



HINDUSTAN AERONAUTICS LIMITED
AIRCRAFT DIVISION, NASIK

Advt. No.KP/1209/TBE/2022/1341

Date:14/10/2022

Sub : Engagement of Personnel on Tenure Basis in Non-Executive Cadre for the post of Nursing Staff.

Hindustan Aeronautics Limited (HAL), a Navratna Central Public Sector Undertaking, is a premier aeronautical industry of South East Asia and amongst the biggest defense and aerospace manufacturers in the world with 20 production/overhaul/service divisions and 10 R&D centers spread across the country. HAL's spectrum of expertise encompasses Design, Development, Manufacture, Repair, Overhaul and Upgrade of Aircrafts, Helicopters, Aero-engines, Industrial and Marine Gas Turbines, Accessories, Avionics & Systems and structural components for satellites and launch Vehicles.

Aircraft Division, Nashik is an independent profit centre currently engaged in the overhaul of Su-30MKI aircraft under license and repair/overhaul of MiG-21/27-M aircraft variants, MiG-21 BIS , Su-30MKI aircraft and their aggregates. HAL Nashik is also involved in mid-life upgrade and modification of various types of Russian origin aircrafts, providing design & development support to MiG-21 series, MiG-27M and SU-30MKI series aircrafts and its systems. The customers of HAL include all the three wings of the Indian Armed Forces.

HAL offers a challenging and rewarding career to individuals who want to contribute towards nation building. Currently, HAL is looking to recruit bright and dynamic personalities for multiple posts

HAL Nasik Division is running a 75 bedded Industrial Health Centre for employees and their dependent family members. HAL Industrial Health Centre, Nasik is also catering to the basic medical facilities to the staff and dependent family members of Allied agencies such as CRE, CRI, AFLE etc. in addition, Peripheral dispensaries are being managed in Nasik City at three different locations for OPD consultation by the employees and their dependent family members residing in Nasik.

Aircraft Division Nasik is in the process of engaging personnel on Tenure Basis (Maximum for 4 years) in the Non-executive Cadre. There is a requirement of induction of Diploma in General Nursing as per the following details:

No. of Posts : 05 (UR-3 : OBC-1, SC-1)

| Post Code | Trade/Discipline | Induction Channel | No. of Posts |
|-----------|------------------|---------------------|--------------|
| TN-C5-001 | Nurse | Level-C5 (Freshers) | 05 |

UR: Unreserved; OBC: Other Backward Classes (Non-Creamy layer); SC: Scheduled Castes;

Qualification Requirement

| Post Code | Name of the Post (Discipline/Trade) | Qualification Requirement |
|----------------------------|--------------------------------------|--|
| Level-C5 (Freshers) | | |
| TN-C5-001 | Nurse | PUC/Inter + Diploma in General Nursing with not less than 60%. Applicable relaxation would be granted to the SC Candidates in the percentage criteria in the qualifying Exam against the reserved post*. |

*Note: Qualifying Exam for level C5 is Diploma in General Nursing.

Candidates may note the following points w.r.t the Qualification Requirement

- i) Candidates who have acquired the Qualifications through regular mode are only eligible for the posts. Those candidates who have acquired the Qualification through Part Time Mode / Correspondence Mode / Distance Learning Mode are not eligible for the Posts.
- ii) For appointment to above posts, candidates possessing higher qualifications than the required qualification indicated in the Advertisement / Notification against the respective post need not apply. Candidate pursuing / enrolled for any other qualifications should mandatorily indicate the same in the application format. Candidature of such personnel who possess higher qualification than the required qualification indicated in the Advertisement /Notification and who apply for the post, will be rejected at any stage of the Recruitment or Selection.

Experience Requirements

| Post Code | Name of the Post (Discipline/Trade) | Experience Requirement |
|-----------|-------------------------------------|------------------------|
| TN-C5-001 | Nurse | Nil |

Age Limit/Relaxations/Concessions

- Upper age limit as on 01.09.2022 will be for UR- 28 years; SC/ST - 33 years; OBC- 31 years.
- 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.
- The age limit is relaxable to 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 and above the maximum age limit indicated above. Experience will be counted as on 01/09/2022.
- Further, Ex-apprentices who had undergone the apprenticeship training at HAL Nashik are eligible for further age relaxation to the extent of Apprenticeship training period undergone by them.
- Candidates belonging to OBC – Non-creamy layer category are required to produce recently obtained Non-creamy layer certificate in proof of their Community (not Older than 6 months) as on the DATE OF DOCUMENT VERIFICATION stating that they do not come under the Creamy layer from the Competent Authority, in the Central Government format at the time of document verification.
- Candidates belonging to SC/ST category are also required to produce the community certificate in proof of their community at the time of document verification in the prescribed format.
- Reservation of the posts will be as per rules.

