-1, EWS-1 UR-3	Diploma in Engineering in Mechanical/ Production / Aeronautical
DTE-20/01	D / 6	Electrical	03	SC-1, OBC-01, UR-01	Diploma in Engineering in Electrical / Electrical & Electronics
DTEC-20/01	D / 6	Electronics	02	OBC-1, UR-1	Diploma in Engineering in Electronics / Electrical & Electronics / Electronics & Communication

*SC-Scheduled Caste / ST-Scheduled Tribe / OBC-Other Backward Classes (Non Creamy Layer) / EWS-Economically Weaker Section / UR-Unreserved*

i) SC/ST/OBC candidates can also apply for un-reserved vacancies, if they satisfy the eligibility criteria for Unreserved Category including the age criteria. However, they have to indicate their actual category in online registration form. Candidates belonging to UR category only are eligible to apply against the post reserved for EWS category.

ii) Posts are not reserved for PWD category. However post mentioned at Sl.No.1 is identified for OH (OL/BL), HH(PD/D) and posts at Sl. No.2&3 are identified for OH (OL/BL). [OL-One Leg, BL-Both Legs, PD-Partially Deaf, D-Deaf]

iii) The above number of vacancies is tentative and may vary on review. In that eventuality, the number of vacancies reserved for various categories may also undergo revision.

**02. Qualification Requirement:**

- Regular / Full time Diploma in Engineering in Mechanical / Electrical / Electronics disciplines from a recognised Institution / State Board of Technical Education under the 10+3 system (Refer Para 1).
- The cut off percentage of marks to be scored by the candidates in the qualifying examination, i.e. Diploma in Engineering in the aggregate of all Semesters / Years in the respective disciplines are as follows:-

Category	Percentage (%) of Marks
GENERAL/EWS/OBC	60% & above
SC/ST	50% & above

- No rounding off will be allowed to arrive at the aggregate percentage.
- Candidates possessing higher technical qualifications than the required qualification indicated in the Notification need not apply. Candidature of personnel who possess higher qualifications than the required qualification indicated in the Notification and who apply for the post will be rejected.
- All the Qualifications already possessed by the candidates as also Qualifications / Courses being pursued / currently undergoing at the time of submitting the Application for employment, are to be clearly indicated in the Application.
- **A candidate is eligible to apply for one post only for which he is most suited.**

**03. Age Limit / Relaxation / Concession:**

The upper age limit applicable to General / Un-Reserved candidates is **28 years** as on **01-01-2020** (Candidates born on or after 01-01-1992). The upper age limit is relaxable to the candidates mentioned as under, subject to submission of requisite certificates:-

- a) SC/ST: Upper age limit is relaxable by 5 years for SC/ST candidates in respect of vacancies reserved for them;
- b) OBC-NCL: Upper age limit is relaxable by 3 years for OBC (Non-Creamy Layer) candidates in respect of vacancies reserved for them. The OBC candidates who belong to Creamy Layer should indicate their category as 'General' only.
- c) PwDs: Upper age limit is relaxable by 10 years for persons with Disabilities (PwDs) which will be over and above the relaxation admissible for candidates belonging to SC/OBC i.e. (15 years for persons belonging to Scheduled Castes and 13 years for persons belonging to Other Backward Classes, in respect of the posts reserved for them). Relaxation of age limit is applicable for PwDs irrespective of the fact whether the post is reserved or not, provided the post is identified suitable for Persons with Disabilities (PwDs). The persons claiming age relaxation under this sub-para would be required to produce a certificate in prescribed Proforma in support of their claims clearly indicating that the degree of physical disability is 40% or more.
- d) 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.
- e) Ex-Apprentice Trainees: In case of Ex-Apprentice Trainees, if age bar comes in the way of the candidate the same would be relaxed to the extent of the period for which the Apprentice had undergone training, in line with Apprentice Act.

