

RECRUITMENT OF DOCTORS IN MEDICAL & HEALTH UNIT, BANGALORE

Hindustan Aeronautics Limited (HAL), a Navaratna 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 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 Medical Professionals in the following Disciplines/Areas for appointment in **Medical & Health Unit, Bangalore.**

I. DETAILS OF VACANCIES/QUALIFICATION/ EXPERIENCE REQUIREMENT:

Sl. No	Advertisement No.	Name of the Post	Grade	No. of Posts	Category	Qualification Requirement	Post Qualification Experience
01.	M&H/HR/25/03/2016	Chief Medical Suptd., (OB&G)	VI	1	OBC	MBBS with MD/MS/DNB (OB&G)	9 Years
02.	M&H/HR/25/04/2016	Medical Suptd., (Radiology)	IV	1	OBC	MBBS with MD/DNB (Radiology)	3 Years
						MBBS with DMRD	4 Years
03.	M&H/HR/25/05/2016	Senior Medical Officer (OB&G)	III	1	OBC	MBBS with MD/MS/DNB (OB&G)	NIL
04.	M&H/HR/25/06/2016	Senior Medical Officer (Peadiatrics)	III	1	UR	MBBS with MD/DNB (Peadiatrics)	NIL
						MBBS with DCH	1 Year
05.	M&H/HR/25/07/2016	Senior Medical Officer (Industrial Health)	III	1	OBC	MBBS with 2 Years Diploma in Industrial Health	1 Year
06.	M&H/HR/25/08/2016	Medical Officer (General Duty)	II	3	UR	MBBS	1 Year

Note: OBC : Other Backward Class(Non Creamy Layer), UR : Unreserved

Out of the total post qualification experience as indicated above the candidates should possess a minimum of 3 years experience in the next below grade or in equivalent post also (applicable for PSUs/Govt.) with the following exceptions :

Sl. No.	Grade	Qualification possessed	Experienced required to be possessed in the next below Grade or in equivalent post (completed years)
1.	II	MBBS	1
	III	MBBS + PG Diploma	1

- Candidates are required to apply for a post which is best suited to the qualification & post professional qualification experience possessed by them, as contained in the Job Description mentioned below. In case of candidates applying for more than one post their candidature will be considered only for the lowest post among the posts applied by them;
- Experience gained after acquiring the requisite Professional Qualification will only be reckoned for purpose of calculation of Post Professional Qualification Experience (PPQE). Experience prior to acquiring the requisite Professional Qualification Degree will not be reckoned for calculation of PPQE;
- 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.

II. POST QUALIFICATION EXPERIENCE REQUIREMENTS:

Sl. No.	Advt. No.	Name of the Post	Job Specifications / Job Descriptions / Experience Requirements
01.	M&H/HR/25/03/2016	Chief Medical Suptd., (OB&G)	<ul style="list-style-type: none"> • Should be able to manage OPD/Ward cases and perform independently minor / major surgeries and attend to emergency calls and deliveries and cesarean sections in OB&G. • Should be able to take instant decisions with regard to critical cases. • Should be able to guide doctors/students working under them.
02.	M&H/HR/25/04/2016	Medical Suptd., (Radiology)	<ul style="list-style-type: none"> • Should be well conversant with different types of X-rays, Ultrasound Technology and CT Scan. • Should be able to read MRI studies. • Should be able to independently diagnose & report.
03.	M&H/HR/25/05/2016	Senior Medical Officer (OB&G)	<ul style="list-style-type: none"> • Should be able to manage OPD/Ward cases and perform independently minor / major surgeries and attend to emergency calls and deliveries and cesarean sections in OB & G.
04.	M&H/HR/25/06/2016	Senior Medical Officer (Peadiatrics)	<ul style="list-style-type: none"> • Should be able to manage OPD, Ward Cases, NICU and attend to all emergency calls and deliveries and cesarean sections.

