

Hindustan Aeronautics Limited
Engine Division, Bangalore Complex

(Advt. No: ENG/TBE/2024-02)

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)	10	Engine, Division, BC
		Minimum – D/6*	9	LCA Tejas, Division BC
		* Induction scale will be as per Qualification & Post Qualification experience in the armed forces, as per Rules of the company.	12	Overhaul. Division, BC
		Total (a)	31	
2	TBP(SG)-23/02	Security Guard	1 (OBC)	Aircraft Division, BC
		Minimum – B/4**	3 (UR)	Overhaul, Division, BC
			1 (SC)	FMD, BC
			1 (UR)	ASC, BC
			4 (UR)	ARDC, Design Complex
			2 (UR)	
1 (UR)				
Total (b)	13			
3	TBP(FM)-23/03	Fireman	1 (UR)	Engine Division, BC
		Minimum- B/4**	1 (UR)	ARDC, Design Complex
		Total (c)	2	
Grand Total (a) + (b) + (c)			46	

** 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.

No. of Vacancies indicated above may increase or decrease based on Management Requirement.

(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	10	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) 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	9	Airforce Station, Naliya, Gujarat 5 - Airframe/Structure 2 - Electrical/Instrument/Elect(R) 1 - Radio / Radar / Electro 1 - Engine/ Propulsion
Overhaul	12	Tambaram, Chennai 4 – Airframe 2 - 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, Kalaikunda (West Bengal)	Hawk Turbofan Engines	Diploma in Mechanical / Aeronautical Engineering Or Equivalent*	Min 5 years of working experience in the relevant trades / Engines
AFS, Gorakhpur (U.P)	Jaguar - Turbo Fan Engines		
Ambala (Haryana)	Jaguar - Turbo Fan Engines		
Jamnagar (Gujarat)	Jaguar - Turbo Fan 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	
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 06.07.2024 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 (wherever applicable).
- 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 per month:

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 qualification experience in armed forces as per the rules of the Company in respect of Ex-Servicemen.

- The Consolidated Remuneration would comprise of the following items:
- Basic Pay
 - Dearness Allowance (revised quarterly) on the Basic Pay
 - House Rent Allowance as per classification of Cities (when Company quarter is not provided)
 - Perks and Allowances 25% of the Basic Pay including Sodexo meal voucher/cash.
 - 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:
- Monthly Incentive and Annual Incentive
 - Quarterly Performance Pay
 - TA/DA for joining duty and for Temporary Duty as per relevant Rules applicable to Workmen in the appropriate Scale of Pay
 - Group Insurance in lieu of EDLI
 - 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

Eligible candidates will be considered for the 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, Eligible candidates 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 Physical Test and Written Test centre is Bangalore. The date and time of the Physical Test (For Security Guard and Fireman) and Written Test (For all posts) 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 28-07-2024. Physical Test for Security Guard and Fireman Posts will be conducted prior to 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 Marking.

- Candidates will have to appear for Physical Test and 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.
- Candidates should meet the Medical Standards as 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.
- The decision of the Company's Doctor in this regard will be final and binding.
- On satisfactory receipt of Medical Report from the Company's Doctor as per the medical standards prescribed by HAL, Vigilance Clearance and Character Certificate from the concerned Authorities, Final Offer of Engagement will be issued as per the Company Rules.
- 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) Application Fee:

- ➔ Rs. 200/- (Rupees Two Hundred Only) is to be paid as application fee. The application fee is inclusive of GST 18%. The application fee is non-refundable. Candidates belonging to SC/ST/PWBD Categories are exempted from the payment of application fees.
- ➔ On filling the Personal, Qualification & Experience details and uploading of photo and signature in the Online Application Form, the website will direct the Candidates to online application fee payment page. Candidate has to choose from the payment options such as Card Payment, Net Banking, wallet card/cash card payment, etc and make the payment.
- ➔ Without payment of Application Fee (wherever applicable), the application form cannot be submitted.
- ➔ Application Fee once paid will not be refunded under any circumstances even if the candidate is unable to submit the Application Online; or being ineligible at the time of applying or rejection of Application. Therefore, before depositing the Application Fee, candidates should ensure that they meet all the eligibility criteria as mentioned in the Notification;
- ➔ Candidate is required to print the Application Confirmation Page for future reference. Candidates are advised to pay the Application Fee and also complete the above process well before the closing date and time and not to wait till the last date to avoid the possibility of disconnection / inability / failure to login to the Website on account of heavy load on Internet or Website jam. In case of non-payment of Application Fee and not completing the above steps the Application will be incomplete and the same will be rejected.

(j) How to Apply

- ➔ The eligible candidates are required to apply Online only, through HAL Website (www.hal-india.co.in) – Career Section. The link for application will be kept open between 1300 hrs on 26.06.2024 till 2400 hrs on 06.07.2024 for this purpose. No other means / mode of Application will be accepted.
- ➔ Candidate is eligible to apply for one post only for which he/ she is most eligible.

