



हिंदुस्तान एयरोनॉटिक्स लिमिटेड
(रक्षा मंत्रालय के अधीन भारत सरकार का उपक्रम)
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(विज्ञापन सं. - केएनपी -01/2023)
(ADVT. NO.- KNP-01/2023)

दिनांक: 10.11.2023
Date: 10.11.2023

**हिंदुस्तान एयरोनॉटिक्स लिमिटेड - परिवहन वायुयान प्रभाग, कानपुर में वरिष्ठ चिकित्सा
अधिकारी (फिजिशियन) ग्रेड III की भर्ती**

**RECRUITMENT OF SENIOR MEDICAL OFFICER (PHYSICIAN) IN GRADE III AT HINDUSTAN
AERONAUTICS LIMITED- TRANSPORT AIRCRAFT DIVISION, KANPUR**

हिंदुस्तान एयरोनॉटिक्स लिमिटेड (एचएएल) एशिया का एक प्रमुख एयरोनॉटिकल कॉम्प्लेक्स है, जो वायुयान, हेलीकॉप्टर, एरो-इंजन, सहायक उपकरण, एवियोनिक्स और सिस्टम के डिजाइन, उत्पादन, मरम्मत, ओवरहाल और अपग्रेड का कार्य करके देश के 'मेक इन इंडिया' सपने को साकार कर रहा है। एचएएल के 20 उत्पादन प्रभाग, 10 अनुसंधान एवं विकास केंद्र और एक सुविधा प्रबंधन प्रभाग हैं, जो भारत के सात राज्यों और नौ भौगोलिक स्थानों में फैले हुए हैं / Hindustan Aeronautics Limited (HAL) is a premier Aeronautical Complex in Asia, propelling the 'Make in India' dream of the country by undertaking design, production, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Accessories, Avionics and Systems. HAL has 20 Production Divisions, 10 R&D Centres and one Facilities Management Division, spread across seven States and nine Geographical locations in India.

एचएएल परिवहन वायुयान प्रभाग (टीएडी) उत्तर प्रदेश के कानपुर शहर में स्थित वर्तमान में 19 सीटर मल्टी-रोल यूटिलिटी विमान Do- 228 के निर्माण और ओवरहाल के अलावा अन्य परिवहन, ट्रेनर वायुयानों की मरम्मत और ओवरहाल का कार्य करती हैं / **Transport Aircraft Division (TAD)** of HAL located in Kanpur City of Uttar Pradesh is currently engaged in manufacturing and overhaul of Do- 228, a 19 seater multi-role utility aircraft, in addition to, repair and overhaul of other transport, trainer aircrafts.

भर्ती/ REQUIREMENT

एचएएल-टीएडी, कानपुर में निम्नलिखित पद के लिए पात्र उम्मीदवारों से निर्धारित प्रोफार्मा (अनुबंध-ए) में आवेदन आमंत्रित किए जाते हैं / Applications are invited from eligible candidates, in the prescribed proforma (**Annexure-A**), for the following post at HAL- TAD, Kanpur:

क्र.सं. Sl. No.	पद का नाम Name of the Post	ग्रेड Grade	रिक्तियों और आरक्षण की संख्या No. of Vacancies & Reservation	शैक्षिक योग्यता और योग्यता के बाद का अनुभव Educational Qualification & Post- qualification Experience
1.	वरिष्ठ चिकित्सा अधिकारी (फिजिशियन) Senior Medical Officer (Physician)	III	01(अना/UR) यूआर: अनारक्षित UR: Unreserved	एमबीबीएस और अर्हता- उपरांत न्यूनतम दो वर्ष का अनुभव (अथवा) एमबीबीएस + पीजी (एमडी जनरल मेडिसिन) अनुभव के साथ/ अनुभव के बिना MBBS with minimum 02 years of post-qualification experience (OR) MBBS + PG (MD General Medicine) with/without experience

नोट/ Note:

- (i) पद के लिए आवेदन करने वाले अजा/अजजा/अपिव/ईडब्ल्यूएस श्रेणी के उम्मीदवारों का मूल्यांकन अन्य उम्मीदवारों के समान किया जाएगा/ Candidates from SC / ST/ OBC / EWS Category applying for the post will be assessed at par with UR candidates.
- (ii) योग्यता मेडिकल काउंसिल ऑफ इंडिया (एमसीआई) द्वारा मान्यता प्राप्त होनी चाहिए। उम्मीदवारों को मेडिकल काउंसिल ऑफ इंडिया अधिनियम के तहत किसी भी राज्य मेडिकल काउंसिल के साथ पंजीकृत होना चाहिए/ Qualification should be recognized by Medical Council of India (MCI). Candidates should be registered with any State Medical Council under Medical Council of India Act.
- (iii) यदि उम्मीदवार किसी पीएसयू/सरकारी/अर्ध-सरकारी संगठन में योग्यता के बाद के अनुभव का दावा करता है, तो वह तत्काल निचले या समकक्ष ग्रेड/पद पर होना चाहिए/ If the candidate claims post-qualification experience in any PSU/Govt/Semi-Govt organization, the same should be in the immediate lower or equivalent Grade/Post.
- (iv) योग्यता के बाद के अनुभव के वर्षों की गणना 30.09.2023 को की जाएगी/ Years of post-qualification experience will be counted as on **30.09.2023**.
- (v) अपेक्षित व्यावसायिक योग्यता प्राप्त करने के बाद प्राप्त अनुभव को केवल पोस्ट प्रोफेशनल योग्यता अनुभव (पीपीक्यूई) की गणना के प्रयोजन के लिए गिना जाएगा। अपेक्षित व्यावसायिक योग्यता डिग्री प्राप्त करने से पहले के अनुभव को पीपीक्यूई की गणना के लिए शामिल नहीं किया जाएगा/ Experience gained after acquiring the requisite Professional Qualification will only be reckoned for the purpose of calculation of Post Professional Qualification Experience (PPQE). Experience prior to acquiring the requisite Professional Qualification Degree will not be reckoned for calculation of PPQE.

पीडब्ल्यूबीडी की उपयुक्तता/ PwBDs SUITABILITY

प्रथम दृष्टया उपयुक्त के रूप में पहचाने गए पीडब्ल्यूबीडी के लिए बेंचमार्क विकलांगताओं की श्रेणियां शारीरिक अपेक्षाओं के साथ नीचे उल्लिखित हैं/ The categories of Benchmark Disabilities i.r.o. PwBDs identified as prima facie suitable are mentioned below along with Physical requirements:

पद का नाम Name of the Post	पद के लिए उपयुक्त विकलांगों की श्रेणियाँ Categories of disabled suitable for the Post
वरिष्ठ चिकित्सा अधिकारी (फिजीशियन) Senior Medical Officer (Physician)	ओएल, एसडीडी/एसआईडी, एसडी/एसआई OL, SDD/SID, SD/SI

नोट/Note-

यद्यपि उपर्युक्त पद प्रकृति में अनारक्षित है, पीडब्ल्यूबीडी उम्मीदवार पद के लिए आवेदन करने के पात्र हैं और कंपनी के नियमों के तहत लाभ के लिए स्वीकार्य होंगे, बशर्ते प्रासंगिक विकलांगता की डिग्री 40% से कम न हो/ Though the above mentioned Post is UR in nature, PwBD Candidates are eligible to apply against the Post and will be permissible for the benefits under the Company rules, provided the degree of relevant disability is not less than 40%.

प्रयुक्त संक्षिप्ताक्षर/ Abbreviations used:

ओएल = एक पैर प्रभावित (दायाँ या बायाँ),

एसडीडी/एसआईडी = रीढ़ की हड्डी में विकृति/रीढ़ की हड्डी में चोट के साथ संबंधित न्यूरोलॉजिकल/अंग संबंधी शिथिलता के साथ लोकोमोटर विकलांगता।

एसडी/एसआई = रीढ़ की हड्डी में विकृति/रीढ़ की हड्डी में चोट, बिना किसी न्यूरोलॉजिकल/अंग शिथिलता के।

OL=One Leg Affected (Right or Left),

SDD/SID = Spinal Deformity / Spinal Injury with associated neurological / limb dysfunction of respective locomotors disability.

SD/SI = Spinal Deformity / Spinal Injury without any associated neurological / limb dysfunction.

ईडब्ल्यूएस (आर्थिक रूप से कमजोर वर्ग)/ EWS (ECONOMICALLY WEAKER SECTION)

जो उम्मीदवार अजा/ अजजा/अपिव - नॉन क्रीमी लेयर (एनसीएल) के लिए आरक्षण की योजना के अंतर्गत नहीं आते हैं और जिनकी पारिवारिक सकल वार्षिक आय 8,00,000/- रुपये (आठ लाख रुपये) से कम है, उन्हें आर्थिक रूप से कमजोर वर्ग (ईडब्ल्यूएस) के रूप में पहचाना जाएगा। आय में आवेदन के वर्ष से पहले वित्तीय वर्ष 2022-23 के लिए सभी स्रोतों अर्थात् वेतन, कृषि, व्यवसाय, पेशे आदि से आय शामिल होगी।

Candidates who are not covered under the scheme of reservation for SC/ST/OBC-Non Creamy Layer (NCL) and whose family gross annual income is below Rs 8,00,000/- (Rupees Eight lakh) are to be identified as Economically Weaker Section (EWS). The income shall include income from all sources i.e. salary, agriculture, business, profession etc. for the financial year 2022-23 prior to the year of application.