05.	M&H/HR/25/07/2016	Senior Medical Officer (Industrial Health)	<ul style="list-style-type: none"> Should have thorough knowledge of Factories Act and Safety aspects, Industrial Hazardous, Statutory requirements pertaining to industries
06.	M&H/HR/25/08/2016	Medical Officer (General Duty)	<ul style="list-style-type: none"> Should be able to manage OPD, Ward Cases and handle emergency cases and ICU Cases.

III. SCALE OF PAY & ALLOWANCES:

Sl. No.	Grade	Scale of Pay	Percentage of Perks & Allowances in running Basic Pay under Cafeteria System
1	II	Rs. 16400 - 40500	44%
2	III	Rs. 20600 - 46500	
3	IV	Rs. 24900 - 50500	
4	VI	Rs.32900 - 58000	42%

On selection, candidates will be appointed in the Scale of Pay as indicated above. Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Rent Free Accommodation / House Rent Allowance, Provident Fund, Gratuity & Performance Related Pay (PRP), Non Practicing Allowance (NPA) etc. as per Rules of the Company. Candidates will also be eligible for Perquisites and Allowances under the Cafeteria System as indicated above.

It is mandatory for Doctors to stay in Company Accommodation when provided. House Rent Allowance will be payable only in cases where Company Accommodation is not provided.

IV. UPPER AGE LIMIT AND RELAXATION:

Sl. No.	Grade	Upper Age Limit (in years) as on 23.06.2016
1	II	35
2	III	45
3	IV	45
4	VI	48

- Relaxation upto 3 years is admissible for the candidates belonging to OBC (Non-Creamy Layer) category for reserved posts under OBC category.
- In respect of Persons with Disabilities (PWDs), Upper Age Limit is relaxable by 10 years. The above will be over and above the relaxation admissible for candidates belonging to OBC Category (Non Creamy Layer).

- 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 Officers will be extended as per rules.
- Upper Age limit with all relaxations shall not exceed 55 years (56 Years in case of PWD Candidates).
- 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 category (Non Creamy Layer), the followings are required to be adhered:
 - The candidate must not belong to creamy layer.
 - 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 (Non Creamy Layer) certificate as per the format prescribed by the Government of India (*not older than six months as on 23.06.2016*), from the Competent Authority, at the time of Document Verification, failing which the candidate will not be permitted to appear for the Interview, wherever applicable.

V. SELECTION PROCEDURE & PLACEMENT:

- Candidates will be shortlisted and called for Interview in the ratio of 1:10, as per the Rules of the Company;
- Short listing of candidates will be done based on Experience/ aggregate percentage of marks in MBBS as per rules.
- The Selections will be done through Interview. Date, Time and Venue of the Interview will be intimated to the short-listed/eligible candidates by E-mail / HAL Website / Post.
- Candidates shortlisted for Interview are required to bring the Certificates / Documents (Original and Photocopies) in proof of Age, Qualification, Experience, Caste, Training, Disability (As applicable), Ex-Servicemen discharge book (As applicable) etc and passport size photographs at the time of Interview.
- 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. No relaxation in health standards will be allowed;

- Appointment of selected candidates is subject to verification of Caste (wherever applicable), Character & Antecedents from the concerned Authorities, as per rules of the Company;
- Selected candidates can be posted to any Division / R&D Center / Office of the Company and 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.

VI. APPLICATION FEE & MODE OF PAYMENT:

- The application fee is Rs.500/-, which is non-refundable (exempted in case of SC/ ST/PWD category). The Application fee is to be sent in the form of Crossed Demand Draft drawn on any Nationalized Bank (preferably State Bank of India) in favour of 'HAL HOSPITAL', payable at Bangalore. The Demand Draft should have been obtained between the period 08.06.2016 and 23.06.2016. Application fee will not be refunded under any circumstances, even if the candidate is ineligible at the time of applying or rejection of application etc. Therefore before forwarding the application, candidates are required to ensure that they meet with all the eligibility criteria.