- 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.
- Candidates are required to mandatorily upload the following documents at the time of submitting the Online Application:
 - (a) Recent colour passport size photograph (not older than 30 days from the date of submission of application) in jpg format - not exceeding 100 kb in size;
 - (b) Signature (in jpg format) not exceeding 50kb in size;

If uploaded photograph and signature is found to be mismatch with the candidate at the time of Written Test, Candidate will not be permitted to appear in the Written Test. Candidature of the candidate will be summarily rejected / cancelled.
- 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 Date of Birth, Mobile Number, Mailing Address, Category, Qualification, Discipline etc., 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.
- Any further Information / Corrigendum / Addendum would be uploaded only in HAL website (www.hal-india.co.in).

The last date for online submission of the application 06.07.2024.

(k) 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). 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 06.07.2024.

- ➔ 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 the applications for the Physical Test/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 Physical Test / 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 Physical Test / 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 Physical Test / 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.

- 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).
- 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 email on the e-mail id provided by the candidate in the online application. No other method of communication will be adopted.
- In case of any particular clarification, candidates can write at examflickdesk@gmail.com call at 9674785953. No other mode of Communication will be entertained.
- Court of jurisdiction for any dispute/cause will be Bangalore.
- In case of any ambiguity / dispute arises on account of interpretation in version other than English in Application form, Notification/Concise Advertisement etc., the English version will prevail.

Note for Candidates:

i) It may be noted that the information posted in HAL Website only are considered authentic. Accordingly, candidates may please note that Career opportunities in HAL shall be explored in HAL Website only.

ii) Candidates should be alert of fake e-mails, Whatsapp messages, SMS and other such fake communications received and should not make payment with any Individual / Agency for securing employment in HAL. HAL reserves the right to take legal action against those fraudsters.

iii) Candidates are requested to click the acknowledgement button in the Home page of the online application form confirming that they have gone through the "Caution Notice" before filling up the online application on the HAL Website, otherwise the system will not allow to submit the online application.

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

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FORM OF CERTIFICATE TO BE PRODUCED BY THE CANDIDATES
BELONGING TO SCHEDULED CASTE/SCHEDULED TRIBE

This is to certify that Shri/ Shrimathi*/ Kumari* _____ Son/daughter* of _____ of Village/town* _____ in District/Division* _____ of the State/Union Territory* _____ belongs to the _____ Caste/ Tribe, which is recognized as a Scheduled Caste / Scheduled Tribe* under:

- *The Constitution (Scheduled Castes) order 1950
- *The Constitution (Scheduled Tribes) order 1950
- *The Constitution (Scheduled Castes)(Union Territories) order 1950
- *The Constitution (Scheduled Tribes) (Union Territories) order 1951

{As amended by the Scheduled Castes and Scheduled Tribes lists(Modification Order, 1956, the Bombay Reorganization act, 1960, the Punjab Reorganization Act, 1966, the state of Himachal Pradesh Act 1970, the North-Eastern areas (Reorganization) Act, 1971 and the Scheduled Castes and Scheduled Tribes orders (Amendment) Act 1976}

- *The Constitution (Jammu and Kashmir) Scheduled Castes order 1956
- *The Constitution (Andaman and Nicobar Islands) Scheduled Tribes order 1959 as amended by the Scheduled Castes and Scheduled Tribes Orders (Amendment) Act 1976;
- *The Constitution (Dadra and Nagar Haveli) Scheduled Castes order 1962
- *The Constitution (Dadra and Nagar Haveli) Scheduled Tribes order 1962
- *The Constitution (Pondicherry) Scheduled Castes order 1964
- *The Constitution (Scheduled Tribes) (Uttar Pradesh) order 1967
- *The Constitution (Goa, Daman and Diu) Scheduled Castes order 1968
- *The Constitution (Goa, Daman and Diu) Scheduled Tribes order 1968
- *The Constitution (Nagaland) Scheduled Tribes order 1970
- *The Constitution (Sikkim) Scheduled Castes order 1978

2. Shri / Shrimathi / Kumari* _____ and/or * his/her* family ordinarily reside(s) in village/town* _____ of _____ District/Division* of the state/Union Territory* of _____

Signature _____

Designation _____

(With seal of office)

Place _____

State / Union Territory

Date _____

* Please delete the words, which are not applicable

Note : The term “ Ordinarily resides” used here will have the same meaning as in section 20 of the Representation of the People Act 1950.

**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

Government of.....
(Name & Address of the authority issuing the certificate)

INCOME & ASSET CERTIFICATE TO BE PRODUCED BY ECONOMICALLY WEAKER SECTIONS

Certificate No. -----

Date: _____

VALID FOR THE YEAR _____.