उपरोक्त श्रेणी से संबंधित उम्मीदवारों को दस्तावेज़ सत्यापन की तिथि पर अनुबंध-ई के अनुसार सक्षम प्राधिकारी द्वारा जारी वैध आय और संपत्ति प्रमाण पत्र प्रस्तुत करना होगा। आय और संपत्ति प्रमाणपत्र वित्तीय वर्ष 2023-24 के लिए वैध होगा और वित्तीय वर्ष 2022-23 के लिए आय और संपत्ति सत्यापन के आधार पर तैयार किया जाएगा।

The candidates belonging to the above category must produce valid Income and Asset Certificate issued by Competent Authority as per Annexure-E as on date of document verification. The Income and Assets Certificate shall be valid for the financial year 2023-24 and shall be prepared on the basis of Income and Assets Verification for the Financial year 2022-23.

नोट: ईडब्ल्यूएस श्रेणी के उम्मीदवारों का मूल्यांकन अनारक्षित उम्मीदवारों के समान होगा।

Note: The assessment of EWS Category candidates will be at par with UR candidates.

जॉब विवरण/ JOB DESCRIPTION

उम्मीदवार को चाहिए/ The candidate should-

- (i) सामान्य ओपीडी/वार्ड/आपातकालीन मामलों को स्वतंत्र रूप से प्रबंधित करें (टाउनशिप अस्पताल और फैक्ट्री डिस्पेंसरी दोनों में अलग-अलग शिफ्ट में) और ईसीजी, कम्प्यूटरीकृत तनाव परीक्षण इकोकार्डियोग्राफी, आदि की व्याख्या से अच्छी तरह परिचित होना चाहिए/ Manage general OPD/ Wards/ Emergency cases independently (both in Township Hospital & Factory Dispensary in different shifts) and should be well conversant with interpretation of ECG, Computerized Stress Test Echocardiography, etc;
- (ii) विभिन्न बीमारियों से पीड़ित प्रभाग के कर्मचारियों और उनके आश्रित परिवार के सदस्यों के संबंध में चिकित्सा परीक्षण, निदान करना और उपचार प्रदान करना/ Carry out medical examination, diagnosis and provide treatment in respect of Division's employees and their dependent family members suffering from various ailments;

- (iii) सामान्य चिकित्सा दावों एवं अन्य बिलों का भुगतान करने में सक्षम/ Able to clear General Medical Claims & other bills;
- (iv) टाउनशिप अस्पताल और फैक्ट्री डिस्पेंसरी में सामान्य और आपातकालीन रोगियों का प्रबंधन करने के साथ-साथ विभिन्न गतिविधियों जैसे स्टाफ की उपस्थिति, फार्मसी कार्य, प्राथमिक चिकित्सा काउंटर आदि को अलग-अलग शिफ्टों में प्रबंधित करना/Manage general and emergency patients at Township Hospital & Factory Dispensary along with management of various activities i.e. staff attendance, pharmacy work, first aid counter etc in different shifts;
- (v) टाउनशिप अस्पताल एवं फैक्ट्री डिस्पेंसरी सूची के रखरखाव और कर्मचारियों के प्रशिक्षण का प्रबंधन करना/ Manage upkeep of Township Hospital & Factory Dispensary inventory and training of staff;
- (vi) काम पर वरिष्ठों की सहायता करें/ Assist seniors at work;
- (vii) पैनेलबद्ध अस्पतालों और पैथोलॉजी लैब्स/रेडियोलॉजी केंद्रों आदि के साथ संपर्क करना/ Liaise with empaneled Hospitals & Pathology Labs/ Radiology Centers etc;
- (viii) मेडिको-कानूनी औपचारिकताओं से अच्छी तरह वाकिफ हों और/ Be well versed with Medico-Legal formalities &
- (ix) चिकित्सा विभाग के प्रमुख आदि द्वारा आवंटित किसी अन्य प्रशासनिक उत्तरदायित्व का निर्वहन करना/ Discharge any other administrative responsibility allotted by Head of Medical Department etc.

नोट/ Note-

कर्तव्यों/जिम्मेदारियों की उपरोक्त सूची केवल उदाहरणात्मक है और इसलिए कार्य का दायरा भिन्न हो सकता है/ The above list of duties/ responsibilities is only illustrative and the scope of work may therefore, vary.

आयु सीमा एवं छूट/ AGE LIMIT & RELAXATION

अनारक्षित श्रेणी के उम्मीदवारों के लिए ऊपरी आयु सीमा 30.09.2023 तक 45 वर्ष है/ Upper age limit for UR category candidates is 45 years as on 30.09.2023.

- (i) चूंकि अधिसूचित पद/रिक्तियां अनारक्षित (यूआर) हैं, इसलिए अजा/अजजा/अपिव श्रेणी के उम्मीदवार को ऊपरी आयु सीमा में कोई छूट नहीं दी जाएगी/ As the post / vacancy notified is Unreserved (UR), No relaxation in the Upper Age limit is allowed to the candidate belonging to SC/ST/OBC Category.
- (ii) पीडबल्यूडी/ शारीरिक रूप से विकलांग (पीएच) उम्मीदवारों के लिए ऊपरी आयु सीमा में 10 वर्ष की छूट है। आयु सीमा में छूट ओएल, एसडीडी/एसआईडी, एसडी/एसआई के लिए लागू है उम्मीदवार इस तथ्य की परवाह किए बिना कि पद आरक्षित है या नहीं, बशर्ते कि पद उक्त श्रेणी के लिए पहचाना गया हो/उपयुक्त पाया गया हो। इस उप-पैरा के तहत आयु में छूट का दावा करने वाले व्यक्तियों को अपने दावों के समर्थन में निर्धारित प्रोफार्मा **(अनुबंध-डी1, डी2, डी3, जो लागू हो) में एक प्रमाण पत्र प्रस्तुत करना होगा, जिसमें स्पष्ट रूप से दर्शाया गया हो कि शारीरिक विकलांगता की डिग्री 40% या अधिक है/** Upper age limit is relaxable by 10 years for PwBDs/ Physically Handicapped (PH) candidates. Relaxation of age limit is applicable for OL, SDD/SID, SD/SI candidates irrespective of the fact whether the post is reserved or not, provided the post is identified/ suitable for the said category. The persons claiming age relaxation under this sub- para would be required to produce a Certificate in prescribed proforma

(Annexure-D1, D2, D3 as applicable) in support of their claims clearly indicating that the degree of physical disability is 40% or more.

- (iii) 05 वर्ष की ऊपरी आयु सीमा में छूट उन सभी उम्मीदवारों के लिए स्वीकार्य होगी जो 01.01.1980 से 31.12.1989 की अवधि के दौरान सामान्य रूप से जम्मू और कश्मीर राज्य के निवासी थे। इस उप-पैरा के तहत छूट का दावा करने वाले व्यक्तियों को उस जिला मजिस्ट्रेट से, जिसके अधिकार क्षेत्र में वे आमतौर पर रहते थे या जम्मू-कश्मीर सरकार द्वारा इस संबंध में नामित किसी अन्य प्राधिकारी से इस आशय का प्रमाण पत्र प्रस्तुत करना आवश्यक होगा/ Relaxation in the upper age limit of 05 years shall be admissible to all candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period from 01.01.1980 to 31.12.1989. The persons claiming relaxation under this sub- para would be required to produce a Certificate to this effect from the District Magistrate within whose jurisdiction they had ordinarily resided or from any other authority designated in this behalf by the Government of Jammu & Kashmir.
- (iv) भूतपूर्व सैनिकों (एक्सएसएम) के लिए ऊपरी आयु सीमा में छूट भारत सरकार के दिशानिर्देशों के अनुसार लागू होगी/ Relaxation in upper age limit for Ex- Servicemen (XSM) will be applicable as per GoI guidelines.
- (v) पीडबल्यूडी उम्मीदवारों के लिए, सभी छूटों के साथ ऊपरी आयु सीमा 56 वर्ष से अधिक नहीं होगी/ For PwBDs candidates, the upper age limit with all relaxations shall not exceed 56 years.

चयन प्रक्रिया/ SELECTION PROCESS

- (i) उपर्युक्त पद पर चयन केवल व्यक्तिगत साक्षात्कार के माध्यम से होगा/ The selection to the above mentioned post will be by way of Personal Interview only.
- (ii) मूल्यांकन उम्मीदवार की शैक्षिक योग्यता, प्रासंगिक योग्यता के बाद के अनुभव के वर्षों की संख्या, जॉब ज्ञान, सामान्य ज्ञान और व्यक्तित्व आदि को उचित महत्व देकर किया जाएगा। योग्यता के प्रत्येक अतिरिक्त चरण और प्रासंगिक विशेषज्ञता में योग्यता के बाद का अनुभव के अतिरिक्त वर्ष के लिए अतिरिक्त अंक दिए जाएंगे/ Assessment will be done by giving due weightage to candidate's educational qualification, number of years of relevant post- qualification experience, job knowledge, general knowledge and personality etc. Extra marks will be given for every additional stage of qualification and additional year(s) of post-qualification experience in relevant specialization.
- (iii) उम्मीदवारों से प्राप्त आवेदनों की जांच अनिवार्य शैक्षणिक योग्यता, आयु, श्रेणी, योग्यता के बाद के अनुभव के वर्षों आदि जैसे न्यूनतम पात्रता मानदंडों के आधार पर की जाएगी। इसके बाद, योग्य उम्मीदवारों को प्रासंगिक योग्यता के बाद के अनुभव के वर्षों की संख्या के आधार पर शॉर्टलिस्ट किया जाएगा और उन्हें कंपनी के नियमों के अनुसार निर्धारित अनुपात में व्यक्तिगत साक्षात्कार के लिए बुलाया जाएगा/ Applications received from the candidates will be scrutinized based on the minimum eligibility criteria like essential educational qualifications, age, category, years of post-qualification experience etc. Thereafter, the eligible candidates will be shortlisted based on the number of years of relevant post- qualification experience and they only will be called for Personal Interview in a prescribed ratio, as per the Company rules.
- (iv) इस विस्तृत विज्ञापन के संबंध में सभी अपडेट कंपनी की वेबसाइट, www.hal-india.co.in (होम पेज- → करियर) पर होस्ट किए जाएंगे/ All updates in respect of this detailed advertisement will be hosted on Company's website, www.hal-india.co.in (Home Page- → Careers).
- (v) संपूर्ण चयन प्रक्रिया कंपनी के मौजूदा भर्ती नियमों द्वारा अभिशासित होगी/ The entire selection process will be governed by the extant Recruitment Rules of the Company.

