



**HINDUSTAN AERONAUTICS LIMITED
HAL BANGALORE COMPLEX
LCA TEJAS DIVISION**

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 10 co-located R&D Centres and 1 Facility Management Division, spread across the Country. HAL's spectrum of expertise encompasses Hi-tech programmes involving a number of State-of-the-art technology, 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.

LCA Tejas Division, HAL, Bangalore Complex is in the process of inducting Personnel for the post of **Security Guard (Ex-Servicemen) and Fitter (unfilled backlog vacancies) in SC/ST/OBC/UR/PWBD Categories on Tenure Basis for a period 4 (Four) Years** in the Non-Executive Cadre, to be posted in LCA Tejas Division and Aerospace Division or to any Divisions / Offices of HAL / Indian Air force Bases (IAF) Outstation bases.

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

Sl. No.	Post Code	Post & Channel / Scale	No. of Posts & Reservations						Total	Qualification	Division of Posting
			SC	ST	OBC	UR	EWS	Posts identified for PWBD			
1	TBP(SG)-22/01	Security Guard B/4	-	-	2	1	-	-	3	PUC/Intermediate or SSLC + 3 years of Ex-servicemen (Combatant) experience.	LCA Tejas
			1	-	1	-	-	-	2		Aerospace
2	TBP(F)-22/02	Fitter C/5	-	-	-	-	-	2 (HH)	2	ITI + NAC/NCTVT Fitter	LCA Tejas

SC-Scheduled Caste / ST-Scheduled Tribe / OBC-Other Backward Classes (Non-creamy layer)/ EWS-Economically Weaker Sections/PWBD-Persons with Benchmark Disability.

2. Qualification & Experience Requirement:

- **Ex-servicemen applying for the post of Security Guard** should possess PUC/Intermediate or SSLC + 3 years of Ex-servicemen (Combatant) experience (knowledge and hands on experience in operating computer preferred + possessing Driving license to drive two wheeler/ four wheeler desirable).

- **Candidates applying for the post of Fitter** should possess regular / full-Time ITI + NAC / NCTVT course after 10th Std. from the recognized Technical Board on or before **01.04.2023**. The cut off percentage of marks to be scored by the candidates in the qualifying examination i.e. ITI & NAC / NCTVT in the Fitter trade / discipline is as follows :-

Category	Percentage (%) of marks
PWBD	50% & above

- 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 qualifications than the required qualification indicated in the Notification need not apply. Candidature of such personnel who possess higher qualification 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.**

3. Age Limit / Relaxation / Concession:

- The upper age limit as on **01.04.2023** is **28 years**.
- **OBC-NCL:** upper age limit applicable to OBC (Non-Creamy Layer) candidates in respect of vacancies reserved for them is relax-able by 3 years i.e 31 years. Candidates are required to produce recently obtained Non-creamy layer Certificate in proof of their Community (not older than 6 months from the last date of application) 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 (**format at Annexure-A / Annexure-IA**).
- **SC/ST:** upper age limit applicable to SC/ST candidates in respect of vacancies reserved for them is relax-able by 5 years i.e 33 years. 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 (**format at Annexure-B**).
- **PWBDs:** upper age limit applicable to Persons with Benchmark Disabilities (PWBDs) is relax-able by 10 years i.e 38 years which will be over and above the relaxation admissible for candidates belonging to SC/ST/OBC mentioned above. Hence, candidates if they belong to OBC, their upper age limit is 41 years and candidates if they belong to SC/ST, their upper age limit is 43 years. Persons with 40% or more relevant disability only are eligible to apply for PWBD posts. Candidates are required to produce the original Disability Certificate issued by the Competent Authority at the time of the Document verification in the prescribed format (**format at Annexure-IC/IIC/IIIC**). The Upper age limit with all relaxations for PWBD shall not exceed 56 years as on **01.04.2023**.