This is to certify that Shri/Smt./Kumari _____ son / daughter/wife _____ permanent resident of _____ Village /Street _____ Post Office _____ District _____ in the State/Union Territory _____ Pin Code _____ whose phot ograph is attested below belongs to Economically Weaker Sections, since the gross annual income* of his/her 'family"' is below Rs.8 lakh (Rupees Eight Lakh only) for the financial year _____. His/her family does not own or possess any of the following assets*** :

- I. 5 acres of agricultural land and above;
- II. Residential flat of 1000 sq. ft. and above;
- III. Residential plot of 100 sq. yards and above in notified municipalities;
- IV. Residential plot of 200 sq. yards and above in areas other than the notified municipalities.

2. Shri/Smt./Kumari _____ belongs to the _____ caste which is not recognized as a Scheduled Caste, Scheduled Tribe and Other Backward Classes (Central List)

Signature with seal of Office _____

Name _____

Designation _____

Recent Passport
size attested
photograph of the
applicant

*Note1 : Income covered all sources i.e. salary, agriculture, business, profession, etc.

**Note 2: The term "Family" for this purpose include the person, who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years

***Note 3: The property held by a " Family" in different locations or different places/cities have been clubbed while applying the land or property holding test to determine EWS status.

Disability Certificate (FORM –V)

(In cases of amputation or complete permanent paralysis of limbs or dwarfism and in case of blindness)

[See rule 18(1)]

(Name and Address of the Medical Authority issuing the Certificate)

Recent passport size
attested photograph
(Showing face only)
of the person with
disability.

Certificate No.

Date:

This is to certify that I have carefully examined Shri / S mt. /Kum. _____ son /wife /daughter of Shri _____ Date of Birth (DD/MM/YYYY) _____ Age _____ years, male/ female _____ registration No. _____ Permanent resident of House No. _____ Ward/Village/Street _____ Post Office _____ District _____ State _____, whose photograph is affixed above, and am satisfied that:

(A) he/she is a case of:

- locomotor disability
- dwarfism
- blindness

(Please tick as applicable)

(B) the diagnosis in his/her case is _____

(A) he/she has _____ % (in figure) _____ percent (in words) permanent locomotor disability/dwarfism/blindness in relation to his/her _____ (part of body) as per guidelines (.....number and date of issue of the guidelines to be specified).

2. The applicant has submitted the following document as proof of residence:-

Nature of Document	Date of Issue	Details of authority issuing certificate

(Signature and Seal of Authorised Signatory of notified Medical Authority)

Signature/thumb
impression of the person
in whose favour certificate
of disability is issued



Disability Certificate (Form – VI)
(In case of Multiple Disabilities)

[See rule 18(1)]
(Name and Address of the Medical Authority issuing the Certificate)

Recent passport
size attested
photograph
(Showing face
only) of the person
with disability.

Certificate No. _____

Date: _____

This is to certify that I have carefully examined Shri/ Smt./ Kum.
_____ son /wife /daughter of Shri _____ Date
of Birth (DD/MM/YYYY) _____ Age _____ years, male/ female
_____ .

Registration No. _____ permanent resident of House No. _____
Ward/Village/Street _____ Post Office _____ District _____
State _____, whose photograph is affixed above, and am satisfied
that:

(A) he/she is a case of Multiple Disability. His/her extent of permanent
physical impairment/ disability has been evaluated as per guidelines
(.....number and date of issue of the guidelines to be specified) for the
disabilities ticked below, and is shown against the relevant disability in the table
below:

Sl. No.	Disability	Affected part of body	Diagnosis	Permanent physical impairment/mental disability (in %)
1.	Locomotor disability	@		
2.	Muscular Dystrophy			
3.	Leprosy cured			
4.	Dwarfism			
5.	Cerebral Palsy			
6.	Acid attack Victim			
7.	Low vision	#		

8.	Blindness	#		
9.	Deaf	£		
10.	Hard of Hearing	£		
11.	Speech and Language disability			
12.	Intellectual Disability			
13.	Specific Learning Disability			
14.	Autism Spectrum Disorder			
15.	Mental illness			
16.	Chronic Neurological Conditions			
17.	Multiple sclerosis			
18.	Parkinson's disease			
19.	Haemophilia			
20.	Thalassemia			
21.	Sickle Cell disease			

(B) In the light of the above, his/her over all permanent physical impairment as per guidelines (.....number and date of issue of the 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 :

1) Not necessary, or

2) Is recommended /after..... year..... months and therefore this certificate shall be valid till

----- (DD) (MM) (YYYY)

@ e.g. Left/right/both arms/legs

e.g. Single eye

£ e.g. Left/Right/both ears

4. The applicant has submitted the following document as proof of residence:-

Nature of document	Date of issue	Details of authority issuing certificate

5. Signature and seal of the Medical Authority.

Name and Seal of Member	Name and Seal of Member	Name and Seal of the Chairperson

Signature/thumb impression of the person in whose favour certificate of disability is issued



Disability Certificate (Form – VII)

(In cases other than those mentioned in Forms V and VI)

(Name and Address of the Medical Authority issuing the Certificate)

(See rule 18(1))

Recent passport size attested photograph (Showing face only) of the person with disability.

