

ENGAGEMENT OF DRESSER ON TENURE BASIS AT HAL BARRACKPORE

Notification No. HAL/BKP/HR/RECT/2024-25/1 Dated 01/04/2025

Hindustan Aeronautics Limited (HAL), a Maharatna Central Public Sector Undertaking, is a premier Aeronautical Industry of South East Asia, with 20 Production/ Overhaul/ Service Divisions and 11 co-located R&D Centres spread across the country. HAL's spectrum of expertise encompasses design, development, manufacture, repair, overhaul & upgrade of Aircraft, Helicopters, Aero-engines, Accessories, Avionics & Systems and Structural Components for Satellites & Launch Vehicles.

HAL Barrackpore Division, a unit of HAL's vast network, involved in Maintenance, Repair and Overhaul of Cheetah and Chetak Helicopters, is looking for engagement of Dresser (Scale B-4) on Tenure basis (4 years) in the Non-Executive Cadre as per the details given hereunder: -

1. DETAILS OF POST / RESERVATION / ESSENTIAL QUALIFICATION

1.1 The details of the Post, Category-wise breakup and the qualification requirements are furnished below:

Sl. No	Name of the Post	No. of vacancies and reservation break-up	Qualification Requirement
1.	Dresser on Tenure basis (04 Years) (Scale B4)	OBC (NCL) - 1	PUC + Certificate of Training in First Aid from Indian Red Cross or St. John's Ambulance Association or similar recognized organization

Abbreviations: [OBC-NCL =Other Backward Class – Non Creamy Layer]

1.2 Candidates with required qualification as on 01/04/2025 from a recognised Institution/ Board under the 10+2 system are only eligible to apply.

1.3. Candidates possessing higher technical qualifications than the required qualification indicated in the Notification need not apply. Candidature of personnel who possess higher qualifications than the required qualification indicated in the Advertisement / Notification and who apply for the post, will be rejected at any stage of the Recruitment/ Selection.

1.4 All the qualifications already possessed by the candidates and Qualifications / Courses which are being pursued / currently undergoing are to be clearly indicated in the Application while submitting the same for the notified posts in HAL.

1.5 Candidates with Part Time/ Correspondence/ Distance Education/ E-learning qualification/ whose results are awaited/withheld will not be eligible to apply.

02. AGE LIMIT / RELAXATION / CONCESSION:

2.1 The upper age limit applicable to Unreserved (UR) category of candidates is **28 years** as on **01/04/2025**.

2.2 Upper Age limit is relaxable by 3 years in respect of OBC (Non - Creamy Layer) candidates. Name of the caste to which candidate belongs must appear in the Central List of Other Backward Classes of respective state as notified by Ministry of Social Justice and Empowerment, Govt. of India for appointment to posts under GOI and Central Govt., Public Sector Undertakings. The certificate must contain date of issue and the name of the caste should be spelled exactly in the same manner as appearing in the central list. Candidates belonging to OBC Category are required to produce recently obtained Community Certificate in proof of their community at the time of their verification of original documents/certificates (not older than 6 months as on 01-04-2025) in the format prescribed by Government of India, stating that they do not come under the creamy layer, from a Competent Authority failing which they shall not be allowed further.

2.3 The upper age limit is relaxable for candidates with relevant post qualification experience, to a maximum extent of 7 years. Relaxation in age would be given 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**. The persons claiming relaxation under this sub-para would be required to produce an experience certificate issued from such PSUs/ Central/ State Government/ Private Sector Organisations indicating the tenure of engagement. Experience will be counted as on **01/04/2025**.

2.4 For candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period of 01-01-1980 to 31-12-1989, upper Age limit is further relaxable by 5 years.

03. PLACE OF POSTING:

Selected candidates will be posted at HAL, Barrackpore Division. Any request for change in place of posting will not be entertained after joining. However, they will be liable to be transferred to any Division / Base / Office of HAL based on organisational requirements.

04. 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 maximum eight years in two spells of Four years each as per Company Policy. 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.