- **EWS:** The persons belonging to EWS who are not covered under the scheme of reservation for SCs, STs, OBCs can avail the benefit of Reservation in Direct Recruitment upon production of an Income & Assets Certificate issued by a Competent Authority (**format at Annexure-D**).
- Relaxation in age limit in respect of Ex-servicemen will be extended as per rules. An ex-serviceman who has put in not less than six months of 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. Upper age limit with all relaxations for Ex-servicemen shall not exceed 55 years as on **01.04.2023**.
- In respect of the posts not reserved for SC/ST/OBC categories, the SC/ST/OBC candidates can also apply for such un-reserved (UR) vacancies, if they satisfy the eligibility criteria for UR Category including the age criteria.
- 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 relax-able by 5 years.
- **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.
- **Experience:** upper age limit is relax-able for candidates with relevant Post Qualification Experience, to a maximum extent of 7 years for the post of Fitter. Relaxation in age would be one year for every completed year of relevant post qualification experience, over and above the maximum age limit indicated under each category. Experience will be counted as on **01.04.2023**.
- Reservation of the posts will be as per the rules.
- Age and experience will be reckoned as on **01.04.2023**.

4. Place of Posting

Selected candidates will be posted at HAL, LCA Tejas Division and Aerospace Division in Bangalore. However, they are liable to be transferred / posted / assigned to any place where HAL has the Divisions / Offices / Bases depending upon organizational requirements. No request for change of posting will be entertained after joining.

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

- During the period of tenure engagement the candidates will be paid following remuneration:

Entitlement	Scale-4 (B4) In Rs per month	Scale-5 (C5) In Rs per month
Basic Pay	21000/-	22000/-
DA	At applicable rates	At applicable rates
HRA	At applicable rates	At applicable rates
Perks	@ 25% on Basic Pay	@ 25% on Basic Pay
Lumpsum amount towards Medical Expenses	1500/-	1500/-
Other benefits & Allowances	As per rules	As per rules

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

- i) Dearness Allowance (revised quarterly) on the Basic Pay.
- ii) House Rent Allowance as per classification of Cities (when Company quarter is not provided).
- iii) Perks 25% of the Basic Pay including Sodexo meal card/ cash.
- iv) Provident Fund contributions will be calculated taking into account the Basic 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) Monthly Incentive and Annual Incentive;
- ii) Quarterly Performance Pay;
- iii) TA/DA for Official Duty;
- iv) Night Shift Allowance
- v) Allowance towards medical reimbursement a Lump sum amount of Rs.1500/- per month will be admissible to meet the medical expenses (both in-patient and outpatient), based on self-certification and NOC issued by ECHS / Defence forces. This amount shall be paid on monthly basis along with the Consolidated Remuneration.
- vi) Group Insurance in lieu of EDLI.

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

7. Selection Process

- The Selection will be done through **Written Test**.
- Eligible candidates sponsored by the Employment Exchange or the Sainik Boards, the Ex-Apprentices trained at HAL, TTI (BC) who apply based on the initial screening and communication received from HAL will only be eligible to apply and will be called for the Written Test, subject to their meeting the notified criteria.
- **Candidates applying for the post of Fitter** will be shortlisted for Written test, based on the marks secured in the Qualifying Examination. 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 PWBD candidates cannot be less than 50% in the Qualifying Examination. This cut-off percentage of marks is not applicable for Ex-servicemen.
- **For the post of Security Guard**, candidates whose names are sponsored by Sainik Board and who have applied based on the initial screening will only be considered for Physical Test. They have to qualify the Physical Test by achieving "Satisfactory Standard" of the physical parameters as indicated below and thereafter they will be called for Written Test:-

Physical Standards:

Sl. No	TEST	UPTO 30 YEARS			31-40 YEARS			41-45 YEARS		
		EXCELLENT	GOOD	SATISFACTORY	EXCELLENT	GOOD	SATISFACTORY	EXCELLENT	GOOD	SATISFACTORY
1	Chin Ups	10	8	6	9	7	5	8	6	4
2	Push Ups	24	22	20	22	20	18	20	18	16
3	Bend Knee Sit Ups	40	35	30	35	30	25	30	25	20
4	100 mtr Sprint (in seconds)	13	15	17	15	17	19	17	19	21
5	2.4 km Run (in minutes)	9	9.30	10	10.30	11	11.30	11.30	12	12.30
6	Rope Climbing	10 Mtrs	To be completed by all the candidates							
7	Monkey Crawl	10 Mtrs								