वेतनमान एवं भत्ते/ SCALE OF PAY AND ALLOWANCES

क्र.सं. Sl. No.	ग्रेड Grade	वेतनमान का स्केल(2017 स्केल) # Scale of Pay (2017 Scale) #	कैफेटरिया प्रणाली के तहत मूल वेतन चलाने में भत्ते और भत्तों का प्रतिशत Percentage of Perks & Allowances in running Basic Pay under Cafeteria System
1	III	₹./ Rs. 50000 – 160000	35%

वार्षिक वेतन वृद्धि वर्तमान में चालू मूल वेतन का 3% है।

Annual Increment is presently 3% of running Basic pay.

(i) चयन होने पर, उम्मीदवारों को ऊपर बताए अनुसार वेतनमान में नियुक्त किया जाएगा। मूल वेतन के अलावा, उम्मीदवार कंपनी के नियमों के अनुसार परिवर्तनीय महंगाई भत्ता, किराया मुक्त आवास/ मकान किराया भत्ता, भविष्य निधि, ग्रेच्युटी और प्रदर्शन संबंधित वेतन (पीआरपी), गैर अभ्यास भत्ता (एनपीए) आदि के लिए पात्र होंगे। उम्मीदवार ऊपर बताए अनुसार कैफेटरिया प्रणाली के तहत अनुलाभ और भत्ते के लिए भी पात्र होंगे/ On selection, candidates will be appointed in the Scale of Pay as indicated above. Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Rent Free Accommodation / House Rent Allowance, Provident Fund, Gratuity & Performance Related Pay (PRP), Non Practicing Allowance (NPA) etc. as per Rules of the Company. Candidates will also be eligible for Perquisites and Allowances under the Cafeteria System as indicated above.

(ii) उपलब्ध कराए जाने पर डॉक्टरों के लिए कंपनी आवास में रहना अनिवार्य है। मकान किराया भत्ता केवल उन मामलों में देय होगा जहां कंपनी आवास प्रदान नहीं किया गया है/ It is mandatory for Doctors to stay in Company Accommodation when provided. House Rent Allowance will be payable only in cases where Company Accommodation is not provided.

सामान्य शर्तें/ निर्देश/ GENERAL CONDITIONS/ INSTRUCTIONS

- (i) केवल भारतीय नागरिक ही आवेदन करने के पात्र हैं/ Only Indian Nationals are eligible to apply.
- (ii) शैक्षिक योग्यता और योग्यता के बाद का अनुभव उम्मीदवार द्वारा 1 अक्टूबर 2023 तक अर्जित/पास होना चाहिए। अंतिम सेमेस्टर/ वर्ष की मार्कशीट में दर्शाई गई परिणामों की घोषणा की तारीख को शैक्षिक योग्यता प्राप्त करने की तारीख माना जाएगा/ Educational Qualification & Post Qualification Experience should have been acquired/ possessed by the candidate as on 1st Oct 2023. The date of declaration of results indicated in the mark sheet of the Final Semester/ Year will be considered as the date of acquisition of Educational Qualification.
- (iii) केवल आवेदन जमा करने से एचएएल में नियुक्ति का दावा करने का अधिकार नहीं मिल जाएगा। आवेदन करने से पहले, उम्मीदवारों को पद के लिए निर्दिष्ट पात्रता मानदंड के बारे में संतुष्ट होना चाहिए। कंपनी के मौजूदा नियमों के अनुसार, यदि उम्मीदवार इस पद के लिए अयोग्य पाया जाता है, तो एचएएल भर्ती प्रक्रिया के किसी भी चरण में किसी भी आवेदन को अस्वीकार करने के लिए स्वतंत्र होगा/ Mere submission of Application will not entail right for claiming appointment in HAL. Before applying, the candidates should satisfy themselves regarding the eligibility criteria specified for the post. HAL would be free to reject any application at any stage of recruitment process, if candidates are found ineligible for this post, as per extant rules of the Company.

- (iv) यदि आवश्यकता पड़ी तो एचएएल विज्ञापित भर्तियों को बिना कोई नोटिस जारी किए या कोई कारण बताए प्रतिबंधित/विस्तारित/संशोधित/परिवर्तित करने का अधिकार सुरक्षित रखता है। एचएएल के पास व्यक्तिगत साक्षात्कार के लिए बुलाए जाने वाले उम्मीदवारों की संख्या को सीमित करने के लिए पात्रता मानदंड बढ़ाने का भी अधिकार सुरक्षित है। एचएएल अपने विवेक से अधिसूचित रिक्तियों को रद्द करने का अधिकार सुरक्षित रखता है और ऐसा निर्णय अंतिम और सभी के लिए बाध्यकारी होगा। अधिसूचित रिक्तियों को रद्द करने की स्थिति में, उम्मीदवारों द्वारा जमा किया गया आवेदन शुल्क वापस नहीं किया जाएगा/ HAL reserves the right to restrict/ enlarge/ modify/ alter the requirements advertised, if need so arises, without issuing any further notice or assigning any reason thereto. HAL also reserves the right to raise the eligibility criteria to restrict the number of candidates to be called for Personal Interview. HAL reserves the right to cancel the notified vacancies at its discretion and such decision will be final and binding on all. In the event of cancellation of notified vacancies, the Application Fees submitted by the candidates will not be refunded.
- (v) नियमित पूर्णकालिक पाठ्यक्रमों के माध्यम से हासिल की गई मूल और योग्यता डिग्री रखने वाले उम्मीदवारों को शामिल किया जाएगा। नियमित मोड के अलावा किसी अन्य माध्यम से प्राप्त योग्यता रखने वाले उम्मीदवारों, जिनमें पत्राचार/दूरस्थ शिक्षा/अंशकालिक/ई-लर्निंग शामिल हैं, लेकिन इन्हीं तक सीमित नहीं है, को नियमित पूर्णकालिक पाठ्यक्रमों के बराबर नहीं माना जाएगा। ऐसी योग्यता वाले आवेदक आवेदन करने के पात्र नहीं होंगे/ Candidates possessing Basic and Qualifying Degrees, acquired through Regular Full- Time courses will only be considered. Candidates possessing qualifications acquired through any mode other than regular mode including but not limited to Correspondence/ Distance Education/ Part Time/ e- learning will not be equated with Regular Full Time courses. Applicant with such qualifications shall not be eligible to apply.
- (vi) अनिवार्य योग्यता में अंकों का प्रतिशत सभी सेमेस्टर/वर्षों का कुल योग होगा, जिसकी गणना सभी सेमेस्टर/वर्षों का औसत लेते हुए की जाएगी, भले ही संस्थान/विश्वविद्यालय द्वारा किसी विशेष सेमेस्टर/वर्ष को कितना भी महत्व दिया गया हो। कोई राउंड-ऑफ नहीं किया जाएगा/ The percentage of marks in the essential qualification shall be aggregate of all semesters/ years to be calculated taking average of all semesters/ years, irrespective of the weightage given to any particular semester/ year by the Institute/ University. No rounding- off will be done.
- (vii) उम्मीदवार को आवेदन पत्र में कुल अंक (सभी सेमेस्टर/वर्षों को मिलाकर) डिप्लोमा/डिग्री आदि का उल्लेख करना होगा। कुल अंकों की गणना नीचे दिखाए अनुसार की जाएगी है/ Candidate must indicate the aggregate marks (of all semesters / years put together) Diploma / Degree etc in the Application Form. Aggregate marks are to be calculated as shown below:
- $$\frac{\text{सभी सेमेस्टर या वर्षों में प्राप्त कुल अंक}}{\text{अधिकतम अंक (सभी सेमेस्टर या वर्षों का कुल)}} \times 100$$
- $$\frac{\text{Total marks obtained in all semesters or years}}{\text{Maximum marks (cumulative of all semesters or years)}} \times 100$$
- (viii) जहां भी किसी डिग्री में सीजीपीए/ओजीपीए या लेटर ग्रेड आदि प्रदान किया जाता है, उसके समकक्ष अंकों का प्रतिशत आवेदन पत्र में दर्शाया जाना चाहिए। उम्मीदवारों को साक्षात्कार के समय विश्वविद्यालय/संस्थान से इस आशय का रूपांतरण प्रमाणपत्र प्रस्तुत करना अपेक्षित है/ Wherever CGPA/ OGPA or letter grade, etc in a degree is awarded, equivalent percentage of marks should be indicated in the Application Form. Candidates are required to submit a conversion Certificate to this effect from the University/ Institute at the time of interview.