05. REMUNERATION AND OTHER BENEFITS

5.1 The Personnel engaged on tenure basis, against posts notified in this advertisement, would be paid Consolidated Remuneration every month. The consolidate remuneration would comprise of Basic pay @ Rs. 21000/-, Dearness Allowance (revised quarterly as per the rates applicable to the regular employees of the Company), House Rent Allowance [As per classification of Cities (when Company quarter is not provided)], Perks & Allowance @ 25% of Basic Pay and other benefits & Allowance.

5.2 The components of other benefits and allowances are as follows:-

- i. Provident Fund contributions will be calculated taking into account the Basic Pay + Dearness Allowance components of the Consolidated Emoluments.

- ii. Allowance towards medical reimbursement of 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. However, in case of any emergency, facilities in HAL Hospital/ Dispensaries can be availed.
- iii. Monthly Incentive, Annual Incentive & Quarterly performance Pay as per rules.
- iv. Uniform & Stitching Charge, Shoe Allowance as per rules.
- v. TA/DA for joining duty and for Temporary Duty as per relevant Rules applicable to Workmen in the appropriate Scale of Pay.
- vi. Group Insurance in lieu of EDLI.
- vii. Night Shift Allowance, wherever applicable.

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

5.4 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.

5.5 Tenure Based personnel will be entitled to 2.5 days' Vacation leave (VL) with pay, for every calendar month of service as per Rules.

5.6 Female personnel will be entitled to Maternity benefits as per the provisions under the maternity Benefit Act, 1961.

5.7 The tenure based engagement will not confer any right on the personnel to claim the status of a regular employee of the Company.

5.8 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.

5.9 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.

06. SELECTION PROCESS

6.1 The selection will be done through **Written Test** to be conducted at Kolkata and only shortlisted candidates will be called for Written Test. Candidates have to appear Written Test at their own expenses, on the date, time & venue, which will be mentioned in their Admit Card. The candidates have to download their Admit Card from HAL website.

6.2 Candidates are required to bring any one of the following Original Photo Identity Card, along with a photo copy of Photo Identity Card which is duly self-attested, to prove their identity before the Invigilator, failing which they will not be allowed to appear for the Written Test:-

i) Voters ID card, ii) Driving License, iii) Aadhaar Card (including e-Aadhaar card iv) Passport, v) PAN Card, vi) ID Card (issued by Central/State Govt./PSU for their employees), vii) ID cards issued by Government Agencies authorized for the purpose viii) ID Cards where the candidate has studied last along with a copy of which is duly attested by Gazetted Officer.

6.3 The Written Test will be of Two and Half hours duration. The test will be in three parts & comprising of Multiple Choice Questions (MCQs). Part – I will consist of 20 MCQs on General Awareness. Part – II will consist of 40 MCQs on English & Reasoning. Part – III will consist of 100 MCQs on the concerned discipline. Each question carries one mark each and there is no negative Marking.

6.4 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 the cut-off date (last date) for receipt of application. 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, caste, Experience etc. on a later date will be allowed.

6.5 Provisional Offer of Engagement will be issued to those candidates only who qualify in the Document Verification.

7. PRE-EMPLOYMENT MEDICAL EXAMINATION

Candidates provisionally selected will have to undergo a Pre-Employment Medical Examination at HAL Dispensary Barrackpore before joining HAL. Applicants should meet the medical Standards as prescribed by the Company. 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.

8. MODE OF PAYMENT & APPLICATION FEE

8.1 Rs.200/- (Rupees Two Hundred only) towards Application Fee (In addition, Bank charges extra, as applicable), which is non-refundable is to be paid by candidates belonging to OBC Category.

