

SPECIAL RECRUITMENT DRIVE FOR SCHEDULED CASTE (SC) / OTHER BACKWARD CLASSES – NON CREAMY LAYER (OBC-NCL)

Hindustan Aeronautics Limited (HAL), a Navratna Central Public Sector Undertaking, is a premier Aeronautical Industry of South East Asia, with co-located R&D Centres spread across the Country. HAL's spectrum of expertise encompasses hi-tech programmes involving a number of state manufacture, repair, overhaul and upgrade of Aircraft, Helicopters, Aero Marine Gas Turbines, Accessories, Avionics & Systems and structural components for Satellites & Launch Vehicles.

HAL is currently looking for Paramedical Staff (Trainees) in the following Disciplines/Areas for appointment in **HAL Medical & Health Unit in Bangalore** under Special Recruitment Drive for Scheduled Caste (SC) / Other Backward Classes – Non Creamy Layer (OBC-NCL). Candidates coming under OBC Category (Creamy Layer) are not eligible to apply.

I. DETAILS OF VACANCIES:

Sl. No.	Advertisement No.	Posts	No. of Posts	Reservation	Scale	Qualification
01.	M&H/HR/25/01/2016	Staff Nurse Trainee	2	SC	C-5	PUC with Diploma in General Nursing & Midwifery (3 years)
02.	M&H/HR/25/02/2016	Lab Technician Trainee	1	OBC	D-6	B.Sc (MLT) (3 years)

II. QUALIFICATION REQUIREMENT

- All qualifications should be from Indian Universities / Institutes recognized by appropriate statutory authorities in the country. Candidates possessing the qualifying Degrees through Full-Time courses will only be considered. Candidates possessing Part Time / Correspondence / Distance Education / Evening Courses are not eligible to 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 Application. In other words, all the Qualifications already possessed and Qualification/Courses which are being pursued/currently undergoing are to be indicated in the Application while submitting the same for notified Posts in HAL.

- Candidates who possess the qualification higher than the qualification prescribed for the post, need not apply. If it is found at any stage of the selection that the candidate possess the qualification higher than the qualification prescribed for the post, his/her candidature/selection will be cancelled without notice.

III. SCALE OF PAY & REMUNERATION :

- During the training period, trainees will be paid the following Emoluments per month as admissible to them.

Sl. No.	Scale	Basic Stipend (Rs)	Other Entitlements
1	C-5	15,910/- Per month	Besides Basic Stipend, candidates will be eligible for Variable Dearness Allowance, Accommodation Allowance or Company Accommodation, Provident Fund etc.
2	D-6	16,820/- Per month	

- Accommodation Allowance will be payable only in cases where company Accommodation is not provided. It is mandatory for Staff Nurse to stay in Company Quarters when provided.

IV. ABSORPTION AND LEVEL OF INDUCTION :

- The selected candidates will be on training for a period of one year. On successful completion of the aforesaid training, the trainees will be absorbed in the regular scales as mentioned below:

Sl. No.	Channel/Scale	Pay Scale (Rs)
1	C-5	10750-27670
2	D-6	11050-28970

- Besides Basic Pay, candidates will be eligible for Personal Pay, Variable Dearness Allowance, Company Accommodation or House Rent Allowance, Provident Fund, Gratuity etc..

V. UPPER AGE LIMIT AND RELAXATION:

Sl. No.	Scale	Upper Age Limit (in years) as on 02.06.2016	
		SC	OBC (non Creamy Layer)
1	C-5 / D-6	33	31

- In respect of Persons with Disabilities (PWDs), Upper Age Limit is relaxable by 10 years, which will be over and above the relaxation admissible for candidates belonging to SC/OBC-NCL.
- Upper age limit is relaxable by 5 years in respect of the candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period of 01.01.1980 to 31.12.1989.
- Relaxation in age limit in respect of Ex-servicemen & Serving personnel will be extended as per rules.
- 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 prescribed age limit.
- Candidate availing age relaxation on account of post qualification experience should produce proper experience certificate and proof of employment at the time of document verification, failing which their candidature will not be considered.
- Candidates who have work experience in the Private Sector should submit the experience certificate in the Letter Head of the company. The Letter Head of the company should have the details of Company Registration Number.
- Candidates are required to submit the Original Caste Certificate / Disability Certificate (mandatorily) issued by the Competent Authority in the prescribed format at the time of Document Verification;
- For getting the reservation benefits under OBC-NCL category, the followings are required to be adhered:
 - The name of caste and community of the candidate must appear in the "Central list of Other Backward Classes" &
 - The candidate needs to furnish an OBC-NCL certificate as per the format prescribed by the Government of India (*not older than six months as on 02.06.2016*), from the Competent Authority, at the time of Document Verification;
 - Issuance of Provisional Offer of Appointment to shortlisted candidates in the Written Test is subject to furnishing of OBC-NCL certificate as per the format prescribed by the Government of India (**not older than six months as on 02.06.2016**), from the Competent Authority, at the time of Document Verification.

VI. SELECTION PROCEDURE & PLACEMENT:

- Candidates meeting the eligibility criteria will be shortlisted and called for appearing in the Written Test. Selection of the shortlisted candidates will be based only on the Marks secured in the Written Test in order of Merit.
- 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 advertised

eligibility criteria. The Testimonials/Documents should be in the possession of the candidates as on **02.06.2016** (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, Caste on a later date will be allowed.

