



Hindustan Aeronautics Limited  
Engine Division, Bangalore Complex

(Advt. No: ENG/TBE/2024-01)

Engagement of Ex-Servicemen / Security Guard / Fireman on Tenure Basis in  
Non-Executive cadre (maximum period of 4 (Four) Years)

Hindustan Aeronautics Limited (HAL), a Navaratna 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 and upgrade of Aircraft, Helicopters, Aero-engines, Industrial Marine Gas Turbines, Accessories, Avionics & Systems and Structural Components for Satellite & Launch Vehicles.

**HAL, Bangalore Complex (BC)** is in the process of inducting Ex-Servicemen (Technician), Security Guard and Fireman on Tenure Basis for a maximum period of Four years in the Non-Executive cadre as per the details mentioned below:

**(a) Number Of Posts/ Division of Posting**

Sl. No.	Post Code	Post & Channel / Scale	No. of Posts (Reservation)	Division of Posting*
1	TBP(XSM)-23/01	Ex-Servicemen (Technician)	12	Engine, Division, BC
		Minimum – D/6*	10	LCA Tejas, Division BC
		* Induction scale will be as per Qualification & Post Qualification experience in the armed forces, as per Rules of the company.	16	Overhaul. Division, BC
		Total (a)	<b>38</b>	
2	TBP(SG)-23/02	Security Guard	1 (UR)	Engine. Division, BC
		Minimum – B/4**	1 (OBC)	Aircraft Division, BC
			4 (UR)	Overhaul, Division, BC
			1 (SC)	
			1 (UR)	
			1 (OBC)	FMD, BC
			4 (UR)	ASC, BC
2 (UR)				
1 (UR)	ARDC, Design Complex			
Total (b)	<b>16</b>			
3	TBP(FM)-23/03	Fireman	1 (UR)	Engine Division, BC
		Minimum- B/4**	1 (UR)	ARDC, Design Complex
		Total (c)	<b>2</b>	
<b>Grand Total (a) + (b) + (c)</b>			<b>56</b>	

\* \* Induction scale will be as per Qualification & Post Qualification experience in the armed forces, as per Rules of the company in respect of Ex-Serviceman.

SC=Scheduled Caste, OBC-NCL=Other Backward Caste-Non-Creamy Layer, UR=Unreserved.

**(b) Vacancy Break-up as per Bases (Trades) for Ex-Servicemen (Technician)**

Division of Posting	No. of Posts	Vacancy break-up as per Bases (Trades/Engines)
Engine	12	1 - Airforce Stn, Bidar (Hawk Turbofan Engines) 1 - Kalaikunda (Hawk Turbofan Engines) 1 - Airforce Stn, Gorakhpur (Jaguar - Turbo Fan Engines) 1 - Ambala (Jaguar - Turbo Fan Engines) 1 - Jamnagar (Jaguar - Turbo Fan Engines) 1 - Airforce Stn, Palam, New Delhi (Dornier/Avro -Turbo prop Eng.) 2 - MRO Hub, Mamun (Cheetah/Chetak/ALH-Turbo shaft Engines) 2 - Missamari (Cheetah/Chetak/ALH-Turbo shaft Engines) 2 - Coast Guard Base, Porbandar (ALH -Turbo Shaft Engines)
LCA Tejas	10	<b>Airforce Station, Naliya, Gujarat</b> 5 - Airframe/Structure 2 - Electrical/Instrument/Elect(R) 1 - Radio / Radar / Electro 1 - Engine/ Propulsion 1 - Weapon /Weapon (R)
Overhaul	16	<b>Tambaram, Chennai</b> 7 – Airframe 3 - Aircraft Powerplant System in Engine trade 1 - Aircraft System in Instrument or Electrical trade 2 - Aircraft in SEW/WPN (Seat & Safety and Weapons) trade 1 - Aircraft Systems related to flying controls/airframe controls 1 - Airframe Inspection 1 - Engine Inspection (Power Plant Trade)

Selected candidates will be posted at the Divisions/bases mentioned above. However, they are liable to be transferred / posted / assigned to any place where HAL has the Divisions / Offices / Bases depending upon organizational requirements. No request for change of posting will be entertained after joining.