VII. HOW TO APPLY?

- Eligible and interested candidates are required to send their Applications, duly filled, in the prescribed format as enclosed at **Appendix A**.
- Candidates meeting with the eligibility criteria may send their applications strictly in the prescribed Application Format printed on **A-4 size** paper (neatly typed/ handwritten), along with the certificates / documents (Photocopies) in proof of Age, Qualification, Experience, Training, Caste (in the prescribed format), Disability (As applicable), Ex-servicemen discharge book (As applicable), Demand Draft, a **self-attested recent Passport Size Photograph** etc by post only so as to reach on or before 23.06.2016 to the following address:

Senior Manager (HR)
Hindustan Aeronautics Limited
Medical & Health Unit,
Suranjandas Road, Vimanapura Post
Bangalore – 560 017

- Candidates are required to compulsorily superscribe the envelope with the Name of the post/discipline they are applying for (i.e. “**Application for the Post of**”).
- The Applications have to be sent through Ordinary Post / Speed Post / Registered Post / Courier only. Applications received through other modes viz. Fax/ E-mail etc. will not be accepted and will be summarily rejected. **No application will be received in person on the address mentioned above.**
- HAL will not take any responsibility for any delay in receiving the Application Forms or Loss in transit.

- The **last date for receipt of applications** is **23rd June 2016**. Applications received after the due date will not be considered.
- Candidates are required to possess a valid E-mail ID, which is to be entered in the Application Blank, so that intimation regarding downloading of call letter for Interview can be sent. HAL will not be responsible for bouncing of E-mail sent to the candidate.

VIII. GENERAL CONDITIONS:

- Only Indian Nationals are eligible to apply;
- Educational Qualification & Post Qualification Experience should have been acquired/ possessed by the candidate as on 23.06.2016. The date of declaration of results indicated in the mark sheet of the Final Semester/ Year will be considered as the date of acquisition of Educational Qualification.
- Candidates possessing Regular / Full Time qualifications prescribed for the above posts are only eligible to apply. In other words, the qualifications acquired through Part Time/ Correspondence/ Distance Education/ E-learning courses are not 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 there under, without issuing any further notice or assigning any reason whatsoever. The number of vacancies can be modified as per management's discretion;
- The total maximum marks and total marks obtained for all the Semesters/ Years will be summed up to arrive at the aggregate percentage. No rounding off will be done. No weightage will be given to any particular Semester or Year. Candidate must indicate the aggregate marks (of all semesters / years put together) Diploma / Degree etc in the Bio-data form. Aggregate marks are to be calculated as shown below:

$$\frac{\text{Total marks obtained in all semesters or years}}{\text{Maximum marks (cumulative of all semesters or years)}} \times 100$$

- Wherever CGPA or letter grade in a qualifying degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by the University/ Institute. Candidates are required to submit a Certificate to this effect from the University/ Institute at the time of Interview.
- Contract Experience:
 - a) Experience possessed by candidates engaged on Contract basis directly by PSUs/Central/State Governments concerned shall be considered as experience for the purpose of selection. In that case, Experience Certificate is to be produced from such PSUs/Central/State Governments, etc, indicating the contract engagement. As regards No Objection Certificate,

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. **The candidates with such experience need to produce offer of appointment order at the time of interview.**