- (ix) सभी योग्यताएं उपयुक्त भारतीय वैधानिक प्राधिकरणों द्वारा मान्यता प्राप्त विश्वविद्यालयों/संस्थानों से प्राप्त की जानी चाहिए/ All qualifications should have been acquired from Universities/ Institutes recognized by appropriate Indian statutory authorities.
- (x) अजा/अजजा/अपिव (एनसीएल)/ईडब्ल्यूएस/पीडब्ल्यूबीडी/एक्सएसएम श्रेणियों से संबंधित उम्मीदवारों को निर्धारित प्रोफार्मा में सक्षम प्राधिकारी द्वारा जारी जाति प्रमाण पत्र/आय और संपत्ति प्रमाण पत्र/विकलांगता प्रमाण पत्र/डिस्चार्ज प्रमाण पत्र, जैसा लागू हो, की प्रतियां अपने दावे के समर्थन में आवेदन के साथ जमा करना अपेक्षित है (जैसा लागू हो **अनुबंध बी, सी, डी1, डी2, डी3 एवं ई देखें**)/ Candidates belonging to SC/ST/ OBC (NCL)/ EWS/ PwBDs/ XSM categories are required to submit copies of Caste Certificates/ Income & Asset Certificate/ Disability Certificate/ Discharge Certificate, as applicable, issued by the Competent Authority in the prescribed proformas (refer **Annexure B, C, D1, D2, D3 & E** as applicable), along with the Application, in support of their claim.
- (xi) केंद्र/राज्य सरकार के विभागों, पीएसयू आदि में कार्यरत उम्मीदवारों (संविदा आधार पर लगे उम्मीदवारों सहित) को व्यक्तिगत साक्षात्कार के समय दस्तावेज़ सत्यापन के दौरान नियोक्ता से अनापत्ति प्रमाण पत्र (एनओसी) प्रस्तुत करना अपेक्षित होगा, ऐसा न करने पर उनकी उम्मीदवारी रद्द कर दी जाएगी और उन्हें व्यक्तिगत साक्षात्कार के लिए अनुमति नहीं दी जाएगी। ऐसे मामलों में वे यात्रा भत्ते के पात्र नहीं होंगे/ Candidates employed in Central/ State Government Departments, PSU etc (including candidates engaged on Contract basis) shall be required to produce NO OBJECTION CERTIFICATE (NOC) from the employer, during Document Verification to be carried out at the time of Personal Interview, failing which, their candidature will be cancelled and they will not be allowed for the Personal Interview. They will not be eligible for Traveling Allowance in such cases.
- (xii) साक्षात्कार के लिए उपस्थित होने वाले उम्मीदवारों को कंपनी के नियमों के अनुसार यात्रा का प्रमाण प्रस्तुत करने पर, सबसे छोटे मार्ग से संपर्क/मेल पते से III टियर ए/सी (3ए) ट्रेन किराया/पात्र बस किराया की प्रतिपूर्ति की जाएगी/ Candidates appearing for Interview will be reimbursed III Tier A/C (3A) train fare/ eligible Bus fare from the contact/ mailing address by shortest route, on production of proof of journey as per Company rules.
- (xiii) अनुभव/ Experience:
- क. निजी क्षेत्र के संगठनों में कार्य अनुभव रखने वाले आवेदकों को कंपनी के लेटर हेड में अनुभव प्रमाण पत्र जमा करना आवश्यक है। कंपनी के लेटर हेड में कंपनी के विवरण होने चाहिए/ Applicants having work experience in Private Sector Organizations are required to submit an Experience Certificate in the Letter Head of the Company. The Letter Head of the Company should have details of the Company.
- ख. संबंधित पीएसयू/केंद्रीय/राज्य/निजी संगठनों के कार्यकारी संवर्ग में उम्मीदवारों के पास मौजूद अनुभव को ही पात्र माना जाएगा/ The experience possessed by candidates in the executive cadre of the concerned PSU/ Central/ State/ Private Organizations only will be considered eligible.
- ग. यदि उम्मीदवार पीएसयू/सरकारी/अर्ध-सरकारी में योग्यता के बाद के अनुभव का दावा करते हैं, तो उनके पास ऊपर निर्धारित अनुसार तत्काल निचले ग्रेड/वेतनमान या समकक्ष पद पर निर्धारित न्यूनतम वर्षों का अनुभव होना चाहिए/ If the candidates claim post-qualification experience in PSUs/ Govt/ Semi-Government, they should possess prescribed minimum number of years of experience in the immediate lower Grade / Scale of pay or in the equivalent post as stipulated above.

घ. उचित अनुभव प्रमाण पत्र के अभाव में, उम्मीदवारों को ज्वाइनिंग लेटर और रिलीविंग ऑर्डर संलग्न करना होगा। सेवारत कर्मचारियों के मामले में, रिलीविंग ऑर्डर के स्थान पर नवीनतम वेतन प्रमाणपत्र/वेतन पर्ची भेजी जा सकती है। In the absence of proper experience certificates, candidates shall be required to attach Joining Letter and Relieving Order. In case of serving employees, latest Salary Certificate/ Pay Slip may be sent in place of Relieving Order.

(xiv) संविदा अनुभव/ Contract Experience:

- क) संबंधित पीएसयू/केंद्र/राज्य सरकारों द्वारा सीधे संविदा आधार पर नियुक्त उम्मीदवारों के पास मौजूद अनुभव को चयन के उद्देश्य से अनुभव माना जाएगा। उस स्थिति में, ऐसे सार्वजनिक उपक्रमों/केंद्र/राज्य सरकारों आदि से अनुभव प्रमाण पत्र प्रस्तुत किया जाना है, जो संविदा पर नियुक्ति को दर्शाता है। जहां तक अनापत्ति प्रमाणपत्र का संबंध है, इसे संविदा पर नियुक्ति के नियमों और शर्तों एवं संबंधित संगठन में ऐसे संविदा पर नियुक्ति के लिए लागू नियमों के अनुरूप होना चाहिए। ऐसे अनुभव वाले उम्मीदवारों को साक्षात्कार के समय नियुक्ति आदेश प्रस्तुत करना होगा। Experience possessed by candidates engaged on Contract basis directly by PSUs/Central/State Governments concerned shall be considered as experience for the purpose of selection. In that case, Experience Certificate is to be produced from such PSUs/Central/State Governments, etc, indicating the contract engagement. As regards No Objection Certificate, the same needs to be in line with the Terms & Conditions of contract engagement and Rules applicable for such contract engagement in the concerned Organization. The candidates with such experience need to produce offer of appointment order at the time of interview.
- ख) संविदा के आधार पर निजी संगठनों में उम्मीदवारों के पास मौजूद अनुभव को अनुभव माना जाएगा, जो अनुभव की प्रकृति, जिम्मेदारियों, असाइनमेंट आदि के संदर्भ में जांच के अधीन होगा। Experience possessed by candidates in Private Organizations on Contract basis shall be considered as experience, subject to scrutiny in terms of nature of experience, responsibilities, assignments, etc.
- ग) पीएसयू/केंद्र/राज्य सरकारों द्वारा ठेकेदारों के माध्यम से संविदा के आधार पर नियुक्त उम्मीदवारों के पास मौजूद अनुभव को अनुभव के रूप में नहीं माना जाएगा क्योंकि नियुक्ति प्रत्यक्ष नहीं है। Experience possessed by candidates engaged on Contract basis through Contractors by PSUs/Central/State Governments will not be considered as experience since the engagement is not direct.
- घ) उपरोक्त (क) और (ख) के अनुसार उम्मीदवारों के पास मौजूद संविदा अनुभव को चयन के उद्देश्य के लिए अनुभव माना जाएगा, यदि अनुभव संबंधित पीएसयू/केंद्रीय/राज्य/निजी संगठनों के कार्यकारी कैडर में है। The contract experience possessed by candidates as at (a) & (b) above will be considered as experience for the purpose of selection only if the experience is in Executive cadre of the concerned PSUs/Central/State/Private Organizations.
- (xv) जिन उम्मीदवारों ने स्वैच्छिक सेवानिवृत्ति योजना (वीआरएस) के तहत लाभ प्राप्त करने के बाद पीएसयू छोड़ दिया है, यदि उन्हें एचएएल में पद के लिए चुना जाता है, तो उन्हें संबंधित पीएसयू को वीआरएस मुआवजा वापस करना होगा। Candidates who have left a PSU after availing benefits under Voluntary Retirement Scheme (VRS), if selected for the post in HAL, will be required to return the VRS compensation to the PSU concerned.
- (xvi) वर्तमान रिक्ति को सीधी भर्ती के माध्यम से केवल बाहरी उम्मीदवारों द्वारा भरे जाने के लिए निकाला गया है। इसलिए, आंतरिक उम्मीदवारों के आवेदन, यदि कोई हों, पर विचार नहीं किया जाएगा। The present vacancy is identified to be filled up by external candidates only,

through Direct Recruitment. Therefore, applications of internal candidates, if any, will not be considered.