**(c) Qualification & Experience Requirement**

**(i) Security Guard / Fireman:**

Post	Qualification / Experience
Security Guard	Ex-Servicemen with PUC/Intermediate OR SSLC + Ex-Servicemen (Combatant) with 3 years experience (considered as equivalent to PUC/Intermediate)
	(knowledge and hands on experience in operating computer preferred + possessing Driving license to drive two wheeler/ four wheeler desirable).
Fireman	Ex-Servicemen with PUC/Intermediate OR SSLC + Ex-Servicemen (Combatant) with 3 years experience (considered as equivalent to PUC/Intermediate)
	+ Minimum three months basic Fire Fighting course certificate + Valid Heavy Vehicles Driving License

**(ii) Ex-Servicemen (Technician):**

Place of Posting	Trade	Qualification	Experience
AFS, Bidar (Karnataka)	Hawk Turbofan Engines	Diploma in Mechanical / Aeronautical Engineering Or Equivalent*	Min 5 years of working experience in the relevant trades / Engines
AFS, Kalaikunda (West Bengal)	Hawk Turbofan Engines		
AFS, Gorakhpur (U.P)	Jaguar - Turbo Fan Engines		
Ambala (Haryana)	Jaguar - Turbo Fan Engines		
Jamnagar (Gujarat)	Jaguar - Turbo Fan Engines		
AFS, Palam (New Delhi)	Dornier/Avro -Turbo prop engines		
MRO Hub, Mamun (Chandigarh)	Cheetah/Chetak/ALH-Turbo shaft engines		
206SQN, Army, Misamari (Assam)	Cheetah/Chetak/ALH-Turbo shaft engines		
Coast Guard Base, Porbandar	ALH -Turbo shaft engines		
AFS, Naliya (Gujarat)	Airframe/Structure	Diploma in Mechanical Engineering Or Equivalent	Min 5 years of experience in any of the following aircraft namely LCA, Mirage, Su-30, Jaguar and MiG series aircrafts in respective disciplines/ trades
	Electrical/Instrument/Elect(R)	Diploma in Electrical Engineering Or Equivalent	
	Radio / Radar / Electro	Diploma in Electronics/ Radio/Communication Engineering Or Equivalent	
	Engine/ Propulsion	Diploma in Mechanical Engineering Or Equivalent	
	Weapon /Weapon (R)	Diploma in Mechanical Engineering Or Equivalent	

Place of Posting	Trade	Qualification	Experience
AFS, Tambaram (Tamil Nadu)	Airframe	Diploma in Mechanical Engineering Or Equivalent	Min 3 to 4 years of working experience in relevant trade
	Aircraft Powerplant System in Engine trade	Diploma in Mechanical Engineering Or Equivalent	Min 2 to 3 years of working experience in relevant trade
	Aircraft System in Instrument or Electrical trade	Diploma in Electrical Engineering Or Equivalent	Min 3 to 4 years of working experience on aircraft system in relevant trade
	Aircraft in SEW/WPN (Seat & Safety and Weapons) trade	Diploma in Mechanical Engineering Or Equivalent	
	Aircraft Systems related to flying controls/airframe controls	Diploma in Mechanical Engineering Or Equivalent	
	Airframe Inspection	Diploma in Mechanical Engineering Or Equivalent	Min 2 to 3 years inspection experience on aircraft in relevant trade
	Engine Inspection (Power Plant Trade)	Diploma in Mechanical Engineering Or Equivalent	

Note:

Diploma in Engineering / Technology (full time & regular) in the relevant discipline by passing the prescribed Test(Trade & Written) and the Certificate should have been issued by the concerned Board of Technical Education/Institute, if the qualification was acquired before joining the Armed Forces.

OR

Diploma in Engineering / Technology in the relevant trade or discipline awarded by Indian Air Force/Indian Army/ Indian Navy. The Diploma awarded needs to be after undergoing the prescribed training and passing the required examination specified by the Armed Forces wherein the candidates have undergone the training.

Candidates possessing higher qualifications than the required qualification indicated in the Notification against the respective post need not apply. Candidate pursuing / enrolled for any other qualifications should mandatorily indicate the same in the application format. **"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 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"** 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.

\*i.e. Equivalent Service Trades / Certificates /Qualifications in the Army/Airforce/Navy (as applicable).

**(d) Age Limit / Relaxation / Concession**

- Age limit as on **06.01.2024** is 28 years, however Ex-Servicemen who have put in not less than six months of continuous service in the Armed Forces of the Union, shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post or service by more than 3 years, he is deemed to satisfy the condition regarding the age limit.