- Candidates provisionally selected by HAL will have to undergo a pre-employment Medical Exam before joining HAL. Applicants should have sound health and should meet the medical standards prescribed by the Company. Appointment of selected candidates is subject to receipt of satisfactory medical report from the Company's Doctor as per the Medical Standards of the Company (concerned authority in respect of PWD candidates). No relaxation in health standards will be allowed;
- Appointment of selected candidates is subject to verification of Caste, Character & Antecedents from the concerned Authorities, as per the rules of the Company;
- Selected candidates can be posted to any Division / R&D Center / Office of the Company. The candidates will not be allowed to seek / apply for transfer to any other Division / R&D Center / Office / Location of the Company for initial three years of service.

VII. MODE OF PAYMENT & APPLICATION FEE:

- Rs.200/- (Rupees Two Hundred only) towards Application Fee (Rs. 50/- as Bank charges (total of Rs. 250/-) if deposited in other than SBI, HAL Branch, Bangalore), which is non-refundable is to be paid by candidates belonging to OBC-NCL Category. The same is exempted in the case of SC/PWD candidates;
- Application fee is to be deposited in the "**HAL HOSPITAL**" Account Number- **10918220668** at any of the core banking branches of State Bank of India in the prescribed Challan and a Journal Number be obtained. Journal number given by the Bank on payment of fees needs to be entered in the ONLINE application form while applying. HAL will not be responsible in case of a candidate depositing the Application Fee in the wrong account. No other form of payment is accepted;
- Candidates are required to provide details of the Application Fee paid in the Online Application Form failing which the application will be treated as incomplete and will not be accepted;
- Application Fee once deposited into Company's account will not be refunded under any circumstances, even if the candidate is unable to apply Online or due to being ineligible at the time of applying or rejection of application Online. Therefore, before depositing the application fee, candidates should ensure that they meet all the eligibility criteria;
- Employment Exchange candidates who have received the communication from HAL advising to apply for the post ONLINE with reference to this advertisement are required to mention the Reference Number and date of the HAL letter / communication received by them while applying ONLINE and they are exempted from payment of the application fee.

- The candidate should retain original counterfoil of the Challan (Candidate's copy) for future reference.

VIII. HOW TO APPLY?

- Eligible and interested candidates are required to apply Online from the link provided on HAL Website www.hal-india.com. The website will be kept open between 1000 hours on 18.05.2016 till 2400 hours on 02.06.2016 for this purpose. **Candidates are required to possess a valid E-mail ID, without which they cannot apply ONLINE;**
- If the information / Certificates furnished by the candidate in any part/ 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.
- The last date for applying Online is **02nd June, 2016.**
- The Applications have to be applied only through Online. Applications received in person or through other modes viz. Fax/E-mail/Post etc. will not be accepted and will be summarily rejected.

IX. GENERAL CONDITIONS:

- Only Indian Nationals are eligible to apply;
- Mere submission of application will not entail right for claiming Appointment;
- HAL reserves the right to cancel / restrict / enlarge / modify / alter the advertisement / recruitment process and / or the selection process thereunder, without issuing any further notice or assigning any reason whatsoever. The number of vacancies can be modified as per management's discretion;
- Candidates should clearly mention all the details sought in the Online Application Format. In case of no clarity/ discrepancy in the information provided, application will be summarily rejected. The Application Fee paid (in respect of candidates belonging to OBC-NCL Category) will not be refunded. No communication will be sent to the candidates;
- If the information furnished by the candidate in any part 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 and the Application Fee paid will not be refunded;
- CGPA etc wherever applicable should compulsorily be converted into percentage of marks as per the University / Institution norms.

- Candidate must indicate the aggregate marks (of all semesters / years put together) obtained in PUC/ Diploma / Degree etc., in the application form. Aggregate marks are to be calculated as shown below:

$$\frac{\text{Total Marks obtained in all Semesters or Years}}{\text{Maximum Marks (cumulative of all Semesters or Years)}} \times 100$$

- 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 recruitment process in case they do not fulfill essential eligibility criteria.
- Candidates employed in Central / State Government Departments / Public Sector Enterprises, etc. (including candidates engaged on Contract basis from Central / State Government Departments / Public Sector Enterprises) should produce **No Objection Certificate (NOC)** at the time of Written Test from their employer failing which they will not be permitted to appear for the Written Test;
- **All correspondences 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 method of communication will be adopted.**
- 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;
- Appointment of selected candidates is subject to receipt of satisfactory Medical Reports from the HAL Hospital as per the standards prescribed by HAL as well as verification of Caste and Character & Antecedents from the concerned Authorities, as per rules of the Company;
- Any sort of canvassing or influencing the Officials related to the recruitment / selection process would result in immediate disqualification of the candidate;
- Selected candidates can be posted to any Division / R&D Centers / Office of the Company. The candidates will not be allowed to seek / apply for transfer to any other Division / Location of the Company for initial three years of service.
- Court of jurisdiction for any dispute / cause will be at Bangalore.
- Necessary information regarding the selection, written test, etc. will be hosted on our Website www.hal-india.com from time to time. Candidates are requested to visit the website from time to time.
- In case of any particular query is not covered above, the candidates can write to HAL at: m.medical@hal-india.com. No other method of communication will be entertained.
- In case of any difficulty please contact us at **080-22323005**.