- (xvii) आवेदन में उम्मीदवार का नाम, जन्मतिथि, पिता/माता का नाम, जैसा कि मैट्रिकुलेशन/दसवीं कक्षा या समकक्ष प्रमाणपत्र या केंद्रीय/राज्य बोर्ड द्वारा जारी मैट्रिकुलेशन/दसवीं कक्षा या समकक्ष की मार्कशीट में उल्लिखित है, भरा जाना चाहिए। जहां संबंधित शैक्षिक बोर्डों द्वारा जारी प्रमाणपत्र/मार्कशीट में जन्म तिथि उपलब्ध नहीं है, वहां जन्म तिथि दर्शाने वाले स्कूल छोड़ने के प्रमाणपत्र को शामिल किया जाएगा/ Name of candidate, Date of Birth, Father's/ Mother's Name should be filled in the Application as mentioned in Matriculation/ 10th Standard or equivalent Certificate or Mark sheet of Matriculation/10th Standard or equivalent issued by Central/ State Board. Where Date of Birth is not available in Certificate/ Mark sheets, issued by concerned Educational Boards, School Leaving Certificate indicating Date of Birth will be considered.
- (xviii) उम्मीदवारों को अपने अनुभव का विस्तृत विवरण प्रस्तुत करना अपेक्षित है/ Candidates are required to furnish detailed break up of their experience.
- (xix) जो आवेदन इस विज्ञापन में बताई गई अपेक्षाओं के अनुरूप नहीं होंगे/अधूरे आवेदन/प्रदान की गई जानकारी में विसंगति/आवश्यक संलग्नक के बिना/अंतिम तिथि के बाद प्राप्त आवेदन खारिज कर दिए जाएंगे। ऐसे मामलों में, उम्मीदवार द्वारा जमा किया गया आवेदन शुल्क वापस नहीं किया जाएगा और इस संबंध में संबंधित उम्मीदवारों से कोई पत्राचार नहीं किया जाएगा/ Applications that are not in conformity with the requirements indicated in this Advertisement/ incomplete applications/ discrepancy in the information provided/ without required enclosures/ those received after the last date will be rejected. In such cases, the Application Fees submitted by the candidate will not be refunded and no communication in this regard will be made with the concerned candidates.
- (xx) एचएएल किसी एप्लिकेशन या संचार की प्राप्ति में देरी या डाक पारगमन में हानि के लिए कोई ज़िम्मेदारी नहीं लेता है। आवेदन प्राप्त करने की अंतिम तिथि 15.12.2023 है/ HAL takes no responsibility for any delay in receipt or loss in postal transit of any Application or communication. The **Last Date for receiving Applications** is **15.12.2023**
- (xxi) चयनित उम्मीदवारों की नियुक्ति (ए) एचएएल द्वारा निर्धारित मानकों के अनुसार एचएएल अस्पताल से संतोषजनक चिकित्सा रिपोर्ट की प्राप्ति के अधीन है; (बी) कंपनी के नियमों के अनुसार संबंधित अधिकारियों आदि से चरित्र और पूर्ववृत्त का सत्यापन/ जाति सत्यापन (जहाँ भी लागू हो)
- Appointment of selected candidates is subject to receipt of (a) Satisfactory Medical Reports from the HAL Hospital, as per the standards prescribed by HAL; (b) Verification of Character & Antecedents and caste (wherever applicable) from the concerned Authorities etc, as per the rules of the Company.
- (xxii) चयनित उम्मीदवार एक वर्ष की अवधि के लिए परीक्षा पर रहेगा/ Selected candidate will be on probation for a period of one year.
- (xxiii) चयनित उम्मीदवार को कंपनी की जरूरतों के आधार पर एचएएल-टीएडी, कानपुर या भारत में कहीं भी तैनात किया जाएगा। उम्मीदवारों को सेवा के प्रारंभिक तीन वर्षों के लिए कंपनी के किसी अन्य प्रभाग/कार्यालय में स्थानांतरण के लिए आवेदन करने की अनुमति नहीं दी जाएगी/ Selected candidate will be posted at HAL- TAD, Kanpur or anywhere in India, based on the requirement of the Company. The candidates will not be allowed to apply for transfer to any other Division/ Office of the Company for initial three years of service.

- (xxiv) यदि आवेदन के किसी भी भाग में उम्मीदवार द्वारा दी गई जानकारी गलत या अधूरी पाई जाती है या विज्ञापन में उल्लिखित पात्रता मानदंडों के अनुरूप नहीं पाई जाती है, तो भर्ती प्रक्रिया के किसी भी चरण में या भर्ती या जॉइनिंग के बाद बाद, उम्मीदवार को कोई जानकारी/नोटिस दिए बिना उसकी उम्मीदवारी/नियुक्ति किसी भी समय रद्द/समाप्त मानी जाएगी/ If the information furnished by the candidate in any part of Application is found to be false or incomplete or is not found to be in conformity with eligibility criteria mentioned in the Advertisement, his/ her candidature/ appointment will be considered as revoked/ terminated at any stage of recruitment process or after recruitment or joining, without any reference/ notice given to the candidate.
- (xxv) उम्मीदवारों को सभी पत्राचार आवेदन पत्र में उम्मीदवार द्वारा प्रदान की गई वैध ईमेल आईडी पर इलेक्ट्रॉनिक मेल के माध्यम से किए जाएंगे। पत्राचार का कोई अन्य तरीका नहीं अपनाया जाएगा. इसलिए, उम्मीदवारों को वैध ईमेल आईडी प्रदान करना अपेक्षित है जो नियमित उपयोग में है और कम से कम एक वर्ष की अवधि के लिए नहीं बदला जाएगा/ All correspondences to the candidates will be made via electronic mail, to the valid email ID provided by the candidate in the Application Form. No other method of communication will be adopted. So, the candidates are required to provide valid email ID which is in regular usage and will not be changed for a period of at least one year.
- (xxvi) कोई भी अतिरिक्त जानकारी/शुद्धिपत्र/परिशिष्ट केवल कंपनी की वेबसाइट, www.hal-india.co.in (होम पेज- → करियर) पर अपलोड किया जाएगा/ Any further information/ Corrigendum/ Addendum would be uploaded only on Company's website, www.hal-india.co.in (Home Page-→ Careers).
- (xxvii) किसी भी रूप में संयाचना करने पर उम्मीदवार को अयोग्य घोषित कर दिया जाएगा/ Canvassing in any form will disqualify the candidate.
- (xxviii) चयन के संबंध में एचएएल प्रबंधन का निर्णय अंतिम होगा। इसके अलावा, एचएएल प्रबंधन कंपनी के नियमों के अनुसार किसी या सभी अधिसूचित पदों को भरने या भविष्य में रिक्तियों, यदि कोई हो, को चयनित उम्मीदवारों के वैध पैनल से भरने का अधिकार सुरक्षित रखता है/ Decision of HAL Management regarding selection will be final. Further, HAL Management reserves the right to fill up or otherwise the notified posts and also to fill up the future vacancies if any from the valid panel of selected candidates as per the rules of the company;
- (xxix) इस विज्ञापन के विरुद्ध भर्ती के संबंध में किसी भी विवाद/वाद का निपटारा केवल कानपुर न्यायालय के अधिकार क्षेत्र में किया जाएगा/ Any dispute/ cause with regard to recruitment against this Advertisement will be settled within the jurisdiction of Kanpur Courts only.
- (xxx) आवेदन फॉर्म, विज्ञापन आदि में अंग्रेजी संस्करण के अलावा किसी भी संस्करण की व्याख्या में हुई अस्पष्टता / विवाद की स्थिति में अंग्रेजी संस्करण ही मान्य होगा/ In case any ambiguity / dispute arises on account of interpretation in versions other than English in Application form, Advertisement etc, the English version will prevail.

रोजगार पूर्व चिकित्सा परीक्षा/ PRE- EMPLOYMENT MEDICAL EXAMINATION

- (i) पीडब्ल्यूबीडी सहित एचएएल द्वारा अनंतिम रूप से चयनित उम्मीदवारों को एचएएल में जॉइन होने से पहले एक रोजगार पूर्व चिकित्सा परीक्षा से गुजरना होगा/ Candidates provisionally selected by HAL, including PwBDs, will have to undergo a Pre-employment Medical Examination before joining HAL.
- (ii) उम्मीदवारों का स्वास्थ्य अच्छा होना चाहिए और कंपनी द्वारा निर्धारित चिकित्सा मानकों को पूरा करना चाहिए। चयनित उम्मीदवारों की नियुक्ति कंपनी के चिकित्सा मानकों के अनुसार कंपनी के

चिकित्सक से संतोषजनक चिकित्सा रिपोर्ट प्राप्त होने पर होगी/ Candidates should have sound health and should meet the medical standards prescribed by the Company. Appointment of selected candidates will be subject to receipt of satisfactory medical report from the Company's Doctor as per the Medical Standards of the Company.

- (iii) इस संबंध में कंपनी के चिकित्सक का निर्णय अंतिम और बाध्यकारी होगा/ The decision of the Company's Doctor in this regard will be final and binding.
- (iv) स्वास्थ्य मानकों में कोई छूट नहीं दी जाएगी। उम्मीदवारों को सूचित किया जाता है कि वे इस विज्ञापन के साथ दिए गए कंपनी के मौजूदा रोजगार-पूर्व चिकित्सा मानकों (अनुबंध-यू1) को पढ़ लें / No relaxation in health standards will be allowed. Candidates are advised to go through the extant Pre-Employment Medical Standards (Annexure-U1) of the Company hosted along with this Advertisement.
- (v) इसके अतिरिक्त, पीडब्ल्यूबीडी के संबंध में, विकलांगता के संबंध में नियुक्ति की उपयुक्तता शारीरिक रूप से विकलांगों के लिए विशेष रोजगार कार्यालयों से जुड़े मेडिकल बोर्ड की रिपोर्ट के आधार पर तय की जाएगी और तब तक एचएएल में वरिष्ठ चिकित्सा अधिकारी (फिजीशियन) के रूप में उनकी नियुक्ति अनंतिम होगी। चयनित पीडब्ल्यूबीडी की नियुक्ति कंपनी के नियमों के अनुसार संबंधित अधिकारियों से विकलांगता प्रमाणपत्र के सत्यापन के अधीन होगी/ Additionally, in respect of PwBDs, the suitability for appointment in relation to the Disability will be decided on the basis of Reports of the Medical Board attached to the Special Employment Exchanges for Physically Handicapped and till such time their appointment in HAL as Sr. Medical Officer (Physician) will be provisional. Appointment of selected PwBD will be subject to verification of Disability Certificate from the concerned Authorities as per the Company Rules.