- Upper age limit is relaxable by 5 years in respect of SC/ST and 3 years in respect of OBC (NCL) candidates. Candidates belonging to OBC category are required to produce recently obtained Non-creamy layer Certificate in proof of their Community (not older than 6 months) stating that they do not come under the creamy layer from the Competent Authority, in the Central Govt. format and candidates belonging to the SC/ST category are also required to produce their community certificate in proof of their community at the time of Document Verification in the prescribed format.
- In respect of Persons with Benchmark Disability (PWBDs), upper age limit is relaxable by 10 years which will be over and above the relaxation admissible for candidates belonging to SC/ST/OBC mentioned above.
- 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.
- Upper age limit with all relaxations shall not exceed 55 years.
- Reservation of the posts will be as per the rules.

**(e) 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 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, extension of tenure for a further maximum period of 04 years may be considered on case-to-case basis in cases where workload and requirement exist. 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 shifts.

**\*(Selected Ex-servicemen will be given 03/06 months Shop floor training on different projects in respective Divisions before their placement at Defence Operating Base on tenure basis.)**

**(f) Remuneration**

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

Posts	Ex-Servicemen (Technician)	Security Guard/Fireman
Scale	Minimum Scale-6 (D6) In Rs per month	Scale-4 (B4) In Rs per month
Basic Pay	23000/-	21000/-
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 approximate Consolidated Remuneration for Scale – D6 (Ex-servicemen-Technician) and Scale-B4 (Security Guard/Fireman) would be Rs.46,534 per month and Rs.42618 per month respectively at minimum level of induction and may vary depending on the post diploma experience in respect of Ex-Serviceman (Technician).
- The Consolidated Remuneration would comprise of the following items:
  - a. Basic Pay
  - b. Dearness Allowance (revised quarterly) on the Basic Pay
  - c. House Rent Allowance as per classification of Cities (when Company quarter is not provided)
  - d. Perks and Allowances 25% of the Basic Pay including Sodexo meal voucher/cash.
  - e. Lumpsum amount towards Medical Expenses (Rs.1500 pm)

An annual increase of 3% during the tenure shall be admissible as per rules, subject to satisfactory performance.

- Provident Fund contributions will be calculated taking into account the Basic Pay + Dearness Allowance components of the Consolidated Emoluments.
- The selected candidates will also be entitled for the following Allowances / Benefits /Incentives, like in the case of regular Workmen, as per Rules:
  - a) Monthly Incentive and Annual Incentive
  - b) Quarterly Performance Pay
  - c) TA/DA for joining duty and for Temporary Duty as per relevant Rules applicable to Workmen in the appropriate Scale of Pay
  - d) Group Insurance in lieu of EDLI
  - e) Nigh Shift Allowance, wherever applicable.
- In case Personnel already completed 4 years of Tenure Based Engagement under this Scheme are again engaged for a 2nd Term, their Basic Pay will be fixed with grant of One Increment over the last drawn Basic Pay.

#### **(g) Selection Procedure**

Candidates who are sponsored by the Sainik Boards / concerned agencies, will be called for Written Test, subject to their meeting notified criteria. Final selection will be made on the basis of performance in the Written Test only.

**For the post of Security Guard and Fireman**, candidates whose names are sponsored by Sainik Board and who have applied based on the initial screening will only be considered for Physical Test. They have to qualify the Physical Test by achieving "Satisfactory Standard" of the physical parameters as indicated below and thereafter they will be called for Written Test:-

**Physical Standards:**

Sl. No	TEST	UPTO 30 YEARS			31-40 YEARS			41-45 YEARS		
		EXCELLENT	GOOD	SATISFACTORY	EXCELLENT	GOOD	SATISFACTORY	EXCELLENT	GOOD	SATISFACTORY
1	Chin Ups	10	8	6	9	7	5	8	6	4
2	Push Ups	24	22	20	22	20	18	20	18	16
3	Bend Knee Sit Ups	40	35	30	35	30	25	30	25	20
4	100 mtr Sprint (in seconds)	13	15	17	15	17	19	17	19	21
5	2.4 km Run (in minutes)	9	9.30	10	10.30	11	11.30	11.30	12	12.30
6	Rope Climbing	10 Mtrs	To be completed by all the candidates							
7	Monkey Crawl	10 Mtrs								

Sl. No	TEST	46-50 YEARS			51-55 YEARS		
		EXCELLENT	GOOD	SATISFACTORY	EXCELLENT	GOOD	SATISFACTORY
1	Push Ups	16	14	12	12	10	8
2	Bend Knee Sit Ups	25	20	15	15	11	7
3	2.4 km Run (in minutes)	13	14	15	-	-	-
4	3 km Walk (in minutes)	-	-	-	28	29	30
5	2 km Run (in minutes)	-	-	-	-	-	-
6	Rope Climbing	10 Mtrs	To be completed by all the candidates				
7	Monkey Crawl	10 Mtrs					

