

ENGAGEMENT OF PERSONNEL UNDER TENURE BASIS
(Ref No.H/HR/RECTT(Tenure)/01-R/2025 dated 01.03.2025)

Hindustan Aeronautics Ltd (HAL), a Maharatna Central Public Sector Undertaking, is a premier Aeronautical Industry of South East Asia, with 21 Production / Overhaul / Service Divisions and 10 co-located R&D Centres 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 Satellites & Launch Vehicles.

2. Applications are invited from eligible and interested candidates in the prescribed Performa for the following posts on Tenure Basis for a period of 4 years in the Non-Executive cadre, for posting at ACD, Bangalore and Helicopter Division, Tumakuru. The tenure will come to an end automatically on completion of four years from the date of joining / or may be extended at the discretion of the Management.

1. DETAILS OF POST/DISCIPLINE/RESERVATION/QUALIFICATION

Sl. No	Post, Channel/Scale	No. of Vacancies and Reservations				Qualification
		UR	OBC	PwBD	Total	
1	Technician (Mechanical) (Scale - D6)	4	2	--	6	3 years regular Diploma in Engg (Mechanical)
2	Civil (Scale - D6)	1	--	--	1	3 years regular Diploma in Engg (Civil)
3	Accounts (Scale - C5)	--	--	1 (HI)	1	B.Com from a recognized University under 10+2+3 pattern AND Professional Certificate in PC Operations etc. (minimum 3 months)
4	Stores Clerical/ Commercial Asst/ Admin Asst (Scale - C5)	--	--	1 (VI)	1	University Degree (BA/ B.Com/B.Sc/BBA/BBM/ BCA/BSW etc.) under 10+2+3 pattern from a recognized University AND Professional Certificate in typing / stenography / PC Operations etc. (minimum 3 months)

UR=Unreserved, OBC=Other Backward Caste, EWS=Economically Weaker Section, PwBD – Persons with benchmark disabilities, VI – Visual Impairment (Blindness and Low vision), HI – Hearing Impairment (Deaf & Hard of Hearing).

Note: Candidates applying against the vacancies earmarked for OBC, EWS and PwBD category, are required to submit a copy of the certificate in the attached format at the time of joining.

2. QUALIFICATION & EXPERIENCE REQUIREMENT:

- Candidates applying for the above mentioned posts should possess the qualification as mentioned against each post.
- Candidates with Part Time/Correspondence/Distance Education/E-learning qualification will not be eligible to apply.
- The minimum percentage of marks scored by the candidates in the qualifying examination i.e, Diploma or Degree as the case may be in the respective trades / disciplines is mentioned as;

Category	Qualifying Percentage (%) of marks
UR/OBC	60% & above
PWBD	50% & above

- If the number of candidates with the above percentage (%) of marks are large in number, the company reserves the right to decide the cut off percentage for calling the candidates for the written test, based on the marks secured in the qualifying examination (Diploma or Degree) prescribed for a particular trade / discipline.
- 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 shall be 28 years as on 01.03.2025 for Unreserved Category.
- Relaxation upto 3 years in age is admissible for the candidates belonging to OBC (Non Creamy Layer) category.
- The Upper age limit for Persons with Benchmark Disabilities (PWBD) is relaxable upto 10 years over and above the relaxation admissible for candidates belonging to OBC category. Relaxation in Age limit shall be applicable irrespective of the fact whether the post is reserved or not, provided the post is identified suitable for persons with disabilities.
- 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.
- No relaxation will be extended to the OBC/SC/ST candidates applying for UR Post.

- As regards Ex-apprentice trainee of HAL:-
 - i) The upper age limit is relaxable for candidates with relevant post qualification experience, to a maximum extent of 7 years for the posts of Diploma / Technician / Other Trainees/Tenure basis. Relaxation in age would be one year for every completed year of relevant post qualification experience over and above 28 years subject to a maximum age limit of 35 years.
 - ii) If the age bar comes in the way, the same would be relaxed to the extent of the period for which the apprentice has undergone the training.

4. PLACE OF POSTING:

The selected candidates will be posted at ACD, Bangalore and Helicopter Division, Tumakuru. However, they are liable to be transferred / posted / assigned to any place where HAL has the Divisions / Offices / Bases depending upon organizational requirements.

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 Organization 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 the second or third shift only.

6. REMUNERATION:

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

Entitlement	Scale-C5 in Rs per month	Scale-D6 in Rs per month
Basic Pay	22,000/-	23,000/-
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) Provident Fund contributions will be calculated taking into account the Basic Pay + Dearness Allowance components of the Consolidated Emoluments.

- iv) 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. This amount shall be paid on monthly basis along with the Consolidated Remuneration. These personnel will **not** be entitled for any other medical benefits in any of the HAL hospitals / Dispensaries or elsewhere.
 - v) Monthly Incentive and Annual Incentive
 - vi) Quarterly Performance Pay.
 - vii) TA/DA for joining duty and for Temporary Duty as per relevant Rules applicable to Workmen in the appropriate Scale of Pay.
 - viii) Group Insurance in lieu of EDLI.
 - ix) Night Shift Allowance, wherever applicable.
- An annual increase of 3% during the tenure shall be admissible on the Basic Pay, subject to satisfactory performance.
 - Personnel engaged on Tenure Basis will be entitled for one day casual leave for each remaining complete month in the calendar year as per Rules.
 - Tenure Based personnel will be entitled to 2.5 days Vacation Leave (VL) with pay, for every calendar month of service as per Rules.
 - 4 sets of Uniforms once in 2 years. Stitching charges & shoe allowance (safety shoes, wherever applicable in place of shoe allowance) will be issued/provided.
 - Female personnel will be entitled to Maternity Benefits as per the provisions under the Maternity Benefit Act, 1961.
 - The tenure based engagement will not confer any right on the personnel to claim the status of a regular employee of the Company.
 - They will abide by the various company rules and regulations governing carrying out the assigned tasks and their conduct, like standing orders, transferability to other departments or Divisions or Places, Termination of contract for reasons of non-performance or poor performance or without assigning any reason.
 - The tenure based personnel will not be entitled for any allowance or benefits other than those indicated in the scheme for Engagement of Personnel on Tenure Basis in the Company.