आवेदन शुल्क और भुगतान का माध्यम/ APPLICATION FEE AND MODE OF PAYMENT

- (i) आवेदन शुल्क रु. 500/- (रुपये पाँच सौ मात्र) है, (बैंक शुल्क यदि कोई हो तो उम्मीदवारों द्वारा वहन किया जाएगा) जो वापसी योग्य नहीं है (अजा/अजजा/पीडब्ल्यूबीडी श्रेणी के मामले में छूट दी गई है)/ The application fee is Rs. 500/- (Rupees Five Hundred Only), (bank charges if any will be borne by candidates) which is non-refundable (exempted in case of SC/ ST/PWD category).
- (ii) उपरोक्त आवेदन शुल्क का भुगतान एनईएफटी/आईएमपीएस के माध्यम से ऑनलाइन किया जाना है। विवरण या भुगतान नीचे दिया गया है/ The above application fee is to be paid online through NEFT/IMPS. The details or payment are detailed below:

बैंक खाते का नाम - हिंदुस्तान एयरोनॉटिक्स लिमिटेड टीएडी कानपुर

बैंक का नाम - भारतीय स्टेट बैंक

शाखा का नाम - मुख्य शाखा, मॉल रोड

बैंक खाता संख्या - 11022401315

आईएफएससी कोड - SBIN0000107

BANK ACCOUNT NAME - HINDUSTAN AERONAUTICS LIMITED TAD KANPUR

BANK NAME - STATE BANK OF INDIA

BRANCH NAME - MAIN BRANCH, MALL ROAD

BANK ACCOUNT NO - 11022401315

IFSC CODE - SBIN0000107

- (iii) आवेदन करते समय फीस के भुगतान पर बैंक द्वारा दिए गए ट्रांजेक्शन रेफरेंस नंबर को आवेदन पत्र में दर्ज करना होगा। किसी उम्मीदवार द्वारा गलत खाते में आवेदन शुल्क जमा करने की स्थिति में एचएएल जिम्मेदार नहीं होगा। किसी अन्य प्रकार का भुगतान स्वीकार नहीं किया जाता है/

Transaction Reference Number given by the Bank on payment of fees needs to be entered in the 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.

- (iv) उम्मीदवारों को आवेदन पत्र में भुगतान किए गए आवेदन शुल्क का विवरण प्रदान करना आवश्यक है, अन्यथा आवेदन अधूरा माना जाएगा और स्वीकार नहीं किया जाएगा। आवेदन शुल्क का भुगतान आवेदन प्राप्त होने की अंतिम तिथि तक किया जा सकता है/ Candidates are required to provide details of the Application Fee paid in the 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 receipt of application.
- (v) आवेदन शुल्क किसी भी परिस्थिति में वापस नहीं किया जाएगा, भले ही उम्मीदवार आवेदन करते समय या आवेदन की अस्वीकृति आदि के समय अयोग्य हो। इसलिए, आवेदन अग्रेषित करने से पहले, उम्मीदवारों को यह सुनिश्चित करना होगा कि वे सभी पात्रता मानदंडों को पूरा करते हैं/ Application fee will not be refunded under any circumstances, even if the candidate is ineligible at the time of applying or rejection of application etc. Therefore, before forwarding the application, candidates are required to ensure that they meet with all the eligibility criteria.

आवेदन कैसे करें/ HOW TO APPLY

- (i) योग्य और इच्छुक उम्मीदवारों को परिशिष्ट क में दिए गए निर्धारित प्रारूप में विधिवत भरे हुए अपने आवेदन भेजने होंगे/ Eligible and interested candidates are required to send their Applications, duly filled, in the prescribed format as enclosed at Appendix A.
- (ii) पात्रता मानदंडों को पूरा करने वाले उम्मीदवार आयु, योग्यता, अनुभव, प्रशिक्षण, जाति प्रमाण पत्र (निर्धारित प्रारूप में), विकलांगता (जैसा लागू हो), भूतपूर्व सैनिक डिस्चार्ज बुक (जैसा लागू हो), स्व-सत्यापित हालिया पासपोर्ट आकार का रंगीन फोटो, आदि के प्रमाण पत्र/ दस्तावेजों (फोटोकॉपी) के साथ ए-4 आकार के कागज पर (साफ-सुथरे टाइप किए गए/ हस्तलिखित) मुद्रित अपना आवेदन केवल स्पीड पोस्ट/ कूरियर द्वारा सकते हैं ताकि यह निम्नलिखित पते पर **15.12.2023** को या उससे पहले पहुंच सके/ Candidates meeting with the eligibility criteria may send their applications strictly in the prescribed Application Format printed on A-4 size paper (neatly typed/ handwritten) along with the certificates / documents (Photocopies) with proof of Age, Qualification, Experience, Training, Caste (in the prescribed format), Disability (as applicable), Ex-servicemen discharge book (as applicable), a self-attested recent Passport Size Colour Photograph etc. by Speedpost/Courier only so as to reach on or before **15.12.2023** to the following address :

मुख्य प्रबंधक (एचआर)/ Chief Manager (HR),
भर्ती एवं पदोन्नति अनुभाग/ Recruitment & Promotion Section,
हिंदुस्तान एयरोनॉटिक्स लिमिटेड/Hindustan Aeronautics Limited,
परिवहन विमान प्रभाग/Transport Aircraft Division,
पोस्ट ऑफिस- चकेरी, कानपुर/ PO- Chakeri, Kanpur,
पिन कोड/Pin Code- 208008
उत्तर प्रदेश/ Uttar Pradesh.

- (iii) उम्मीदवारों को लिफाफे के ऊपर अनिवार्य रूप से "वरिष्ठ चिकित्सा अधिकारी (चिकित्सक) पद के लिए आवेदन" लिखना है/ Candidates are required to compulsorily superscribe the envelope with "Application for the Post of Sr. Medical Officer (Physician)".
- (iv) आवेदन केवल स्पीड पोस्ट/ कूरियर के माध्यम से भेजे जाने चाहिए। अन्य माध्यमों जैसे फैक्स/ई-मेल आदि से प्राप्त आवेदन स्वीकार नहीं किए जाएंगे और सरसरी तौर पर अस्वीकृत कर दिए जाएंगे। ऊपर उल्लिखित पते पर कोई भी आवेदन व्यक्तिगत रूप से प्राप्त नहीं किया जाएगा/ The Applications have to be sent through Speedpost / Courier only. Applications received through other modes viz. Fax/ E-mail etc. will not be accepted and will be summarily rejected. No application will be received in person at the address mentioned above.
- (v) एचएएल आवेदन पत्र प्राप्त करने में किसी भी देरी या पारगमन में हानि के लिए कोई जिम्मेदारी नहीं लेगा/ HAL will not take any responsibility for any delay in receiving the Application Forms or Loss in transit.
- (vi) आवेदन प्राप्त करने की अंतिम तिथि **15.12.2023** है। नियत तिथि के बाद प्राप्त आवेदन अस्वीकृत कर दिए जाएंगे/ The last date for receipt of applications is **15.12.2023** Applications received after the due date will be rejected.
- (vii) उम्मीदवारों के पास एक वैध ई-मेल आईडी होना आवश्यक है, जिसे आवेदन पत्र में दर्ज किया जाना है, ताकि साक्षात्कार के लिए कॉल लेटर डाउनलोड करने के संबंध में सूचना भेजी जा सके। एचएएल उम्मीदवारों को भेजे गए ई-मेल की डिलीवरी न होने के लिए जिम्मेदार नहीं होगा/ Candidates are required to possess a valid E-mail ID, which is to be entered in the Application Form, so that intimation regarding downloading of call letter for Interview can be sent. HAL will not be responsible for non-delivery of E-mail sent to the candidates.

पत्र-व्यवहार/ CORRESPONDENCE

किसी भी प्रश्न के लिए कृपया हमसे **0512-2451749**, एक्सटेंशन-**4640/4373** पर संपर्क करें।
For any queries please contact us at 0512- 2451749, Extn- 4640 / 4373.

मुख्य प्रबंधक (मानव संसाधन)
CHIEF MANAGER (HR)

आवेदन के साथ संलग्न किए जाने वाले दस्तावेजों की स्वप्रमाणित प्रतियों की चेक-लिस्ट
CHECK- LIST OF SELF ATTESTED COPIES OF DOCUMENTS TO BE ENCLOSED ALONG
WITH THE APPLICATION

