

**HINDUSTAN AERONAUTICS LIMITED**  
**(ACCESSORIES DIVISION, LUCKNOW)**

No. HAL-ADL/1211/HR/R/2017/

27th March, 2017

**Sub : Engagement of Operators on Tenure Basis**

**Notification No. HAL-ADL/1211/HR/R/ 2017/03**

Hindustan Aeronautics Limited (HAL), a Navratna Central Public Sector Undertaking is a premier Aeronautical Industry of South East Asia, with 20 Production/ Overhaul/ Service Divisions and 10 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 Satellite & Launch Vehicles.

HAL, Accessories Division, Lucknow is currently engaged in manufacture & overhaul of Aircraft accessories like Hydraulics System, Brake System, Flight Control System, Panel Instruments, Fuel Management System, Hydraulic Pump etc. The Division invites interested and eligible Operators for the following Trades, for the selection procedure for engagement on tenure basis at HAL, Accessories Division, Lucknow, U.P. :-

**Number of Posts : 173 (UR- 89, SC- 36, ST-2, OBC- 46)**

Apart from that 14.5% posts will be reserved for Ex-Servicemen & dependents of those killed in action and one post will be reserved for VH candidates and two posts each will be reserved for HH & OH candidates under Persons with Disabilities (PWDs) category as per rules.

| Post Code | Trade                    | No. of Post |
|-----------|--------------------------|-------------|
| LT-C5-001 | Machinist                | 16          |
| LT-C5-002 | Turner                   | 21          |
| LT-C5-003 | Grinder                  | 11          |
| LT-C5-004 | Fitter                   | 95          |
| LT-C5-005 | Electronics Mechanic     | 19          |
| LT-C5-006 | Electrician              | 03          |
| LT-C5-007 | Instrumentation Mechanic | 08          |
| Total     |                          | 173         |

**Qualification Requirement :**

Regular/ Full Time **ITI + NAC / ITI + NCTVT** after 10<sup>th</sup> Standard in the Trades of Machinist/ Turner/ Grinder/ Fitter/ Electrician/ Electronics Mechanic/ Instrumentation Mechanic. All qualifications should be from Institute recognized by the appropriate Statutory Authorities in the Country.

For engagement, the candidate possessing higher technical qualifications than the required qualification indicated in the Advertisement/ Notification, **need not apply**. Candidates pursuing / enrolled for any other qualifications should mandatorily indicate the same in the application format. Candidature of such personnel who possesses higher qualification than the required qualification indicated in the Advertisement/ Notification will be rejected at any stage of the recruitment/ selection.

**Age Limit/ Relaxation/ Concession :**

- Upper age limit as on **01/02/2017** will be for UR- 28 years; SC/ST- 33 years; OBC(NCL)- 31 years. Candidates belonging to OBC – Non-creamy layer category are required to submit OBC certificate not older than six months as on **01/02/2017**, in the prescribed format at the time of document verification. The SC/ST category is also required to produce the community certificate in proof of their community at the time of document verification in the prescribed format.
- In respect of Persons with Disability (PWD), upper age limit is relaxable by 10 years which will be over & above the relaxation admissible for candidates belonging to SC/ST/ OBC as mentioned above.
- Ex-Apprentices of HAL (who had undergone apprenticeship training at HAL, Lucknow or any other Divisions of HAL) would be given the age relaxation to the extent of the period for which the Apprentice had undergone training in HAL Divisions under Apprentices Act, 1961.
- Proportionate relaxation in upper age limit will be give to the candidates having relevant work experience. The upper age limit is relaxable for the candidates with relevant post qualification experience, to a maximum extent of 7 years. Relaxation in age would be one year for every completed year of relevant post qualification experience over & above 28 years subject to a maximum age limit of 35 years. This relaxation with the relevant post qualification experience will be applicable to the concerned reserve category candidates and all Ex-Apprentices of HAL over & above their respective upper age limits.
- 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 will be deemed to satisfy the condition regarding the age limit.
- The Upper age limit with all relaxations shall not exceed 55 years, as on **01/02/2017** except for candidates belonging to PWD Category. For PWD candidates the upper age limit with all relaxations should not exceed 56 years as on **01/02/ 2017**.
- For candidates who have 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 rules.