Sl. No	TEST	46-50 YEARS			51-55 YEARS		
		EXCELLENT	GOOD	SATISFACTORY	EXCELLENT	GOOD	SATISFACTORY
1	Push Ups	16	14	12	12	10	8
2	Bend Knee Sit Ups	25	20	15	15	11	7
3	2.4 km Run (in minutes)	13	14	15	-	-	-
4	3 km Walk (in minutes)	-	-	-	28	29	30
5	2 km Run (in minutes)	-	-	-	-	-	-
6	Rope Climbing	10 Mtrs	To be completed by all the candidates				
7	Monkey Crawl	10 Mtrs					

- The Written Test will be held in Bangalore. The date and time of the Written Test will be intimated to the shortlisted eligible candidates by email / HAL website (in the email 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>)**.
- The Written Test will be of 2 ½ hours duration. The test will be in 3 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 1 mark each and there is no negative Mark.
- Candidates will have to appear for Written Test at their own cost, on the date, time & venue, which will be mentioned in their Admit Card.
- 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 ID Card self-attested, to prove their identity before the Invigilator, failing which they will not be allowed to appear for the Written Test.
- Selection of the candidates will be done based on the Marks scored in the Written Test only, in the order of Merit. Candidates who qualify in the Written Test will be called for Document Verification in order of merit. Final selection will be made on the basis of performance in the Written Test. The number of candidates called for Document Verification will be limited to the number of Posts notified (Discipline / Category wise).
- 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. The candidates should bring all the relevant original certificates / testimonials etc. along with one set of self-attested photo copies in support of educational qualifications, experience, date of birth, caste certificate (In Central Govt. format), Ex-servicemen Discharge Book etc. All the relevant and required documents as per the advertised criteria will be scrutinized during document verification stage and those candidates who are found to be meeting the advertised criteria will only be considered for selection. 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.
- Candidates qualified in the Document Verification will be issued Provisional Offer and they are required to undergo **Pre-employment Medical examination**. No relaxation in Health Standards will be allowed. 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, Final Offer of Engagement will be issued as per the rules of the Company.
- **Extent of Disability and Physical Requirement:**

Post	Disability	Physical Requirement
Fitter (PWBD)	Hearing Handicapped (HH)	Sitting Standing Bending Lifting Manipulation by finger & seeing.

8. How to Apply:

- The candidates sponsored by Employment Exchange, Sainik Board and the Ex-Apprentices of HAL, TTI (BC) who have received communication from HAL are only eligible to apply for the advertised posts.
- Eligible and interested candidates are required to visit **HAL website (www.hal-india.co.in) for viewing the detailed notification under careers**. The website will be kept open between **10.00 hrs. on 15.04.2023 till 11.59 hrs. on 05.05.2023** 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.
- Request for change of Mailing address, Category, Discipline etc. as declared in the 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 (www.hal-india.co.in)**.
- **The last date for submission of the Application is 05.05.2023.**

10. 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) who are provisionally selected should produce "No Objection Certificate (NOC)" at the time of the document verification from their employer failing which their candidature will be cancelled.
- Reservation to Economically Weaker Sections (EWS) is governed by Office Memorandum No.36039/1/2019-Estt(Res) dated 31.01.2019 of Department of Personnel & Training, Ministry of Personnel, Public Grievance & Pensions, Government of India.
- 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.
- 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 Physical test / Written Test / Document Verification 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 thereunder, without issuing any further notice whatsoever. The number of vacancies can be modified as per the discretion of the Management.
- Shortlisting of candidates for the Written Test will be purely provisional without verification of Age, Qualification, Category (SC/ST/OBC–Non Creamy Layer/ EWS/ PWBD / XSM etc.) of the candidates.
- Mere meeting the conditions of the Notification by the candidate(s) will not automatically entail them to be called for Physical Test / 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 letterhead 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.
- 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.
- Any sort of Canvassing or influencing of the Officials related to Recruitment / Selection Process would result in immediate disqualification of the candidates.
- 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, PWBD Certificate, Income & Asset Certificate issued by Competent Authority in the format prescribed by GoI (for EWS Candidates), 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 **HAL Website <http://www.hal-india.co.in>** from time to time.
- In case of any particular clarification, the candidates can write to HAL, LCA Tejas Division, Bangalore at **rectt.lca@hal-india.co.in** or contact us at **080-22323966/22323809**. No other method of Communication will be entertained.
- Court of jurisdiction for any dispute / cause will be Bangalore.
