



HINDUSTAN AERONAUTICS LIMITED  
BANGALORE COMPLEX  
OVERHAUL DIVISION

(Notification No. : O/HR/DT-Tenure/04/2020 dated 18-08-2020)

**ENGAGEMENT OF DIPLOMA TECHNICIANS (SCALE – D/6)**  
**ON TENURE BASIS RESERVED FOR SC / ST / OBC**

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.

Overhaul Division, Bangalore Complex, is currently engaged in ROH of Jaguar, Mirage, Kiran Mk I / Mk II, Hawk, Upgrade of Jaguar Darin III and Mirage 2000 Aircraft. The Division is in the process of inducting Personnel for the post of **Diploma Technician (Mechanical) / Diploma Technician (Electrical) in SC/ST/OBC** Categories **on Tenure basis** for a period of four years (Tenure may be extended, if Workload and requirement exists) in the Non-Executive cadre, to be posted at its **HAL Detachment, Airforce Station, Tambaram, Chennai, Tamil Nadu.**

**1. Details of Post / Discipline / Reservation / Qualification :**

Sl. No.	Post Code	Channel / Scale	Discipline	No. of Posts	Reservation			Qualification (Regular / Full Time only)
					SC	ST	OBC	
1.	DTM-20/01	D/6	Mechanical	4	01	01	02	Diploma in Engineering / Technology in <b>Mechanical</b>
2.	DTE-20/02	D/6	Electrical	11	05	02	04	Diploma in Engineering / Technology in <b>Electrical / Electrical &amp; Electronics</b>

SC – Scheduled Caste / ST – Scheduled Tribe / OBC – Other Backward Classes (Non-creamy layer)

## 2. Qualification Requirement :

- Regular / Full Time Diploma in Engineering / Technology in Mechanical / Electrical / Electrical & Electronics disciplines after 10<sup>th</sup> Standard from a recognised Institution / State Board of Technical Education.
- The cut-off percentage of marks to be scored by the Candidates in the Qualifying examination i.e., Diploma in Engineering / Technology are as follows :

Category	Percentage (%) of Marks (Aggregate of all Semesters / Years of Diploma in Engineering / Technology)
OBC	60% & above
SC / ST	50% & above

Note : Percentage Rounding off is not allowed to arrive at the aggregate percentage.

- Candidates with Part Time / Correspondence / Distance Education / E-learning qualification will not be eligible to apply.
- 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 at any stage of the Recruitment or Selection.
- Candidate pursuing / enrolled for any other qualifications should mandatorily indicate the same in the application format. "All the Qualifications possessed by the candidates and Qualifications/ Courses being pursued by them at the time of submitting the Application for employment, are to be clearly indicated in the Application. **In other words, all the Qualifications already possessed 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.**
- Candidate is eligible to apply for one post only for which he is most suited.

## 3. Age Limit / Relaxation / Concession :

The upper age limit is relaxable to the Candidates mentioned as under, subject to submission of requisite Certificates:-

a) **OBC-NCL:** Upper age limit applicable to OBC (Non-Creamy Layer) Candidates in respect of vacancies reserved for them is 31 years. The prescribed Certificate format is at **Annexure-A / Annexure-IA**. They are required to produce recently obtained Non-Creamy layer in proof of their Community (not older than six months as on **01-08-2020**).

b) **SC/ST:** Upper age limit applicable to SC/ST in respect of vacancies reserved for them is 33 years. The prescribed Certificate format is at **Annexure-B**.

c) **PWDs:** Upper age limit applicable to Persons with Disabilities (PWDs) is 38 years and further if they belong to SC/ST, their upper age limit is 43 years and if they belong to OBC, their upper age limit is 41 years. No Post is reserved for PWD, however, 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. The prescribed Certificate format is at **Annexure-C**.

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, 1961.

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 the maximum age limit indicated under each category. 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 01-03-2020.

g) Age and experience will be reckoned as on 01-03-2020.

#### **4. Place of Posting :**

Selected Candidates will be posted to **HAL Detachment, Airforce Station – Tambaram, Chennai, Tamil Nadu**. No request for change of posting will be entertained after joining. However, they are liable to be transferred / posted to any place in India where HAL has Divisions / Offices / Indian Airforce Bases, based on organizational requirement.