Certificate No. _____

Date: _____

This is to certify that I have carefully examined Shri / Smt / Kum _____ Son / wife / daughter of Shri _____ Date of Birth (DD/MM/YYYY) _____ Age _____ years, male/female _____ Registration No. _____ permanent resident of House No. _____ Ward/Village/Street _____ Post Office _____ District _____ State _____, whose photograph is affixed above, and am satisfied that he/she is a case of _____ disability. His/her extent of percentage physical impairment/disability has been evaluated as per guidelines (.....number and date of issue of the guidelines to be specified) and is shown against the relevant disability in the table below:-

Sl. No.	Disability	Affected part of body	Diagnosis	Permanent physical impairment/mental disability (in %)
1.	Locomotor disability	@		
2.	Muscular Dystrophy			
3.	Leprosy cured			
4.	Cerebral Palsy			
5.	Acid attack Victim			
6.	Low vision	#		
7.	Deaf	€		
8.	Hard of Hearing	€		
9.	Speech and Language disability			
10.	Intellectual Disability			
11.	Specific Learning Disability			

12.	Autism Spectrum Disorder			
13.	Mental illness			
14.	Chronic Neurological Conditions			
15.	Multiple sclerosis			
16.	Parkinson's disease			
17.	Haemophilia			
18.	Thalassemia			
19.	Sickle Cell disease			

(Please strike out the disabilities which are not applicable)

2. The above 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 _____ (DD/MM/YYYY).
 - @ 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

(Authorised Signatory of notified Medical Authority)
(Name and Seal)

Signature/thumb impression of the person in whose favour certificate of disability is issued
--

Countersigned
{Countersignature and seal of the Chief Medical Officer/Medical Superintendent/ Head of Government Hospital, in case the Certificate is issued by a medical authority who is not a Government servant (with seal)}

Note- In case this certificate is issued by a medical authority who is not a Government servant, it shall be valid only if countersigned by the Chief Medical Officer of the District.

PRE - EMPLOYMENT MEDICAL EXAMINATION STANDARDS

S No	Particulars		Standard	
			40 years & below	above 40 years
(1)	(2)		(3)	(4)
1	General Examination			
A	Height	Male	147.1	147.1
		Female	142.1	142.1
B	Weight	Male	Min. 45Kg.	Min. 45Kg.
		Female	Min. 39Kg.	Min. 39Kg.
NOTE : Significant under weight/ over weight & height more than 200 cms needs further investigations before declaring FIT.				
C	BMI		BMI below 18 and above 28 kg/m ² , primary cause for abnormal BMI to be investigated before acceptance. Cushing's Disease, Gigantism & Acromegaly with systemic involvement to be rejected.	BMI below 18 and above 28 kg/m ² , primary cause for abnormal BMI to be investigated before acceptance. Cushing's Disease, Gigantism & Acromegaly with systemic involvement to be rejected.
D	Haematology		If HB is below 9 gm/dl and / or abnormal PBS, should be further investigated before acceptance. Haemophilia and Haemolytic anemias like Thalasemia major Sickle cell disease are not suitable for employment.	If HB is below 9 gm/dl and / or abnormal PBS, should be further investigated before acceptance. Haemophilia and Haemolytic anemias like Thalasemia major Sickle cell disease are not suitable for employment.
2	Hearing		Should demonstrate an ability to hear an average conversational voice in a quiet room using both ears at a distance of six feet from the examiner with the back turned to the examiner. All cases of CSOM to be corrected by surgery before taking fitness. Audiometry will be done based on history and clinical examination and it will be done for all direct employees . It should be preserved. If Hearing Deficit is more than 40dB at 500,1000,2000 and 3000 Hz , not suitable for employment.	Should demonstrate an ability to hear an average conversational voice in a quiet room using both ears at a distance of six feet from the examiner with the back turned to the examiner. All cases of CSOM to be corrected by surgery before taking fitness. Audiometry will be done based on history and clinical examination and it will be done for all direct employees . It should be preserved. If Hearing Deficit is more than 40dB at 500,1000,2000 and 3000 Hz, not suitable for employment.
3	EYES		Should not suffer from any chronic eye diseases.	Should not suffer from any chronic eye diseases.
A	Visual Acuity			
	i) Distant & Near vision for trades like Pilots	Refer Annexure II (for pilots only)		Refer Annexure II (for pilots only)
	ii) Distant vision for other trades	Better eye	Worse eye	Better eye Worse eye
	a) with glasses for Tech jobs	6/9 or 6/6	6/9 or 6/12	6/9 or 6/12
	b) with or without glasses for non tech jobs	6/6 or 6/9	6/12 or 6/18	6/6 or 6/18
	iii) Near vision with or without glasses for other trades			
	a) Tech Jobs	N-6 both eyes		N-6 both eyes
	b) Non tech jobs	N-8 both eyes		N-8 both eyes