Remuneration

The candidates found suitable after due Written Test, document verification, pre-employment medical test and other administrative procedures will be engaged as Operators on Tenure basis for a maximum period of four years. This engagement will not entitle any candidate to claim for regular / permanent employment in future. During the period of tenure engagement the candidates will be paid Consolidated Remuneration every month. The Consolidated Remuneration would comprise of the following:

- i) Basic Pay + Personal Pay;
- ii) Dearness Allowance (revised quarterly) on the Basic Pay + Personal Pay;

iii) Special Allowance at the rate of 5% of the Basic Pay + Personal Pay

iv) Washing Allowance @ Rs.75/- p.m

The Basic Pay Component in the Consolidated Remuneration on induction of the Personnel will be based on the corresponding Channels, as indicated below:

| Induction Level | Consolidated Remuneration (Basic + Personal Pay of Induction in Rs.) |
|-----------------|--|
| C5 | 15910/- |

In addition to the above, the personnel engaged on Tenure basis will be eligible for the following benefits/allowances/incentives:

- i) Canteen Subsidy / 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) 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.
- vi) TA/DA for joining duty and for Temporary Duty as per relevant Rules applicable to Workmen in the appropriate Scale of Pay.
- vii) Group Insurance in lieu of EDLI
- viii) Night Shift Allowance, wherever applicable.

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

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. Selected Personnel on Tenure Basis will undergo Induction Training for a period of 8 weeks. **The personnel selected will be deployed in shifts as per company requirements.**

Place of Posting

Selected candidates will be posted at HAL Nasik (Maharashtra). 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.

SHORTLISTING / SELECTION PROCEDURE

Shortlisting of the candidates for the written test is provisional and is subject to verification of all the documents after the Written Test. The candidature of the candidates sponsored by Employment exchange will also be subject to submission of all the necessary documents and meeting the Notified criteria with respect to Age, Percentage, Qualification etc.. Instructions regarding examination will be intimated to the short-listed candidates through the admit Card. The written test will be held only at Nasik. Final selection will be made on the basis of performance in the written test only. Document verification will be carried out immediately after hosting of the result of Written Test. The names of candidates shortlisted for document verification (Trade/Discipline-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/SMS and HAL website.

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 cannot be less than 60%. Applicable relaxation would be granted to the SC Candidates in the percentage criteria in the qualifying Examination against the reserved post. Final selection will be made on the basis of performance in the written test and document verification only.

The written test will be held only at Nasik.

The exact date and time of the Written Test will be intimated to the shortlisted / eligible candidates by e-mail / HAL website (in the email id provided in the Application Format by the candidate). The same also will be hosted on the HAL WEBSITE (www.hal-india.co.in). Instructions regarding examination will be intimated to the short-listed candidates through the admit Card and HAL Website.

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 and other notified eligibility criteria. 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 and Experience on a later date will be allowed.

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), 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. Candidates attending & qualifying in Document Verification would be reimbursed Travelling Allowance (TA), i.e. Sleeper Class / II Class Train fare / Bus fare by the shortest route, 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 modes of transport, he /she will be reimbursed the fare limited to the shortest route by train or actual expenses, whichever is less, on production of proof.

Note: Candidature of the candidates who fail to meet all the eligibility criteria mentioned in the notification and/or fail to produce all the documents on the day of document verification will be cancelled.

Mode of Payment of Application Fee

- A Demand Draft (DD) of **Rs.200/- (Two Hundred only)** from the Nationalised Bank in the favour of '**HINDUSTAN AERONAUTICS LIMITED, NASIK**' payable at **State Bank of India, Ojhar Township (SBI Branch Code : 1196)** is to be paid an Application fee, which is non-refundable. Candidates belong to SC/ST/PWBD/Ex-Apprentice of the Division/Candidates sponsored by Employment Exchange, are exempted from the payment of Application Fee.
- No other form of payment is accepted.
- Candidates should forward the original Demand Draft along with Application Form;
- Application Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the Application Fee.

How to Apply

- Eligible and interested candidates are required to forward their duly filled in Application in the prescribed format (Annexure-I) along with Demand Draft (if applicable) and requisite documents (i.e. Qualification, Age, Category etc.) before **03.11.2022** to the following address:

The Chief Manager(HR)
Hindustan Aeronautics Limited
Aircraft Division, Nasik
Ojhar Township (P.O.) Tal-Niphad,
Dist-Nasik, State-Maharashtra, Pin -422207.