- क. एसएससी/एसएसएलसी/मैट्रिकुलेशन/10^{वीं} कक्षा की अंकतालिका/प्रमाणपत्र (जन्मतिथि के समर्थन में)/ SSC/ SSLC/ Matriculation/ 10th Class Marks Sheet/ Certificate (in support of Date of Birth).
- ख. निर्धारित योग्यताओं की मार्कशीट और अनंतिम/अंतिम डिग्री प्रमाण पत्र/ Mark Sheets of Qualifications prescribed and Provisional/ Final Degree Certificates.
- ग. योग्यता के बाद के अनुभव के प्रमाण में सक्षम प्राधिकारी द्वारा वर्तमान/पूर्व नियोक्ता के प्रामाणिक लेटर हेड पर जारी किए गए दस्तावेज/ Documents in proof of post- qualification experience issued on authentic Letter Head of present/ past Employer by Competent Authority.
- घ. डिस्चार्ज सर्टिफिकेट (केवल भूतपूर्व सैनिकों के लिए)/ Discharge Certificate (only for Ex-Servicemen).
- ङ. वर्तमान नियोक्ता से नवीनतम वेतन प्रमाणपत्र/ वेतन-पर्ची/ Latest Salary Certificate/ Salary-slip from the present Employer.
- च. अजा/अजजा/ अपिव (नॉन क्रीमी लेयर) के संबंध में जाति प्रमाण पत्र/ Caste Certificate w.r.t. SC/ ST/ OBC (Non Creamy Layer).
- छ. आय एवं संपत्ति प्रमाणपत्र [केवल आर्थिक रूप से कमजोर वर्गों (ईडब्ल्यूएस) के लिए]/ Income & Asset Certificate [only for Economically Weaker Sections (EWS)].
- ज. 01.01.1980 से 31.12.1989 तक जम्मू और कश्मीर अधिवास का प्रमाण पत्र/ Certificate of Jammu & Kashmir Domicile from 01.01.1980 to 31.12.1989.
- झ. सक्षम प्राधिकारी से पीडब्ल्यूबीडी के लिए विकलांगता प्रमाण पत्र/ Disability Certificate for PwBDs from Competent Authority.
- ञ. मेडिकल काउंसिल ऑफ इंडिया (एमसीआई) अधिनियम के तहत किसी भी राज्य मेडिकल काउंसिल के साथ पंजीकरण प्रमाण पत्र/ Registration Certificate with any State Medical Council under Medical Council of India (MCI) Act.
- ट. नवीनतम पासपोर्ट आकार के रंगीन फोटोग्राफ- नं. 02/ Recent Passport size colour photographs- nos. 02.
- ठ. यदि उम्मीदवार केंद्र/राज्य सरकार के विभागों, पीएसयू आदि में कार्यरत है (अनुबंध के आधार पर लगे उम्मीदवारों सहित) तो अनापत्ति प्रमाण पत्र (एनओसी)/ No Objection Certificate (NOC) in case Candidate is employed in Central/ State Government Departments, PSU etc (including candidates engaged on Contract basis).
- ड. यदि आवश्यक हो तो कोई अन्य/ Any other, in case necessary.

ध्यान दें- उम्मीदवारों को आवेदन पत्र के साथ सभी अनिवार्य और लागू स्व-सत्यापित प्रशंसापत्र/ दस्तावेजों की प्रतियां संलग्न करनी होंगी।

NOTE- Candidates would have to attach copies of all mandatory and applicable self-attested testimonials/ documents with the Application Form.



हिंदुस्तान एरोनॉटिक्स लिमिटेड
परिवहन वायुयान प्रभाग,
कानपुर
HINDUSTAN AERONAUTICS LIMITED
TRANSPORT AIRCRAFT DIVISION
KANPUR

अनुलग्नक/Annexure- A

अपना हाल ही का स्व-
सत्यापित रंगीन फोटो
चिपकाएँ
Affix
your recent
self-attested
colour
photograph

आवेदन पत्र का प्रारूप /APPLICATION FORMAT

(केवल बड़े अक्षरों में भरा जाए/ to be filled in Block Letters only)

कृपया नीचे दिए गए सभी फ़ील्ड भरना सुनिश्चित करें/ PLEASE ENSURE TO FILL UP ALL THE FIELDS BELOW

वरिष्ठ चिकित्सा अधिकारी (फिजीशियन) के पद हेतु आवेदन
APPLICATION FOR THE POST OF SENIOR MEDICAL OFFICER (PHYSICIAN)

विज्ञापन क्रमांक /Advt No. दिनांक/Dated

1.	नाम (बड़े अक्षरों में) / NAME (IN BLOCK LETTER)	
2.	लिंग (पुरुष/महिला): GENDER (MALE/FEMALE):	
3.	पिता का नाम/ FATHER'S NAME:	
4.	माता का नाम/ MOTHER'S NAME:	
5.	i. जन्मतिथि (दिनांक/ महीना/ वर्ष)/ DATE OF BIRTH (DD/MM/YYYY): ii. 30.09.2023 को आयु/ AGE AS ON 30.09.2023	i. ii.
6.	मूल निवास का राज्य और राष्ट्रियता / STATE OF DOMICILE & NATIONALITY:	
7.	संपर्क/पत्र व्यवहार पता/ CONTACT/MAILING ADDRESS: जिला/ DISTT राज्य/ STATE..... पिन कोड/ PIN CODE फोन नंबर (एसटीडी कोड के साथ)/ PHONE NO. (WITH STD CODE) मोबाइल नं./ MOBILE NO. ईमेल आईडी/E MAIL ID	स्थायी पता/ PERMANENT ADDRESS: जिला/ DISTT. राज्य/STATE पिन कोड/PIN CODE फोन नंबर(एसटीडी कोड के साथ)/ PHONE NO. (WITH STD CODE) मोबाइल नं./ MOBILE NO. ईमेल आईडी/E MAIL ID
8.	निकटतम रेलवे स्टेशन/ Nearest Railway Station:	
9.	धर्म/ Religion:	

10.	क्या आप 01.01.1980 से 31.12.1989 की अवधि के दौरान जम्मू और कश्मीर के निवासी थे? (यदि हां, तो इस आवेदन पत्र के साथ प्रमाणपत्र की प्रति संलग्न करें)/ Were you domicile of Jammu & Kashmir during the period from 01.01.1980 to 31.12.1989? (If yes, Copy of certificate to be attached with this Application Form)	
11.	श्रेणी को चिन्हित करें [अनु.जाति/अनु.जनजाति/अन्य पिछड़ा वर्ग (नॉन-क्रीमी लेयर)/आर्थिक रूप से पिछड़े वर्ग के मामले में साक्षात्कार के समय प्रस्तुत किए जाने वाले प्रमाणपत्र की प्रति]/ Circle the Category [copy of Certificate to be produced at the time of Interview in case of SC/ST/OBC (Non-Creamy Layer)/EWS] a) जाति/ Caste b) उप जाति/Sub-Caste c) नॉन-क्रीमी लेयर (केवल अपिव)/ Non-Creamy Layer (for OBC only)	अनु.जाति/अनु.जनजाति/ अन्य पिछड़ा वर्ग (नॉन- क्रीमी लेयर)/आर्थिक रूप से पिछड़ा वर्ग SC / ST / OBC(NCL) / EWS / GEN a) ... b) ... c) हां/नहीं/Yes / No
12.	क्या आप दिव्यांग (पीडब्ल्यूडी) हैं? यदि हां, तो विकलांगता की श्रेणी को चिन्हित करें (विकलांगता प्रमाण पत्र की प्रति इस आवेदन पत्र के साथ संलग्न करें) Are you a person with disability (PWD)? If yes, circle the category of disability (Copy of Disability certificate to be attached with this Application Form)	हां/नहीं YES/NO ओएल/OL (या/OR) एसडीडी/SDD/ एसआईडी/SID (या/OR) एसडी/SD/एसआई/SI
13.	क) क्या आप भूतपूर्व सैनिक हैं/ Are you an ex-serviceman? यदि हां, तो अंतिम रैंक और उसमें सेवा की अवधि का उल्लेख करें। If yes, mention the last rank held and no. of years served in the rank ख) क्या आप सशस्त्र बलों में सेवारत अधिकारी हैं? Are you serving officer in the armed forces? यदि हाँ, तो वर्तमान रैंक और रैंक में पूरे हुए वर्षों की संख्या का उल्लेख करें। If yes, mention the present rank and no. of years completed in the rank:	हां/नहीं YES/NO हां/नहीं YES/NO
14.	क्या इससे पहले कभी एचएएल ने आपका साक्षात्कार लिया था? Have you been interviewed by HAL any time Earlier? यदि हां/If yes, किस पद हेतु साक्षात्कार लिया गया/ Post interviewed: साक्षात्कार की तिथि/ Date of interview: साक्षात्कार का स्थान/ Venue of interview:	हां/नहीं YES/NO
15.	क्या आपका कोई करीबी रिश्तेदार एचएएल में काम कर रहा है? यदि हां, तो नाम, पदनाम, प्रभाग आदि का विवरण प्रदान करें Are any of your close relatives working in HAL? If yes, provide details of Name, Designation, Division, etc	
16.	क्या आप कभी किसी राजनीतिक दल/संगठन के सदस्य/कार्यकर्ता रहे हैं या किसी राजनीतिक गतिविधियों में भाग लिया है? यदि 'हाँ', तो कृपया निम्नलिखित विवरण दें: Have you ever been a member/worker of any political party/organization or participated in any political activities? If 'yes', please give the following details: i. राजनीतिक दल/संगठन का नाम/ Name of political party/organization: ii. राजनीतिक गतिविधि का विवरण (यदि कोई हो)/Particulars of political activity (if any): iii. सदस्यता की अवधि (वर्ष से)/राजनीतिक गतिविधि में भागीदारी का वर्ष: Period of membership (from year)/year of participation in political activity: iv. राजनीतिक गतिविधियों में भागीदारी की प्रकृति/Nature of participation in political activity. v. पदभार, यदि राजनीतिक दल में कोई ग्रहण किया हो/ Office, if any, held in political party	

(यदि आवश्यक हो तो अलग शीट का उपयोग करें/ Use separate sheets, if required)

17.	शैक्षिक योग्यता (शैक्षणिक और व्यावसायिक)/ EDUCATIONAL QUALIFICATION (Academic and Professional)						
विशेषज्ञता के साथ योग्यता का नाम, जहां भी लागू हो/ Name Of Qualification With Specialization, Wherever Applicable	संस्थान/विश्वविद्यालय Institute/University	पाठ्यक्रम की प्रकृति (पूर्णकालिक)/ अंशकालिक/ पत्राचार Nature of the Course (Full Time)/Part Time/ Correspondence	पाठ्यक्रम की अवधि/ Duration of the course	विषय/ विनिर्देश Subjects/ Specification	कक्षा/ श्रेणी Class/ Division	अंकों का कुल % Aggregate % of marks	उत्तीर्ण होने का महीना और वर्ष Month & year of passing
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)

(नोट: कृपया पूरी जानकारी दें। यदि आवश्यक हो तो अलग शीट का उपयोग करें)