- f) **Experience:** The upper age limit is relaxable for candidates with relevant post qualification experience, to a maximum extent of 7 years. Relaxation in age would be given one year for every completed year of relevant post qualification experience, over and above 28 years, subject to a **maximum age limit of 35 years**. The persons claiming relaxation under this sub-para would be required to produce an experience certificate issued from such PSUs/Central/State Government/ Private Sector Organisations indicating the tenure of engagement. Experience will be counted as on **01-01-2020**.
- g) Candidates applying against reserved post for EWS category are required to produce necessary certificate issued by the Government Authorities.

#### **04. Place of Posting**

Selected candidates will be posted to HAL Customer Base, Kochi, Kerala. Request for change in place of posting will not be entertained after joining. However, based on organisational requirements, they will be liable to be transferred to any division / base / office of HAL.

#### **05. Tenure of Engagement**

The selected candidates will be engaged on tenure basis for a period of four years from the date of engagement. The **engagement is not against permanent vacancy** and will not entitle any candidate to claim for regular / permanent employment in future. The tenure will come to an end automatically on completion of four years period from the date of joining, without any further notice. However, based on organisation requirement and performance of the candidates, the tenure of engagement can be extended by a further period of four years. 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.

#### **06. Remuneration**

➤ Approximate monthly remuneration payable would be as follows:-

(a) Basic Pay + Personal Pay.....	Rs 16,820/-
(b) Other benefits & allowances as per Entitlement (approx.).	Rs 28,280/-
(c) TOTAL (Approx).....	<b><u>Rs 45,100/-</u></b>

➤ 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.
- vi) Canteen Subsidy / Allowance in the form of Meal Coupons
- vii) Conveyance Reimbursement for Two Wheeler / Conveyance Allowance

viii) 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.

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

i) Monthly Incentive and Annual Incentive

ii) Quarterly Performance Pay

iii) TA/DA for joining duty and for Temporary Duty as per relevant Rules applicable to Workmen in the appropriate Scale of Pay

iv) Group Insurance in lieu of EDLI

v) Night Shift Allowance, wherever applicable.

➤ An annual increase of 3% during the tenure shall be admissible on the Basic Pay, subject to satisfactory performance.

#### **07. Selection Process:**

a) The selection will be done through **Written Test**;

b) Candidates sponsored by Employment Exchanges and TTI, Bangalore will be intimated to apply online;

c) On receipt of intimation from HAL, candidates need to apply ONLINE after ensuring that they fulfil the eligibility criteria;

d) Applications received through ONLINE will be screened as per the eligibility criteria, norms laid down in the Notification.

e) Candidates will be shortlisted for Written Test, based on the marks secured in the Qualifying Examination i.e. Diploma in Engineering. Company reserves the right to decide the cut off percentage for calling candidates for Written Test, based on the Marks secured in the Qualifying Examination. However, the cut off percentage of Marks **for SC/ST candidates cannot be less than 50% and for all other categories not less than 60%, in the qualifying examination.**

f) The Written Test will be held at **Bangalore**. The date and time of the Written Test will be intimated to shortlisted eligible candidates by e-mail (in the e-mail id provided in the Application Format by the candidate). The same will also be hosted on the HAL Website <http://www.hal-india.co.in>

g) The Written Test will be of 2 ½ hours duration. The test will be in three parts, comprising of Multiple Choice Questions (MCQs). 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 Trade. Each question carries one mark each and there is no negative Mark.

h) Candidates have to appear for Written Test at their own expenses, on the date, time & venue, which will be mentioned in their Admit Card. The candidates have to download Admit Card from HAL Website (<http://www.hal-india.co.in>).

i) Candidates are required to bring Admit Card & one of the following original Photo Identity Card, along with Xerox copy of the Photo Identity Card duly attested, to prove their identity before the Invigilator failing which they will not be allowed to appear for the Written Test:-

- Voters ID Card
- Driving Licence
- Aadhar Card
- Passport
- PAN Card
- ID Card (by Central / State Govt. / PSU for their employees)
- ID Cards (by Govt. Agencies authorised)
- ID Cards (by College / Institute where last studied)

#### **08. Pre-Employment 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). No relaxation in Health Standards will be allowed.