- No Application will be received in person. Application received after due date will not be accepted.
- Candidates are requested to superscribe the Envelope with the name of the post they are applying to:
- If the information furnished by the Candidate/s at any stage of engagement is found to be false or incomplete or is not found to be in conformity with the eligibility criteria mentioned in the Advertisement, the candidature will be considered as revoked / terminated without any reference given to the Candidate.

Health

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. The opinion of the Company's Medical Officer in this regard shall be final. The persons with disability (PWD) will be strictly considered in accordance with definition given under the Persons with Disabilities (Equal Opportunities, Protection of Rights and full Participation) Act, 1995.

General Conditions

Only Indian Nationals need to be apply.

- Age and Experience is to be calculated as on 01.09.2022.
- The above vacancies notified are provisional and may increase or decrease according to the actual requirement of the HAL Aircraft Division, Nasik HAL reserve the right to increase / decrease the specification depending upon the response.
- 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 candidates. Candidates shortlisted for Written Test/ document verification will be purely provisional without verification of Age, Qualification, category (SC/ST/OBC–Non Creamy Layer 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 / Document verification / Selection and Appointment

- Candidate availing age relaxation on account of the post qualification experience should produce proper experience certificate and proof of employment at the time of document verification failing which no age relaxation will be extended and candidature may also get cancelled.
- 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. Furnishing wrong / incorrect information or suppression of relevant information will lead to rejection of candidature 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.
- Candidates who possess the qualification higher than the qualification prescribed for the post, need not be sponsored. If it is found at any stage of the selection that the candidate possesses the qualification higher than the qualification prescribed for the post, his/her candidature/ selection will be cancelled without notice. As per the rules of the Company, candidates who have acquired the Qualifications through regular mode are only eligible for the posts.
- Necessary information regarding the selection, written test etc. will be hosted on our website www.hal-india.co.in from time to time; **candidates are requested to visit the website from time to time.**
- 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. Verification of caste, character and antecedents from the concerned Authorities as per the rules of the Company and vigilance clearance (as applicable).
- Decision of HAL Management regarding selection will be final.
- HAL reserves all the right to cancel/ restrict/enlarge/modify/ alter the Advertisement/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.
- Candidates employed in Central / State Government/ Public Sector Undertakings etc. (**including candidates engaged on Contract basis there in**) should produce No Objection Certificate (NOC) at the time of the document verification from their employer failing which they will not be permitted to appear for the document verification and will not be eligible for payment of Travelling Allowance and his candidature will be cancelled for the post.
- Candidates who have work experience will be required to produce the experience certificate on the letter head of the Company. The letter head of the Company should have the details of Company along with the Company Registration Number.
- Necessary information regarding the selection process viz. written test Date and Venue for Document verification etc. will be hosted on our website (www.hal-india.co.in) from time to time; candidates are requested to visit the website from time to time.
- Appearance of the shortlisted candidates in the Written Test or document verification 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.
- Any sort of Canvassing or influencing of the Officials related to Recruitment/ Selection Process would result in immediate disqualification of the candidates.

Important Dates

| Activity | Dates |
|---------------------------------------|--------------------------------|
| Issue of advertisement on HAL website | 14 th October 2022 |
| Last date for receiving applications | 03 rd November 2022 |

- Any further update/corrigendum/addendum (if any) with regards to this advertisement will be hosted only on HAL website www.hal-india.co.in.
- In case of any difficulty please contact us at 02550-271964 between 07:00 am to 03:00 pm or mail us at hr.nsk@hal-india.co.in



**Hindustan Aeronautics Limited
Aircraft Division, Nasik**

Annexure I

APPLICATION FORM

APPLICATION FOR THE POST OF _____

Advt. No. _____ dated _____

Paste
Self attested
recent passport size
photograph

| | | |
|-----|--|----------------------------|
| 1. | Name (IN BLOCK LETTERS) | |
| 2. | Gender | |
| 3. | Father's Name | |
| 4. | Mother's Name | |
| 5. | Date of Birth & Age as on 01.09.2022 | |
| 6. | State of Domicile and Nationality | |
| 7. | Contact / Mailing Address | Permanent Address |
| | | |
| | | |
| | | |
| | | |
| |Pin Code..... |Pin Code..... |
| | Phone No. (with STD Code): | Phone No. (with STD Code): |
| | Mobile No: | Mobile No: |
| | Email ID : | Email ID : |
| 8. | Nearest Railway Station | |
| 9. | Religion | |
| 10. | Where you domicile of J&K during the period from 01.01.1980 to 31.12.1989? <i>(Copy of Certificate to be produced at the time of Document Verification / Interview)</i> | Yes / No |
| 11. | Circle the Category <i>(Copy of Certificate to be produced at the time of Document Verification / Interview) in case of SC/ST/OBC/EWS</i> | SC /ST /OBC / EWS / GEN |