### **Selection Procedure :**

Eligible candidates who are sponsored by the Employment Exchange, Ex-Apprentices trained at TTC of Lucknow Division and candidates sponsored by the Sainik Boards will be called for Written Test, subject to their meeting the notified criteria. Division reserves the right to decide the cut off percentage for calling candidates for Written Test, based on the Marks secured in the Qualifying Examination prescribed for a particular Trade / Discipline, to ensure sufficient competition. However, the cut off percentage of Marks for UR / OBC candidates cannot be less than 60% and for SC/ ST/ PWD candidates not less than 50%, in the qualifying examination. Selection of the candidates will be made based on the marks scored in the Written Test only, in the order of merit i.e. on the basis of performance in the Written Test.

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 & other advertised eligibility criteria. The testimonials/ documents should be in possession of the candidates as on the cut-off date (last date) for receipt of applications. 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. The procedure as above will continue till such time the number of candidates qualifying in the Document Verification Process is equal to the number of post advertised.

Candidates qualifying in the Document Verification Stage will be issued with the Provisional Offer of Appointment.

Candidates staying beyond 30 miles away and attending Document Verification will be paid to & fro TA (Rail Fare) i.e. Sleeper Class/ II Class Train fare/ Bus Fare by the shortest route as per rules of the Company 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 mode of transport, he will be reimbursed the fare limited to the shortest route by train or actual expenses, whichever is less, on production of proof.

### **Extent of Disability & Physical Requirement :**

| <b>Trade</b> | <b>Disability</b> | <b>Physical Requirement</b> |
|--------------|-------------------|-----------------------------|
| Machinist    | OL, HH            | S, ST, BN, L, MF            |
| Turner       | OL, HH            | S, ST, BN, L, MF            |
| Grinder      | OL, HH            | S, ST, BN, L, MF            |
| Fitter       | OL, HH            | S, ST, BN, L, MF            |
| Electrician  | OA, OL, OH        | S, ST, SE, RW, MF, W        |

### **Note :**

a) Categories of Disabled : OA= One Arm, OL- One Leg, HH- Hearing Handicapped, VH- Visually Handicapped, OH- Orthopedically Handicapped

b) Physical Requirements : S= Sitting, ST= Standing, SE= Seeing, W= walking,

BN= Bending, L= Lifting, MF= Manipulation by Fingers,  
RW= Reading & Writing

**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 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 Basis 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.

**Place of Posting :**

Selected candidates will be posted at HAL, Accessories Division, Lucknow (UP). However, they are liable to be transferred / posted to any place in India where HAL has Divisions/ Offices/ Bases. No request for change of posting will be entertained after joining.

**Remuneration :**

The selected candidates would be paid Consolidated Remuneration of Rs. 26,342/- per month at the minimum level of induction in C-5. The consolidated remuneration would comprise of the following items :-

- i) Basic Pay + Personal Pay
- ii) Dearness Allowance (revised quarterly) on the Basic Pay+ Personal Pay
- iii) House Rent Allowance as per classification of Cities (when Company quarter is not provided)
- iv) Special Allowance at the rate of 5% of Basic Pay + Personal Pay
- v) Washing Allowance @ Rs. 75/- per month

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

Provident Fund contribution will be calculated taking into account the Basic Pay + Personal Pay + Dearness Allowance components of the consolidated emoluments. The engaged personnel will be covered under the Income Tax, Service Tax, Professional Tax etc. as per the applicable rules and all such taxes would be payable by them.

The selected candidates will also be entitled for the following Allowances/ Benefits/ Incentives, like in case of regular workmen, as per rules :

- i) Canteen Subsidy/ Allowances 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) TA/ DA for joining duty and for Temporary Duty as per relevant rules applicable to workmen in the appropriate scale of pay
- vi) Group Insurance in lieu of EDLI
- vii) Night Shift Allowance, wherever applicable

**Other Benefits & Terms & Conditions :**

The selected candidates will also be entitled for Holidays/ Leave, Uniform as per Company rules. Further, female personnel will be entitled to Maternity Benefits as per the provisions under the Maternity Benefit Act, 1961.

The selected personnel will be governed by the various company rules & regulations in carrying out the assigned tasks and their conduct, like Standing Orders, transferability to other Departments or Divisions or places. Contract can be terminated for reasons of non-performance or poor performance or without assigning any reasons etc.