8.2 The above Application fee is to be paid online through RTGS. The details for RTGS payment are detailed below:

Bank Account Name – Hindustan Aeronautics Limited
Bank Name - State Bank of India
Branch Name – Shambazar Branch, Bidhan Sarani, Kolkata
Bank Account No - 11062969482
IFSC Code – SBIN0000180

8.3 Transaction Reference 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;

8.4 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 can be paid till the last date of submission of online application;

8.5 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;

9. HOW TO APPLY

9.1 Applications for the post will be received online. Eligible and interested candidates are required to apply for the post online through the link given in HAL Website i.e. <https://www.hal-india.co.in>. No other means/ mode of application will be accepted. The Website will remain functional from **08:00 Hrs. of 01/04/2025 to 23:45 Hrs. of 15/04/2025.**

9.2 On submission of application, an Acknowledgement will be generated online, mentioning the System Generated Application Reference Number with other details/ information for reference to the candidates and provision to take a print out of the submitted application.

9.3 Candidates are advised to possess a valid e-mail ID and Mobile No. which are to be entered in their application form. They are advised to retain this e-mail ID active as any important intimation to them shall be provided by HAL through e-mail.

9.4 Request for change of Mobile No., Mailing Address, email id as declared in the application form will not be entertained later on.

9.5 The claim of the candidate with regard to their Age, Educational Qualifications, Experience and Caste etc. are accepted provisionally on the basis of information provided by them in the online application and is subject to verification and meeting the prescribed standards of HAL. Mere admission to Written Test or inclusion of the name of the candidate in the merit list will not confer any right for employment. The candidature is therefore, provisional at all stages and if the information/ certificates furnished by the candidate at any stage is found to be false or incomplete or is found to be not 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 candidates.

10. General Conditions

- a) Only Indian Nationals are eligible to apply.
- b) 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, 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 the e-mail ID active as any important intimation to them shall be provided by HAL through e-mail.
- c) Applicants serving 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 Document Verification from their employer failing which their candidature will be cancelled.
- d) Wherever CGPA, letter grade etc., is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by the Institute. Candidates will be required to submit a conversion Certificate to this effect from the Institute at the time of Document Verification, if short listed /called for.
- e) Any sort of canvassing or influencing the Officials related to Recruitment / Selection process would result in immediate disqualification of the candidates.
- f) 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 respects.

- g) 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.
- h) Furnishing wrong / incorrect information or suppression of relevant information will lead to rejection of candidate and the application will be out-rightly rejected.
- i) Screening and short listing for the Written Test will be based on the details provided by the candidates. Hence, it is necessary that applicants should furnish only accurate, full and correct information.
- j) 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 fulfill essential eligibility criteria. HAL's decision in this regard shall be final.
- k) The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, conduct of Written Test, etc., will be final and binding on the candidates.
- l) HAL reserves all the right to cancel / restrict / modify the notification criteria / 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 the discretion of the Company.
- m) Short listing of candidates for the Written Test will be purely provisional on the basis of submission of details/ documents by Candidates without verification of Age, Qualification, Category of the candidates.
- n) 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.
- o) Applicants having work Experience in Private Sector Organizations are required to submit an Experience Certificate on the letterhead of the Company. The letter head 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.
- p) Engagement of selected candidates is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the medical standards prescribed by HAL, verification of Caste / Income & Asset / Disability Certificate (Wherever applicable) and Character & Antecedents, Vigilance Clearance from the concerned Authorities, as per the Company Rules.

In case of any particular clarification, the candidates can write to the E-mail ID at hr.bkp@hal-india.co.in or contact us at **033-25402035**. No other method of Communication will be entertained.

Court of jurisdiction for any dispute / cause will be at Kolkata.

Any further Information/ Corrigendum/ Addendum would be uploaded only on HAL Website <http://www.hal-india.co.in>. Hence candidates are advised to keep visiting HAL website regularly.

Chief Manager (HR)
HAL, Barrackpore Division

TENTATIVE SCHEDULE & IMPORTANT DATES	
Submission of Online Application opens from	01/04/2025
Closing date of Online Application	15/04/2025
Download of Admit card	18/04/2025
Date of Written Test	27/04/2025
Date of Publication of Written Test Result	29/04/2025
Date of Document Verification	06/05/2025
Venue of Written Test	Kolkata