B	ONE EYE	Suitable for desk jobs only provided other parameters in relation to eye are normal.	Suitable for desk jobs only provided other parameters in relation to eye are normal.
C	Intra Ocular Lens	IOL may be accepted if visual acuity is ok.	IOL may be accepted if visual acuity is ok.
D	Color Vision	<p>The Colour vision shall be tested for all candidates with Ishihara's Isochromatic plates in good light. Most cases of this type are characterized by a Red-Green deficiency. Colour deficient applicants are able to safely perform all jobs except those that require ability to differentiate colours correctly such as:</p> <ul style="list-style-type: none"> - Industrial staff dealing with machines involving recognition of coloured signals. - Technicians engaged in Laboratory work and Chemists. - Crane Operators. - Draughtsmen. - Drivers of all categories. - Electrical work. - Doctors and other Technical staff. - Scientific assistants - Security personnel - Pilots, Ground Engineers and staff - Electronic assembly - Navigation - Job involving coloured cables - Fire fighters - Electronic technicians - Panel operator - Other occupations where perception of colours is considered essential. <p>For any other Jobs Identification of Primary Colours is necessary. Officers and workmen in the above jobs require normal colour vision for proper pursuit. Defective colour vision is a disqualification for these jobs.</p>	<p>The Colour vision shall be tested for all candidates with Ishihara's Isochromatic plates in good light. Most cases of this type are characterized by a Red-Green deficiency. Colour deficient applicants are able to safely perform all jobs except those that require ability to differentiate colours correctly such as:</p> <ul style="list-style-type: none"> - Industrial staff dealing with machines involving recognition of coloured signals. - Technicians engaged in Laboratory work and Chemists. - Crane Operators. - Draughtsmen. - Drivers of all categories. - Electrical work. - Doctors and other Technical staff. - Scientific assistants - Security personnel - Pilots, Ground Engineers and staff - Electronic assembly - Navigation - Job involving coloured cables - Fire fighters - Electronic technicians - Panel operator - Other occupations where perception of colours is considered essential. <p>For any other Jobs Identification of Primary Colours is necessary. Officers and workmen in the above jobs require normal color vision for proper pursuit. Defective color vision is a disqualification for these jobs.</p>
E	Squint cases	There is no good binocular vision. Even after surgery the chances of binocular vision are rare. They may be accepted for desk jobs only.	There is no good binocular vision. Even after surgery the chances of binocular vision are rare. They may be accepted for desk jobs only.
F	Myopia	<p>Upto (-6) may be accepted provided the vision is normal after correction & retina is in good health. All candidates must be subjected to Fundoscopy & Indirect ophthalmoscopy.</p> <p>In case Myopia is not within acceptable limits, the candidate can be reassessed after correction through surgery.</p>	<p>Upto (-7) may be accepted provided the vision is normal after correction & retina is in good health. All candidates must be subjected to Fundoscopy & Indirect ophthalmoscopy.</p> <p>In case Myopia is not within acceptable limits, the candidate can be reassessed after correction through surgery.</p>