#### **09. How to Apply**

- Candidates who have received communication from HAL and are interested to apply for the advertised posts shall visit our website <http://www.hal-india.co.in> to apply ONLINE. No other form of application will be entertained.
- **The link for submitting Online Applications will be open from 03.03.2020 1200 hrs to 23.03.2020 1800 hrs Application through any other mode will not be accepted.**
- Candidates are advised to possess a valid e-mail ID and mobile number which are to be entered in the Online Application Form. They are also advised to retain this e-mail ID active as any important intimation to them shall be provided by HAL through e-mail.
- Request for change of Mailing Address, Discipline as declared in the on-line application will not be entertained.
- If the information / certificates furnished by the candidates at any stage is found to be false or incomplete or is not found to be in conformity with eligibility criteria mentioned in the advertisement, the candidature / appointment will be considered as revoked / terminated at any stage of recruitment process or after recruitment or joining, without any reference given to the candidate.
- Any further Information / Corrigendum / Addendum would be uploaded only on HAL Website <http://www.hal-india.co.in>.

## 10. General Conditions

- ❖ Only Indian Nationals are eligible to apply.
- ❖ Applicants serving in Central / State Government / Public Sector Undertakings etc. (**including candidates engaged on contract basis therein**) who are provisionally selected should produce “No Objection Certificate (NOC)” at the time of document verification from their employer failing which their candidature will be cancelled.
- ❖ Canvassing in any form or bringing outside influence will be a disqualification.
- ❖ 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 respects.
- ❖ A candidate is permitted to apply for ONE POST ONLY for which he is most suitable.
- ❖ Furnishing wrong / incorrect information or suppression of relevant information will lead to rejection of candidate 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 fulfil 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 the candidates. Further, HAL 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.
- ❖ HAL reserves the right to cancel / restrict / enlarge / modify / alter the advertisement / recruitment process and / or the selection process thereunder, without issuing any further notice or assigning any reason whatsoever.
- ❖ Short listing of candidates for the Written Test will be purely provisional without verification of Age, Qualification, Category (SC/ ST/ OBC- Non Creamy Layer/ PWD/ EWS, 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 / Selection and Appointment.
- ❖ Applicants having Work Experience in Private Sector organisations are required to submit an Experience Certificate on the letterhead of the Company. The letterhead of the Company should have details of the Company.
- ❖ 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).
- ❖ Age and experience to be counted as on 01-01-2020.
- ❖ Necessary information regarding the selection, written test, etc. will be hosted on our Website <http://www.hal-india.co.in> from time to time. 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.
- ❖ Court of jurisdiction for any dispute / cause will be Bangalore.

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

This is 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 Social Justice and Empowerment's Resolution No. .... Dated ....., 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

\* The authority issuing the certificate may have to mention the details of Resolution of Government of India, in which the caste of the candidate is mentioned as OBC.

\*\* 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 people's Act, 1950.

**DECLARATION TO BE FURNISHED BY CANDIDATES SEEKING RESERVATION AS OBC**

The Dy. General Manager (HR)  
HAL Helicopter-MRO Division  
BANGALORE

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  
\_\_\_\_\_ community which is recognised 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 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



**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 (Uttar Pradesh) Scheduled Tribes 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.

**DISABILITY CERTIFICATE**

Certificate No. :

Date:

This is to certify that we have carefully examined Shri/Smt./Kum. \_\_\_\_\_

\_\_\_\_\_ Son/Daughter/ Wife of

Shri \_\_\_\_\_ 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 the Body	Diagnosis	Permanent Physical impairment / mental disability (in %)
1	Locomotors Disability	@		
2	Low Vision	#		
3	Blindness	Both Eyes		
4	Hearing Impairment	\$		
5	Mental etardation	X		
6	Mental 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 \_\_\_\_\_ year's \_\_\_\_\_ 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 &amp; Seal of Member

Name &amp; Seal of Member

Name &amp; Seal of Chairperson