| | | |
|-----|---|---|
| 12. | Are you Person with Disability (PWD)? If so, mention the category of Disability (VD/OD/HD) <i>(Copy of Certificate to be produced at the time of Document Verification / Interview)</i> | Yes / No VD / OD / HD / Benchmark Disabilities to be mentioned |
| 13. | a) Are you Ex- Serviceman? <i>If yes, mention the last Rank held and the no. of years served in the Rank.</i> b) Are you Serving Officer in the Armed forces? <i>If yes, mention the present Rank and the no. of years completed in the rank.</i> | Yes / No Yes / No |
| 14. | Have you been interviewed by HAL any time earlier? <i>(If yes, please give the details of the post for which you have been interviewed as also date/year/venue)</i> If Yes: Post Interviewed: Date of Interviewed: Venue of Interviewed: | Yes / No |
| 15. | Are any of your close relatives working in HAL? If yes, provide details of Name, Designation, Division, etc. | |
| 16. | Have you ever been a Member/Worker of nay Political Party/Organisation or participated in any Political activities? If yes, please give the following details : a) Name of Political Party / Organisation : b) Particulars of Political Activity (if any): c) Period of Membership (from year)/ year of participation in Political Activity d) Nature of Participation in Political Activity e) Office, if any, held in Political Party : | |

17. EDUCATIONAL QUALIFICATION: *(Academic and Professional - only from Degree / Diploma onwards)*

| Name of Qualification with specialization wherever applicable | Institution / University | Nature of the Course (Full Time / Part Time / Correspondence) | Duration of the Course | Subjects / Specification | Class / Division | Month & Year of Passing |
|---|--------------------------|---|------------------------|--------------------------|------------------|-------------------------|
| (1) | (2) | (3) | (4) | (5) | (6) | (7) |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

(Note : Please give full & complete information. Use separate sheets if required)

18. Details of Training undergone in the last 5 years:

| Name of Program | Institution / Organisation | Duration of the Training | |
|-----------------|----------------------------|--------------------------|------------------|
| | | From (dd/mm/yy) | To (dd/mm/yy) |
| (1) | (2) | (3) | (4) |
| | | | |
| | | | |
| | | | |
| | | | |

(Note: Use separate sheets if required)

19. Professional Experience from the First Job onwards to Current Job (chronological order):

| Sl. No. | Designation | Organisation | Central Govt /PSU /Private | Date | | Pay Scale | Gross Pay | Reason for Leaving |
|---------|-------------|--------------|----------------------------|----------------------|--------------------|-----------|-----------|--------------------|
| | | | | From (dd/mm/yyyy) | To (dd/mm/yyyy) | | | |
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |

(Note: Please give complete details for the experience profile like Date, Month & Year. Use separate sheets if required)

20. Detailed Picture of the Position currently held by you. (To be typed in about 100 words on a separate sheet and enclosed to the application with your name legibly written on the top of the paper)

21. No. of years of Post Professional Qualification Experience you possess (in completed years):

22. a) Present Scale of Pay _____

Basic Pay _____ DA _____ Gross Pay _____

23. Date of Seniority (From Date in Present Grade / Post):

24. Pay Expected: _____

25. If selected, how soon can you join? _____

26. Pen picture of professional experience, achievements and significant contribution in the field. (To be typed in about 100 words on a separate sheet and enclosed to the application with your name legibly written on the top of the paper)

27. Details of Application fee paid:

| Name of Bank | Demand Draft (DD) No. | Demand Draft (DD) Date | Amount |
|--------------|-----------------------|------------------------|--------|
| | | | 200/- |

(Demand Draft (DD) to be enclosed with the application)

Note- Candidates belong to SC/ST/PWBD/Ex-Apprentice of the Division/Candidates sponsored by Employment Exchange, are exempted from the payment of Application Fee.

I hereby declare that the above statements are true and complete to the best of my knowledge and belief. I understand that in the event the information is found to be false or incorrect, my candidature/appointment may be considered as terminated without any notice.

Place:

Date : _____ **Signature of the Candidate**

Note: The candidate is required to fill up all the columns. Application will be rejected if any column is left blank, not filled or incomplete. No correspondence will be entertained.

The candidate should not attach any documents with the application blank other than the specified one in the application blank.