#### **5. 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. The personnel selected will be deployed in shifts.

## 6. 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 26,280/-
  - (c) TOTAL (Approx)..... **Rs 43,100/-**
- 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 Allowance in the form of Cash / Card;
  - 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.

## 7. Selection Process:

- a) The Selection will be done through **Written Test**;
- b) **The candidates sponsored by Employment Exchange and the Ex-Apprentices of HAL (BC) who have received communication from HAL are only eligible to apply online;**
- c) **On receipt of intimation from HAL, Candidates need to apply ONLINE after ensuring that they fulfill 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 / Technology. 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 OBC candidates 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 (e-mail id provided in the Application 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 Discipline. 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 original Photo Identity Card viz., Voters ID Card, Driving License, 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) along with Xerox copy of the Photo Identity Card self- attested, to prove their identity before the Invigilator, failing which they will not be allowed to appear for the Written Test.;
- j) Selection of the Candidates shall be done based on the Marks scored in the Written test only, in the order of Merit. Candidates qualifying in the Written test will be called for Document Verification in the order of Merit. The number of Candidates called for Document Verification will be limited to the number of Posts notified (Discipline / Category wise);

k) Candidates may be rejected during the Document Verification process on account of non-availability of requisite Documents / Testimonials such as prescribed Educational qualification, Experience, Caste Certificate, Date of Birth etc., not meeting the notified criteria. Additional Candidates will be called for Document Verification in the order of merit till such time the number of Candidates qualifying in Document Verification process is equal to the posts advertised;

l) Candidates qualified in the Document Verification will be issued Provisional offer and they are required to undergo Pre-employment Medical Examination. On satisfactory receipt of Medical Report from the Company's Doctor as per the medical standards prescribed by HAL, Verification of Character and Antecedents from the concerned Authorities as per the rules of the Company, Final Offer will be issued.

## **8. How to Apply:**

- **The candidates sponsored by Employment Exchange and the Ex-Apprentices of HAL (BC) who have received communication from HAL are only eligible to apply online for the advertised posts.**
- Eligible and interested sponsored candidates are required to apply Online hosted on the HAL website ([www.hal-india.co.in](http://www.hal-india.co.in)) only. The website will be kept open from **10.00 hrs on 18.08.2020 till 24:00 hrs on 07.09.2020** 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. 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.
- On submission and acceptance of the application, system will generate the registration acknowledgement form with the application reference number allotted, which will be used for future reference.
- Request for change of Mailing Address, Category, Discipline etc., as declared in the Online 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**.
- The **last date for submission of the online application** is **07-09-2020**.

- No application will be accepted in person or by post.

## 9. **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 shortlisting 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 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 all the right to cancel / restrict / modify the notification criteria / recruitment process and / or the Selection Process there under, without issuing any further notice. The number of vacancies can be modified as per the discretion of the Management.
- 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 etc.,) of the candidates.
- Mere meeting the conditions of the Notification by the candidate(s) will not automatically entail them to be called for Written Test / Document Verification / Selection and Engagement.
- 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.

- Engagement of selected candidates is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the medical 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).
- 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.
- In case of any particular clarification, the candidates can write to HAL, Overhaul Division, Bangalore at [rectt.ohl@hal-india.com](mailto:rectt.ohl@hal-india.com) or contact us at 080-22321542/22322823. No other method of Communication will be entertained.
- 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 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 10<sup>th</sup> September, 1993, published in the Gazette of India, Extraordinary, Part-I. Selection I, dated the 13<sup>th</sup> 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 \_\_\_\_\_ community 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

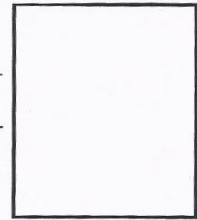
**Note :** The term " Ordinarily resides" used here will have the same meaning as in section 20 of the Representation of the People Act 1950.

**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 &amp; Seal of Member

Name &amp; Seal of Member

Name &amp; Seal of the Chairperson