G	Hypermetropia	Upto (+7) may be accepted provided the vision improves to 6/9 & have a binocular vision.	Upto (+7) may be accepted provided the vision improves to 6/9 & have a binocular vision.
H	Pterygium	Not affecting the vision is acceptable. When the vision is affected or encroaching the cornea, to be accepted after surgery.	Not affecting the vision is acceptable. When the vision is affected or encroaching the cornea, to be accepted after surgery.
I	Retinal Detachment	The condition is treatable now, with advanced technology. Hence, the candidate with such abnormality should be given an option for correction. After correction, if the vision is normal, the candidate can be considered for employment in HAL. The candidate is required to come back after correction within 3 months for pre-employment medical examination. The expenses towards such correction will be borne by the candidate.	The condition is treatable now, with advanced technology. Hence, the candidate with such abnormality should be given an option for correction. After correction, if the vision is normal, the candidate can be considered for employment in HAL. The candidate is required to come back after correction within 3 months for pre-employment medical examination. The expenses towards such correction will be borne by the candidate.
J	Macular Degeneration	To be rejected	To be rejected
K	Retinitis Pigmentosa	To be rejected	To be rejected
4	Skin	a) Treated/ cured Hansen's disease with no deformity is acceptable except in food handling areas. Hansen should not be considered as a criteria for disqualifying.	a) Treated/ cured Hansen's disease with no deformity is acceptable except in food handling areas. Hansen should not be considered as a criteria for disqualifying.
		b) Psoriasis involving more than 60% of body surface area, rendered temporarily unfit. After treatment it can be considered fit. Psoriatic arthritis with deformity unfit. Systemic Lupus Erythamatosus with complications and deformity is unfit.	b) Psoriasis involving more than 60% of body surface area, rendered temporarily unfit. After treatment it can be considered fit. Psoriatic arthritis with deformity unfit. Systemic Lupus Erythamatosus with complications and deformity is unfit.
		c) Vitiligo (Leukoderma) should not be considered as cause for rejection since it is neither communicable nor contagious.	c) Vitiligo (Leukoderma) should not be considered as cause for rejection since it is neither communicable nor contagious.
5	AIDS	Elisa HIV I & II Testing are recommended for all candidates with consent. A written consent / undertaking will be obtained from the candidate before administering the test (Appendix -I). Depending on the nature of jobs to be performed by the candidate / the post to which the candidate is selected, acceptance or rejection will be decided. Personnel who are HIV +ve would be fit for appointment only to such Departments / Areas of work where there is no risk involved towards the health of themselves and others viz in Departments like Design, Planning, Marketing, IT, MS, Finance, HR (excluding Canteen), Purchase, Security, Vigilance, wherein they will not be working on/with Machines, Tools etc	Elisa HIV I & II Testing are recommended for all candidates with consent. A written consent / undertaking will be obtained from the candidate before administering the test (Appendix-I). Depending on the nature of jobs to be performed by the candidate / the post to which the candidate is selected, acceptance or rejection will be decided. Personnel who are HIV +ve would be fit for appointment only to such Departments / Areas of work where there is no risk involved towards the health of themselves and others viz in Departments like Design, Planning, Marketing, IT, MS, Finance, HR (excluding Canteen), Purchase, Security, Vigilance, wherein they will not be working on/with Machines, Tools etc

6	Cardio Vascular System		
A	General Exam	There should not be any abnormality congenital or acquired. There should not be any significant functional or structural abnormality of the circulatory system. ECG should be mandatory.	There should not be any abnormality congenital or acquired. There should not be any significant functional or structural abnormality of the circulatory system. ECG should be mandatory.
B	Blood Pressure	Blood pressure less than 140/90 with or without drugs & no target organ damage can be accepted. Candidates with newly detected high BP or uncontrolled hypertension will be made temporarily UNFIT (minimum 1 month) for confirmation of hypertension and control of BP. If BP is still high , will be rejected.	Blood pressure less than 140/90 with or without drugs & no target organ damage can be accepted. Candidates with newly detected high BP or uncontrolled hypertension will be made temporarily UNFIT (minimum 1 month) for confirmation of hypertension and control of BP. If BP is still high will be rejected.
C	Heart size	All cases of Cardiomegally should be evaluated thoroughly & cardiologist opinion to be taken. Cases with poor LV Function (Less than 50%) will be rejected.	All cases of Cardiomegally should be evaluated thoroughly & cardiologist opinion to be taken. Cases with poor LV Function (Less than 50%) will be rejected.
D	Rh. Heart Disease	Rheumatic Heart diseases & other valvular diseases are not to be accepted.	Rheumatic Heart diseases & other valvular diseases are not to be accepted.
E	MVPS	All cases need to be investigated in the form of ECG, 2D Echo. Mitral Regurgitation, AF, Infective endocarditis to be ruled out before considering medical fitness. Mitral Regurgitation ,AF, Infective Endocarditis will be rejected.	All cases need to be investigated in the form of ECG, 2D Echo. Mitral Regurgitation, AF, Infective endocarditis to be ruled out before considering medical fitness. Mitral Regurgitation, AF, Infective Endocarditis will be rejected.
F	ASD	Acceptable after surgical correction. Small ASD for which surgical correction is not advised is also acceptable with cardiologist opinion.	Acceptable after surgical correction. Small ASD for which surgical correction is not advised is also acceptable with cardiologist opinion.
G	VSD	Acceptable after surgical correction. Small VSD for which surgical correction is not advised is also acceptable with cardiologist opinion.	Acceptable after surgical correction. Small VSD for which surgical correction is not advised is also acceptable with cardiologist opinion.
H	PDA	Acceptable after surgical correction	Acceptable after surgical correction
I	Isolated Dextrocardia	Before accepting to be evaluated by cardiologist	Before accepting to be evaluated by cardiologist
J	Sinus Arrhythmias	Sinus arrhythmia may be accepted.	Sinus arrhythmia may be accepted.
K	Other conduction disorders	PVC more than 5 / minute, in pairs or multifocal, AF, RBBB & LBBB should be evaluated and cardiologist opinion to be taken for fitness. Poor LV Function (Less than 50%) will be rejected	PVC more than 5 / minute, in pairs or multifocal, AF, RBBB & LBBB should be evaluated and cardiologist opinion to be taken for fitness. Poor LV Function (Less than 50%) will be rejected.
L	Murmurs	All cardiac murmurs to be evaluated and opinion of cardiologist to be taken for Medical fitness. Established Valvular Heart Disease to be rejected.	All cardiac murmurs to be evaluated and opinion of cardiologist to be taken for Medical fitness. Established Valvular Heart Disease to be rejected.
M	IHD	IHD, angioplasty/ CABG cases should be evaluated and can be taken after cardiologist opinion. If cardiac functions are normal , will be accepted.	IHD, angioplasty/ CABG cases should be evaluated and can be taken after cardiologist opinion. If cardiac functons are normal, will be accepted.