**How to apply :**

- Applications for various posts shall be received online. Eligible and interested candidates are required to apply online only through the link given in HAL Website i.e. [www.hal-india.com](http://www.hal-india.com). No other means/ mode of application will be accepted. The Website will remain functional from 08:00 Hrs. of **27/03/2017** to 24:00 Hrs. of **15/04/2017** for submission of online application.
- On submission of application, an Acknowledgement will be generated online, mentioning the System Generated Application Reference Number with other details/ information for reference to the candidates and provision to take a print out of the submitted application.
- The claim of the candidates with regard to the Date of Birth, Educational Qualifications, Experience and category etc. are accepted provisionally on the basis of information provided by them in the online application and is subject to verification and meeting the prescribed standards of HAL. Mere admission to Written Test or inclusion of the name of a candidate in the merit list will not confer any right for employment. The candidature is therefore, provisional at all stages and if the information/ certificates furnished by the candidates in any part/ stage is found to be false/ 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.

**General Conditions :**

- Only Indian Nationals need to apply.
- One candidate can apply for one post only.
- Persons with 40% or more relevant disability will only be considered in PWD category. Candidates are required to produce disability certificate issued by the Competent Authority at the time of document verification.
- Date, time & venue of the Written Test will be intimated to the shortlisted/ eligible candidates via E-mail (in the E-mail ID provided in the online application format by the candidates) and SMS. The same will also be hosted on the HAL website ([www.hal-india.com](http://www.hal-india.com)).
- Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for test/selection & appointment.

- Candidates already possessing higher qualification than the required qualification indicated in the Advertisement/ Notification need not apply.
- 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 in the online application. If it is found at any stage of recruitment that the candidate is possessing higher qualification than the required qualification for the specified post, his/ her candidature will be rejected summarily without making any further correspondence to the candidate in this regard.
- Candidates who are employed in Govt./ Public Sector/ Semi-Govt. undertaking will not be allowed for verification of original documents and for joining unless he/ she produces a **No Objection Certificate(NOC)** from his/ her present employer.
- Candidates availing age relaxation on account of post qualification experience should produce relevant and proper experience certificates and proof of employment at the time of verification of original documents failing which, their candidature will be summarily rejected.
- Experience (for availing age relaxation) :
  - (i) In case of experience possessed by candidates engaged on contract basis directly by PSUs/Central/State Governments, experience certificate is to be produced from such PSUs/Central/State Government etc, indicating the contract engagement. As regards NOC, the same needs to be in line with the terms & conditions of contract engagement and Rules applicable for such contract engagement in the concerned organization.
  - (ii) In case of experience possessed by candidates engaged on contract basis directly by Private Organization, experience certificate is to be produced from such organization indicating the contract engagement. Such experience will be considered subject to scrutiny in terms of nature of experience, responsibilities, assignments, etc.
  - (iii) Applicants having work experience in Private Sector Organizations are required to submit an experience certificate in the letter head of the Company. The letter head of the Company should have details of the Company;
- The qualification, percentage of marks / class, caste, age, experience, etc. indicated by the candidates in the online application would be taken on its face value, before calling the Candidates for the written test.
- Applications that are not in conformity with the requirements indicated in this advertisement/ incomplete applications/ discrepancy in the information provided / those received after the last date will not be entertained.
- Selected candidates will be posted at HAL, Accessories Division, Lucknow or anywhere in India, based on the requirements of the Company. The candidate will not be allowed to apply for transfer to any other Division / Location of the Company for initial three years of service.
- HAL reserves the right to cancel / restrict/ enlarge/ modify/ alter the Advertisement/ Recruitment process and/ or the Selection Process there under, without issuing any further notice whatsoever. Number of vacancies can be modified as per the discretion of the Management or even cancel the whole process of engagement without assigning any reason.

- 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.
- 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 in this regard,
- While applying for the post the applicant should ensure that he/ she fulfils the eligibility criteria and other norms as mentioned above as on the specified dates and that the particulars furnished by him/ her are correct in all respects.
- All correspondence to the candidates will be made via E-mail on the E-mail ID provided by the candidate in the online application format. No other mode of communication will be adopted.
- Any sort of canvassing or influencing of the employees related to recruitment/ selection process would result in immediate disqualification of the candidates.
- Any further information / Corrigendum / Addendum would be uploaded only on HAL website.
- Court of jurisdiction for any dispute / cause will be at Lucknow,
- In case of any particular query not covered above, the candidate can write to HAL at E-mail ID **[recruitment.adlko@hal-india.com](mailto:recruitment.adlko@hal-india.com)** only. No other method of communication will be entertained.