- b) Experience possessed by candidates in Private Organizations on Contract basis shall be considered as experience, subject to scrutiny in terms of nature of experience, responsibilities, assignments, etc.
 - c) Experience possessed by candidates engaged on Contract basis through Contractors by PSUs/Central/State Governments will not be considered as experience since the engagement is not direct.
 - d) The contract experience possessed by candidates as at (a) & (b) above will be considered as experience for the purpose of selection only if the experience is in Executive cadre of the concerned PSUs/Central/State/Private Organizations.
- Once an employee avails himself of voluntary retirement from a PSU, he shall not be allowed to take up employment in another PSU. If he desires to take up the employment, he shall have to return the VRS compensation received by him to the PSU concerned. Personnel who have opted for VRS from other PSUs should furnish documentary evidence that they have deposited their terminal benefits with the concerned PSU before their appointment in the Company.
 - Candidates, staying beyond 30 miles away and attending Personal Interview will be paid to and fro TA (Rail fare) by the shortest route on production of proof of travel as per rules of the company.
 - 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;
 - Candidates employed in Central / State Government Departments / Public Sector Enterprises, etc. should produce **No Objection Certificate (NOC)** at the time of Interview from their employer failing which they will not be permitted to appear for the interview, and will not be eligible for payment of Travelling Allowance;
 - Candidates belonging to OBC category (Non Creamy Layer) are required to submit the OBC certificate in the prescribed format enclosed at **Appendix B**. Candidates belonging to PWD category are required to submit PWD certificate in the prescribed format enclosed at **Appendix C**.
 - 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 the 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;
- Court of jurisdiction for any dispute / cause will be at Bangalore.
- Necessary information regarding the selection, interview etc. will be hosted on HAL 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 contact us at **080-22323005** or write to HAL at: m.medical@hal-india.com. No other method of communication will be entertained.



Hindustan Aeronautics Limited
.....Division/Office ::

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passport size
photograph

APPLICATION FOR THE POST OF

Advt No. _____ dated _____

1	Name (IN BLOCK LETTERS)	
2	Gender	
3	Father's Name	
4	Mother's Name	
5	a) Date of Birth b) Age as on 23.06.2016	a) _____ b) _____
6	State of Domicile and Nationality	
7	Contact/ Mailing Address	Permanent Address
 Phone No(with STD Code): Mobile No: Email ID: Phone No(with STD Code): Mobile No: Email ID:
8	Nearest Railway Station	
9	Religion	
10	Were you domicile of J&K during the period from 01.01.1980 to 31.12.1989? (copy of Certificate to be produced at the time of Interview)	Yes/ No
11	Circle the Category [copy of Certificate to be produced at the time of Interview in case of SC/ST/OBC (Non-Creamy Layer)] a) Caste b) Sub-Caste c) Non-Creamy Layer (for OBC only)	SC / ST / OBC / GEN a) _____ b) _____ c) Yes / No
12	Are you a Person with Disability (PWD)? If Yes, circle the category of Disability (VD/OD/HD) (copy of Certificate to be produced at the time of Interview)	Yes/ No VD / OD / HD

13	a) Are you an Ex- Serviceman? <i>If yes , mention the last Rank held and the no. of years served in the Rank.</i>	Yes/No
	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
14	Have you been interviewed by HAL any time earlier?	Yes/No
	<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 Interview:
	Venue of Interview:
15	Are any of your close relatives working in HAL? If yes, provide details of Name, Designation, Division, etc.	

16. EDUCATIONAL QUALIFICATION: (Academic and Professional)

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	Aggregate % of marks	Month & Year of Passing
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)

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

* For Calculation of Percentage, aggregate of all Semesters/ Years should be considered.

17. 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)

(use separate sheets, if required)

18. 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	Reasons for Leaving
				From (dd/mm/yy)	To (dd/mm/yy)			
(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)

19. 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)*

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

21. a) Present Scale of Pay _____

Basic Pay _____ DA _____ Gross Pay _____

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

23. Pay Expected: _____

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

25. Have you availed VRS from any PSU? (Please circle whether Yes or No) YES / NO

If Yes, please mention the details below:

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 the Bank	Branch Code	Demand Draft Number	Date	Amount

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/Advertisement.

**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 Social Justice and Empowerment's Resolution No. _____, dated _____. 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

*The authority issuing the certificate may have to mention the details of Resolution of Government of India, in which the caste of the candidate is mentioned as OBC.

** as amended from time to time

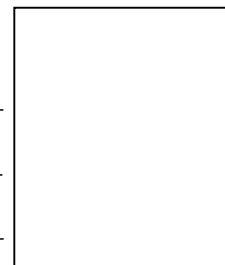
Note: - The term 'Ordinarily' used here will have the same meaning as in Section 20 of the Representation of the people's Act, 1950

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	Mental 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 & Seal of Member

Name & Seal of Member

Name & Seal of the Chairperson