7	Respiratory System	a) Bronchial asthma with normal- pulmonary functions accepted.	a) Bronchial asthma with normal- pulmonary functions accepted.
		b) Acute Pulmonary Tuberculosis is temporarily unfit. Will be reviewed after completion of 6 months treatment without any further extension. Fit if: - has completed specified treatment. - 3 successive sputum tests are negative for AFB. - Serial CXR - PA should show improvements.	b) Acute Pulmonary Tuberculosis is temporarily unfit. Will be reviewed after completion of 6 months treatment without any further extension. Fit if: - has completed specified treatment. - 3 successive sputum tests are negative for AFB. - Serial CXR - PA should show improvements.
		c) Significant Lungs cysts should be accepted after successful surgery.	c) Significant Lungs cysts should be accepted after successful surgery.
		d) Cases of Bronchiectasis with good respiratory reserve can be considered for employment.	d) Cases of Bronchiectasis with good respiratory reserve can be considered for employment.
		e) Cases of COPD is unfit for employment.	e) Cases of COPD is unfit for employment.
8	Abdomen	a) Organomegaly, abdominal masses should be investigated before employment. Gall bladder polyps to be operated before appointment. Multiple gall stones if found, should be operated before appointment.	Organomegaly, abdominal masses should be investigated before employment. Gall bladder polyps to be operated before appointment. Multiple gall stones if found, should be operated before appointment.
		b) All hernias, Hydrocoele, fistula in Ano, Hemorrhoids, Varicocele undescended testes, pilonidal sinus should be surgically corrected before appointment.	b) All hernias, Hydrocoele, fistula in Ano, Hemorrhoids, Varicocele undescended testes, pilonidal sinus should be surgically corrected before appointment.
		c) Any palpable lymph node to be biopsied & fitness to be decided after the biopsy report.	c) Any palpable lymph node to be biopsied & fitness to be decided after the biopsy report.
		d) Varicose veins without complication can be accepted after surgeon's opinion. If surgery is advised then will be accepted after surgery.	d) Varicose veins without complication can be accepted after surgeon's opinion. If surgery is advised then will be accepted after surgery.
		e) Chronic Pancreatitis, Chronic Hepatitis, Cirrhosis of Liver and Liver transplants to be rejected.	e) Chronic Pancreatitis, Chronic Hepatitis, Cirrhosis of Liver and Liver transplants to be rejected.
		f) Cause for major abdominal surgeries and present status should be evaluated before acceptance. Malignancies detected after surgery to be rejected	f) Cause for major abdominal surgeries and present status should be evaluated before acceptance. Malignancies detected after surgery to be rejected.
9	Genito Urinary System	a) Phimosis & Paraphimosis/ Hypospadiasis to be accepted after surgical correction at the expense of the candidate.	a) Phimosis & Paraphimosis/ Hypospadiasis to be accepted after surgical correction at the expense of the candidate.
		b) Testicular mass proved due to malignancy should be rejected	b) Testicular mass proved due to malignancy should be rejected
		c) Renal stones of above 4mm can be accepted after treatment/Lithotripsy provided renal functions are proved normal by USG/other test	c) Renal stones of above 4mm can be accepted after treatment/Lithotripsy provided renal functions are proved normal by USG/other test.