Note: Please give full and complete information. Use separate sheets, if required

18.	पिछले 05 वर्षों में किए गए प्रशिक्षण का विवरण/ DETAILS OF TRAINING UNDERGONE IN THE LAST 05 YEARS		
कार्यक्रम का नाम/ Name of Program	संस्थान/विश्वविद्यालय Institute/ University	प्रशिक्षण की अवधि/ Duration of training	
		से/From (दिन/माह/वर्ष) (dd/mm/yyyy)	तक/To (दिन/माह/वर्ष) (dd/mm/yyyy)

19. पहली नौकरी से लेकर वर्तमान नौकरी तक का व्यावसायिक अनुभव: कालानुक्रम में

Professional Experience from the First Job onwards to Current Job:(Chronological order)

क्रम सं. Sl. No	पदनाम/ Designation	संगठन/ Organization	केन्द्र सरकार/ पीएसयू/ प्राइवेट Central Govt/ PSU / Private	दिनांक/ से/ From तक/ To (dd/mm/yy)(dd/mm/yy)		वेतनमान/ Pay Scale	सकल वेतन/ Gross Pay	नौकरी छोड़ने का कारण (वीआरएस सहित) Reasons for Leaving (Including VRS)
				(5)	(6)			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)

(नोट: कृपया कार्य अनुभव प्रोफाइल के लिए दिनांक, माह और वर्ष जैसी पूरी जानकारी दें। यदि आवश्यक हो तो अलग शीट का उपयोग करें/Note: Please give complete details for the experience profile like Date, Month & Year. Use separate sheets if required)

20. वर्तमान में आपके द्वारा धारित पद की विस्तृत जानकारी (एक अलग शीट पर लगभग 100 शब्दों में टाइप की जानी है और कागज के शीर्ष पर स्पष्ट रूप से लिखे गए आपके नाम सहित आवेदन के साथ संलग्न की जानी है)/ Detailed Picture of the Position currently held by you (to be typed in about 100 words on a separate sheet and enclosed with the Application with your name legibly written on the top of the paper).
21. आपके पास योग्यता उपरांत अनुभव के वर्षों की संख्या (पूरे किए गए वर्षों में):
No. of years of Post-Qualification Experience you possess (in completed years):
22. वर्तमान वेतनमान/ Present Scale of:
मूल वेतन/Basic Pay मँहगाई भत्ता/ DAसकल वेतन/ Gross Pay
23. वरिष्ठता की तिथि (वर्तमान ग्रेड/पद की तिथि से)/ Date of Seniority (from Date in Present Grade/Post):
24. अपेक्षित वेतन/Pay expected/:
25. यदि आपका चयन हो जाता है तो आप कितनी जल्दी ज्वाइन कर सकते हैं? /
If selected, how soon can you join?
26. व्यावसायिक अनुभव, उपलब्धि और क्षेत्र में महत्वपूर्ण योगदान का विवरण (एक अलग शीट पर लगभग 100 शब्दों में टाइप किया जाना चाहिए और कागज के शीर्ष पर स्पष्ट रूप से आपका नाम लिखा हुआ आवेदन के साथ संलग्न किया जाना चाहिए)/ Pen picture of professional experience, achievement and significant contribution in the field (to be typed in about 100 words on a separate sheet and enclosed with the Application with your name legibly written on the top of the paper).
27. एचएएल टीएडी कानपुर के पक्ष में भुगतान किए गए आवेदन शुल्क का विवरण (जैसा कि विज्ञापन में बताया गया है)
Details of Application fee paid in favor of HAL TAD Kanpur (as mentioned in Advertisement)::

बैंक का नाम Name of the Bank	शाखा क्रमांक Branch code	लेनदेन संदर्भ/यूटीआर संख्या / Transaction Reference/UTR Number	तारीख Date	धनराशि Amount

(नोट: लेनदेन रसीद की प्रति संलग्न करें/ Note: Enclose copy of transaction receipt)

मैं एतद्वारा घोषणा करता हूँ कि उपरोक्त कथन मेरी सर्वोत्तम जानकारी और विश्वास के अनुसार सत्य और पूर्ण हैं। मैं समझता हूँ कि जानकारी असत्य या गलत पाए जाने पर मेरी उम्मीदवारी/ नियुक्ति बिना किसी सूचना के समाप्त मानी जा सकती है।

I hereby declare that the above statements are true and complete to the best of my knowledge and belief. I understand that in the event the information is found to be false or incorrect, my candidature/appointment may be considered as terminated without any notice.

स्थान/Place:

दिनांक/ Date:

उम्मीदवार के हस्ताक्षर/ Signature of the Candidate

नोट: उम्मीदवार को सभी कॉलम भरने होंगे। कोई भी कॉलम खाली रहने, न भरने या अधूरा रहने पर आवेदन अस्वीकार कर दिया जाएगा। किसी भी पत्राचार पर विचार नहीं किया जाएगा/**Note:** The candidate is required to fill up all the columns. Application will be rejected if any column is left blank, not filled or incomplete. No correspondence will be entertained.

उम्मीदवार आवेदन पत्र के साथ आवेदन पत्र/विज्ञापन में निर्दिष्ट दस्तावेजों के अलावा कोई अन्य दस्तावेज संलग्न न करें/The candidate should not attach any documents with the Application Form other than the specified ones in the Application Form/Advertisement.

ANNEXURE-B

**FORM OF CERTIFICATE TO BE PRODUCED BY OTHER BACKWARD CLASSES
APPLYING FOR APPOINTMENT TO POSTS UNDER THE GOVERNMENT OF INDIA**

This is 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 Welfare, Resolution No. 12011/68/93-BCC {C}, dated 10th September, 1993, published in the Gazette of India, Extraordinary, Part-I Selection I, dated the 13th September, 1993*. 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

* 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

ANNEXURE-C

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 _____ 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 / Smt/ 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.

CERTIFICATE OF DISABILITY (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/Smt./Kum. _____ son/wife/daughter of Shri _____ Date of Birth (DD/MM/YY) _____ 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:

- locomotors 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 locomotors 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

CERTIFICATE OF DISABILITY (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 we have carefully examined Shri/Smt./Kum. _____ son / wife / daughter of Shri _____ Date of Birth (DD/MM/YY) _____ 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.	Locomotors 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:

(i) not necessary, or

(ii) is recommended /after..... year..... months and therefore this certificate shall be valid till ---- ---- ----

(DD) (MM) (YY)

@ 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 favor certificate
of disability is issued

CERTIFICATE OF DISABILITY (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/Km _____ son/wife/daughter of Shri _____ Date of Birth (DD/MM/YY) _____ 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.	Locomotors 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.	Hemophilia			
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/YY) _____

@ - eg. Left/Right/both arms/legs

- eg. Single eye/both eyes

€ - eg. 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

(Authorised Signatory of notified Medical Authority)

(Name and Seal)

Countersigned

{Counter signature and seal of the Chief Medical Officer/ Medical Superintendent/ Head of Government Hospital in case the Certificate is issued by Medical Authority who is not a Government Servant (with seal)}

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

Note-In case the 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.

Annexure E

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 photograph 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 y ears 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.

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 br 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)	
	ii) Distant vision for other trades		Refer Annexure II (for pilots only)	
			Better eye	Worse eye
	a) with glasses for Tech jobs		6/9 or 6/12	6/9 or 6/18
	b) with or without glasses for non tech jobs		6/9	6/18
	6/6		6/12	6/18
	6/9		6/18	6/18
iii) Near vision with or without glasses for other trades				
a) Tech Jobs		N-6 both eyes		
b) Non tech jobs		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) Phimosi s & Paraphimosis/ Hypospadiasi s to be accepted after surgical correction at the expense of the candidate.	a) Phimosi s & Paraphimosis/ Hypospadiasi s 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 than 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 than 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>			

UNDERTAKING FOR ADMINISTERING ELISA HIV I & II TEST

Date : _____

From

Ms/Mrs/Mr. _____

To

The Chief of Medical Services
M/s Hindustan Aeronautics Ltd,
_____ Division/Office

Sub: Pre-Employment Medical Examination – Elisa HIV I & II Test

I, Ms/Mrs/Mr _____,
have been issued with the Provisional Offer of Appointment vide letter
No. _____ dated _____, for the
post of _____ (Grade/Scale___/MT/DT/Tenure
Basis) in HAL, _____ Division/Office. I
understand that as per the Company rules, I am required to undergo Pre-
Employment Medical Examination in the HAL Hospital. I also understand that the
final Offer of Appointment will be issued to me subject to my Medical fitness as
per the standards prescribed by the Company.

2. During the process of medical examination I have no objection for
undergoing the Elisa HIV I & II Test. I understand that consideration of my
candidature in the Company is linked to the post for which I have been issued
the Provisional Offer of Appointment and my medical fitness for the post as per
the standards laid down by the Company.

3. I further undertake that I would not raise any dispute with regard to the
procedure followed for the Pre-Employment Medical Examination by the
Company.

Thanking you,

(Signature)

Name: _____

List of Mandatory Investigations

1.	Hemoglobin %
2.	Total Leucocyte count (TLC & DLC)
3.	Blood Grouping & RH typing
4.	Fasting Blood Sugar (BSL – FBS & PPBS)
5.	Blood Urea
6.	Serum Creatinine
7.	HBsAg
8.	HIV – I & II
9.	Urine – Routine & Microscopic
10.	Electro Cardio Gram (ECG)
11.	X-ray Chest (PA view)
12.	BT CT
13.	PBS (Peripheral Blood Smear)
14.	Urine for Pregnancy Test
15.	Ultrasound Abdomen and pelvis