6. SELECTION PROCEDURE:

- Selection of candidates will be done through Written Test only & document verification in terms of age, prescribed educational qualification, experience, disability certificate (if applicable), caste (wherever applicable) etc.
- The place of written test will be Bangalore. The date, time and venue of the Written Test will be intimated to the shortlisted eligible candidates by email (in the email id provided in the Application Format by the candidate).
- 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 Physical/Written Test.

- 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.
- Selection of the candidates will be done based on the Marks scored in the Written Test only, in the order of Merit.
- There will be no negative marking in the written test.
- The Management reserves the right to add / delete the vacancy, depending on the nature of requirement.
- 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). 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.
- 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. 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.
- The date, time & place of document verification will be informed through email. Candidates who qualify document verification stage 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 / xerox 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.
- 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.

7. MEDICAL EXAMINATION:

Candidates provisionally selected will have to undergo a Pre-Employment Medical Examination at HAL Hospital before joining HAL. Applicants should meet the Medical Standards as prescribed by the Company (Concerned authority in respect of PWBD candidates). No relaxation in Health Standards will be allowed. 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.

8. HOW TO APPLY:

- The candidates sponsored by the concerned Employment Exchanges & Ex-apprentices who have received communication and application format from HAL are only eligible to apply for the advertised posts.
- The last date to receive the application by HAL is 05.04.2025. The application should reach HAL Helicopter Division before the said date through Registered Post / Speed post / Courier only. Sending the application through email / fax will not be acceptable. Applications received after the due date will be summarily rejected;
- Eligible candidates may forward their duly filled in Application in the prescribed format to the following address:

The Deputy General Manager (HR),
Helicopter Division, Hindustan Aeronautics Limited,
P.B. No. – 1790, Vimanapura Post,
Bangalore – 560017

- Candidates are requested to superscribe the Envelope with the name of the post they are applying to;
- HAL will not be responsible for any postal delay and will not consider any applications received beyond the due date whatsoever the reason;
- Candidates are required to fill the application in BOLD letters legibly and should not leave any columns blank. If there are some columns that are not applicable to them, then they have to write as Not Applicable. Corrections in the application will not be entertained. Hence, before filling the details, candidates may ensure that they have all the details such as percentage of marks, proper dates / months and years of qualification / Experience etc;
- Candidates should not round off the percentage of marks in the qualifications. The percentage has to be calculated in the following manner.

$$\frac{\text{Total Marks obtained in all semesters / years}}{\text{Maximum marks (Cumulative of all semesters / years)}} \times 100$$

- 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 Document verification;
- No documents / Certificates / testimonials are required to be attached along with Application Form; However, it may be noted that all the candidates who are called for Document verification at a later stage will have to mandatorily produce Certificates in original in respect of all the particulars submitted in the Application Form;
- A candidate is eligible to apply for one post only for which he/ she is most eligible.
- Candidates are required to possess a valid e-mail id and Mobile Number which is to be entered in the application form, 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.
- If the information / certificates furnished by the candidates at any stage are found to be false or incomplete or are 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 written test is tentatively planned to be held on 3rd or 4th week of April, 2025 at Bangalore.
- No application will be accepted in person.

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.
- Candidates belonging to EWS/PwBD/OBC Category are required to produce valid Certificate issued by the Competent Authority at the time of Document Verification. The Date, Time & venue for Document Verification will be intimated to the candidates who are provisionally selected in the Written Test via email (in the email id provided in the Application Format by the candidate). The same will also be hosted on the HAL Website (www.hal-india.co.in);
- All qualifications should be from Indian Universities/ Institutes recognized by appropriate statutory Authorities in the Country.
- Persons with 40% or more relevant disability only are eligible to apply for the posts reserved for PWBD. Candidates are required to produce Disability certificate issued by the Competent Authority at the time of document verification.
- 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 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 in the Application Form. 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. Admission to the Written Test will be purely provisional without verification of Age, qualification, SC/ST/ OBC/PWBD category etc. of the candidates.
- The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, 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/ 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 Written Test/ Document verification/ Selection and Engagement.
- Candidates should clearly mention all the details sought in the Application Format. In case of no clarity/ discrepancy in the information provided, Application will be summarily rejected. No communication will be sent to the candidates.
- Furnishing wrong / incorrect information or suppression of relevant information will lead to rejection of candidate and the application will be out-rightly rejected.
- 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, 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 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 application. No other method of communication will be adopted.
- In case of any particular clarification, the candidates can write to HAL, Helicopter Division, Bangalore at rectt.helicopter@hal-india.co.in. No other method of Communication will be entertained.
- Any sort of canvassing or Influencing of the Officers related to Recruitment / Selection process would result in immediate disqualification of the candidates.
- Court of jurisdiction for any dispute/ cause will be Bangalore.
- Any corrigendum/addendum (if any) will be hosted / published on the HAL website.

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