9 (Cont nd.)	Genito Urinary System	d) Mobile kidney/single kidney/Horse shoe shaped kidney can be accepted, after thoroughly investigating by Isotope scan and other relevant tests and after urologist's opinion.	d) Mobile kidney/single kidney/Horse shoe shaped kidney can be accepted, after thoroughly investigating by Isotope scan and other relevant tests and after urologist's opinion.
		e) Poly cystic kidney to be rejected	e) Poly cystic kidney to be rejected
		f) All Genito urinary infections can be accepted after treatment.	f) All Genito urinary infections can be accepted after treatment.
		g) Cases of Renal Transplant may be rejected in the event a Medical Examination Report suggests that the condition is unfit to render service.	g) Cases of Renal Transplant may be rejected in the event a Medical Examination Report suggests that the condition is unfit to render service.
10	Breast (Shifted from Gynaecology)	Any Lump in the Breast to be operated before joining & malignancy to be excluded.	Any Lump in the Breast to be operated before joining & malignancy to be excluded.
11	HBsAg positive cases	HBsAg (Australian Antigen) + ve, without complication may be accepted.	HBsAg (Australian Antigen) + ve, without complication may be accepted.
12	Nervous System		
A	Speech / Gait	It should be Normal & abnormality to be evaluated thoroughly before appointment	It should be Normal & abnormality to be evaluated thoroughly before appointment
B	Nystagmus	Candidate with Nystagmus should be evaluated by a competent neurologist for fitness of the specific job.	Candidate with Nystagmus should be evaluated by a competent neurologist for fitness of the specific job.
C	Motor system	Should be Normal	Should be Normal
		a) Candidates should not be suffering from chronic neurological diseases however, congenital facial palsy is accepted.	a) Candidates should not be suffering from chronic neurological diseases however, congenital facial palsy is accepted.
		b) Epilepsy Candidates under regular treatment may be accepted only for desk jobs.	b) Epilepsy Candidates under regular treatment may be accepted only for desk jobs.
13	Musculoskeletal System	Only progressive musculoskeletal disorders should be considered as disqualification. Non-progressive congenital abnormality should be evaluated by neurologist before fitness for the specific job.	Only progressive musculoskeletal disorders should be considered as disqualification. Non-progressive congenital abnormality should be evaluated by neurologist before fitness for the specific job.
		Muscular dystrophies can be considered under physically handicapped quota.	Muscular dystrophies can be considered under physically handicapped quota.
14	Gynaecology	a) Fibroid uterus, Ovarian cyst should be removed before appointment, if symptomatic & clinically significant.	a) Fibroid uterus, Ovarian cyst should be removed before appointment, if symptomatic & clinically significant.
		b)Pregnant women shall not be appointed till the confinement is over. They can be made fit any time after six weeks, but not later that six months from the date of delivery.	b)Pregnant women shall not be appointed till the confinement is over. They can be made fit any time after six weeks, but not later that six months from the date of delivery.
		c) Married female candidates of reproductive age should undergo pregnancy test and Ultrasound Sonography of Abdomen and Pelvis prior to the actual date of joining, if there is a time gap of one month or more from the date of pre-medical examination and actual date of joining/reporting.	c) Married female candidates of reproductive age should undergo pregnancy test and Ultrasound Sonography of Abdomen and Pelvis prior to the actual date of joining, if there is a time gap of one month or more from the date of pre-medical examination and actual date of joining/reporting.

15	Psychiatry	Schizophrenia, paranoid disorder, alcohol dependence, Presenile Dementia & Drug addicts are not suitable.	Schizophrenia, paranoid disorder, alcohol dependence, Presenile Dementia & Drug addicts are not suitable.
16	Endocrine System		
A	Diabetes Mellitus	If blood sugar level, HbA1C are normal with or without treatment and no target organ damage can be accepted.	If blood sugar level, HbA1C are normal with or without treatment and no target organ damage can be accepted.
B	Thyrotoxicosis	Can be considered if under control with drug therapy and there are no complications proved by investigation. If initial thyroid function is abnormal they are temporarily unfit (minimum 6 wks) and can be made fit, if thyroid functions are normal after treatment.	Can be considered if under control with drug therapy and there are no complications proved by investigation. If initial thyroid function is abnormal they are temporarily unfit (minimum 6 wks) and can be made fit, if thyroid functions are normal after treatment.
C	Goiter & Hypothyroidism	Cases of goiter to be evaluated fully & cases of Hypothyroidism can be considered if good control with drug therapy & there are no complications proved by investigations.	Cases of goiter to be evaluated fully & cases of Hypothyroidism can be considered if good control with drug therapy & there are no complications proved by investigations.
D	Acromegaly	Acromegaly cases unsuitable for employment	Acromegaly cases unsuitable for employment
17	Malignancy/ Cancer	It should be considered as Unfit for employment. All pre malignant conditions should be thoroughly investigated before giving fitness. They should be biopsied and if found pre-malignant should be treated accordingly and will be reviewed after 3 months. If biopsy reveals malignancy to be rejected.	It should be considered as Unfit for employment. All pre malignant conditions should be thoroughly investigated before giving fitness. They should be biopsied and if found pre-malignant should be treated accordingly and will be reviewed after 3 months. If biopsy reveals malignancy to be rejected.
<p>Note: (a). Wherever time is not specified for re-evaluation, the same will be done within a maximum period of 3 months from the original date of examination, wherein the candidate was declared temporarily unfit.</p> <p>(b). As far as possible, specialist / super specialist opinion to be taken from empanelled hospitals , where the expertise is not available internally.</p>			