- **The place of Written Test centre is Bangalore.** The date and time of the Written Test will be intimated to the short listed / eligible candidates by e-mail (to the email id provided in the Application Format by the candidate). The same will also be hosted on the **HAL Website (<http://www.hal-india.co.in>)**. The Tentative Date for conduct of Written Test will be 24.03.2024 (Sunday).
- 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 Marking.
- 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 Written Test.
- Selection of candidates in the Written Test is provisional and is subject to document verification as indicated above in terms of age, prescribed educational qualification, date of birth, experience, disability, sub-disability, caste (wherever applicable).
- 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. 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 on a later date will be allowed.
- In case of rejection of candidates during the Document Verification process on account of non-availability of requisite documents/testimonials, not meeting the advertised criteria with respect to Age, Qualification, Experience, etc. additional candidates will be called for Document Verification in the order of Merit (Discipline /Category wise). The number of additional candidates called for Document Verification will be limited to the number of candidates rejected.
- Candidates qualifying in the Document Verification Stage as above will be issued the Provisional Offers of Engagement 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.
- 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.
- Candidates attending the 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 will be reimbursed the fare limited to the shortest route by train or actual expenses, whichever is less, on production of proof. It may be noted that no Travelling Allowance will be paid to candidates called for Written Test. However, if the Written Test and the Document Verification are held at one and the same Station and on the same/adjacent days, the candidates who qualify the Document Verification stage would be paid Travelling Allowance, as per their entitlement, for one journey to and from the place of selection.

**(h) Other Benefits And Terms & Conditions**

- The selected candidates will also be entitled for Holidays / Leave, Uniform as per Company rules.
  
- The selected personnel will be governed by various Company Rules & Regulations in 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, etc.

**(i) How to Apply**

- The candidates sponsored by Sainik Boards, Placement Cell, etc. and received any Communication / Letter from HAL are only eligible to apply. The eligible candidates are required to apply online through online application hosted on the HAL website ([www.hal-india.co.in](http://www.hal-india.co.in)) only. The website will be kept open between **1300 hrs on 04.03.2024 till 2400 hrs on 15.03.2024** for this purpose.
  
- 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.
  
- On submission and acceptance of the application, system will generate the registration acknowledgement form along with the application reference number allotted, which will be used for future reference.
  
- Request for change of mailing Address, category, trade as declared in the application will not be entertained.
  
- If the information / Certificates furnished by the candidates in any stage is found to be false or incomplete or is not found to be in conformity with eligibility criteria mentioned in the Notification, the candidature/engagement 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 online submission of the application 15.03.2024.**

**(j) 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**) should produce No Objection Certificate (NOC) at the time of Document Verification from their employer failing which the candidature will be rejected and they will not be eligible for payment of Travelling Allowance if any.
- The Date, Time and Venue for Document verification will be intimated to the candidate who is provisionally selected in the Written Test via E-mail (to 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](http://www.hal-india.co.in)). All correspondences to the candidate will be made via e-mail on the e-mail id provided by the candidate at the time of online application. No other method of communication will be adopted. Necessary information regarding the selection, written test etc. will be hosted on HAL Website from time to time.
- Age and experience will be reckoned as on **06.01.2024**.
- 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.
- All qualifications should be from Indian Universities/Institutes recognized by appropriate statutory Authorities in the Country.
- Candidates with Part Time / Correspondence/Distance Education /E- Learning Qualification will not be eligible to apply.
- 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.
- 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.
- 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 candidates.
- Candidates shortlisted for Written Test will be purely provisional without verification of Age, Qualification, category (SC/ST/OBC–Non-Creamy Layer / PWD / XSM 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 Engagement.
- HAL reserves all the right to cancel/ restrict/modify the notification/ recruitment process and / or the Selection Process there under, without issuing any further notice whatsoever. The number of vacancies can be modified as per the discretion of the Management.
- 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.
- 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 based on experience will not be issued the provisional offer without producing experience certificate in the letterhead of the Company.
- Any sort of Canvassing or Influencing of the Officials related to Recruitment/ Selection Process would result in immediate disqualification of the candidates.
- 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.
- 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.
- Engagement of selected candidate 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 from Previous Organisations (As applicable).
- In case of any particular clarification, the candidates can write to HAL, Engine Division at [hr.engines@hal-india.co.in](mailto:hr.engines@hal-india.co.in). No other method of Communication will be entertained.
- Court of jurisdiction for any dispute/cause will be Bangalore.

**Chief Manager (HR)**  
**Hindustan Aeronautics Limited**  
**Engine Division, Bangalore**