Ordnance Factory Badmal
Unit of Munitions India Limited
Govt. of India Enterprise
Ministry of Defence
Badmal, Bolangir (Odisha) - 767070

आयुध निर्माणी बड़माल
म्यूनिशंस इंडिया लिमिटेड की इकाई
भारत सरकार का उद्यम
रक्षा मंत्रालय
बड़माल, बलांगीर (ओड़िशा) - 767 070

फोन / Phone: 06655-250 969 – 973, फैक्स / FAX:06655-250561/250271, ई-मेल / e-mail: gm_ofbol@ord.gov.in

No : 1002/Tenure Based/PER(RC)/OFBL/2026 Date : 20-11-2026

Mail : hr-mil@munitionsindia.in

To
The Chairman & Managing Director
Munitions India Limited
(A Govt. of India Enterprise)
Ministry of Defence
2nd Floor, Nyati Unitree,
Nagar Road, Yerwada
PUNE-411006 [Kind Attention : Md. Shahir Farooqui, Jt. Director/HR]

Sub : Uploading of advertisement for engagement of Tenure Based DBW in Non-Executive grade at O F Badmal against the sanctioned strength of 70.

Ref : MIL letter No.102/MIL/HR/2026-27/Hiring/AOCP/OFBL/2026 Dt.13-08-2026.

MIL vide letter u/r has accorded approval for engaging 70 numbers of DBW on Tenure Basis in Non-Executive Grade at O.F.Badmal.

2.0 In this regard, the detailed advertisement is forwarded herewith for uploading the same in Munitions India Limited website https://munitionsindia.in under Careers Menu option with the heading "O F Badmal - Application for engagement of Tenure Based DBW in Non-Executive grade at O F Badmal". The reservation breakup of the vacancies and the detailed advertisement has been approved by the CGM/OFBL

Encl. : Detail advertisement (11 pages)

26/11/26

(DEEPALI DEBASMITA)
JR.WORKS MANAGER(SG)/NT
FOR CHIEF GENERAL MANAGER

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फोन / Phone973 – 969 250-06655 :, फैक्स / FAX:06655-250561/250271, ई-मेल / e-mail: gm_ofbol@ord.gov.in

ENGAGEMENT OF DBW (DANGER BUILDING WORKER) ON TENURE BASIS IN ORDNANCE FACTORY BADMAL, BALANGIR (ODISHA)

Full Advertisement / Notification
(No.1002/Tenure/PER(RC)/OFBL/2026)

Offline applications are invited from the citizen of India fulfilling the requisite qualification/criteria against the vacancies of Tenure Based DBW (Danger Building Worker) on CONTRACT BASIS, to work in Ordnance Factory Badmal, Odisha initially for a period of ONE year which may be extended up to a maximum period of FOUR years from the date of engagement (including initial period) based on factory requirement and individual's performance.

2. **Details of Name of Post, Basic Pay & Vacancies** are as follows :

Name of the Post	Basic Pay	Level	Reservation Break-up						Total Vacancies
			UR	OBC (NCL)	SC	ST	EWS	Ex-Service Man (Horizontal)	
DBW	Rs.19900/-	Skilled	**30**	**18**	**10**	**05**	**07**	**07**	**70**

Note : (i) The above post is not identified for PwBD (Person with Benchmark Disability) candidates. Hence, candidates belonging to PwBD category are not eligible for the post.

(ii) The number of vacancies may increase or decrease depending upon requirement of Ordnance Factory Badmal.

3. **Essential Qualification** : The minimum Qualification requirements and the corresponding skill level to which Personnel on Tenure Basis will be engaged are as follows :

Qualification	Skill Level
Certification : NCVT (i.e. Candidates having National Apprenticeship Certificate (NAC) from NCTVT now NCVT) Trade : AOCP (Attendant Operator Chemical Plant) Feeder Trades** : IMCP, MMCP, LACP, PPO, Fitter General, Machinist, Turner, Sheet Metal Worker, Electrician, Electronic Mechanic, Boiler Attendant, Mechanic Industrial Electronics, Refrigeration and Air Conditioning Mechanic	Skilled

** : These trades (i.e. IMCP, MMCP, LACP, PPO, Fitter General, Machinist, Turner, Sheet Metal Worker, Electrician, Electronic Mechanic, Boiler Attendant, Mechanic Industrial Electronics, Refrigeration and Air Conditioning Mechanic) shall be treated as feeder trades. If, the requisite numbers of candidates of AOCP Trade are not engaged/available, the feeder trade candidates shall be considered for engagement.

NOTE :-

(i) Priority shall be accorded to AOCP (Attendant Operator Chemical Plant) Trade Apprentices of Ordnance Factories and AOCP (Attendant Operator Chemical Plant) Trade Apprentices from Government/Private Organisations having Government affiliation and only if the required number of candidates are not available from these categories, candidates from other Feeder Trades (i.e. IMCP, MMCP, LACP, PPO, Fitter General, Machinist, Turner, Sheet Metal Worker, Electrician, Electronic Mechanic, Boiler Attendant, Mechanic Industrial Electronics, Refrigeration and Air Conditioning Mechanic) Trade Apprentices of Ordnance Factories and Government/Private Organisations having Government affiliation will be considered.

(ii) Candidates with AOCP (Attendant Operator Chemical Plant) Trade Apprentice from Government/Private Organisation having affiliation from Government, upon selection, will be given compulsory "ONE MONTH" extensive in-house training with respect to Safe Handling of Explosives, ammunitions, safety norms, DO's & Don'ts, etc. by Ordnance Factory Badmal. Only after successful completion of the training, they can be considered for specific job deployment.

(iii) Candidates with Other Feeder Trade (i.e. IMCP, MMCP, LACP, PPO, Fitter General, Machinist, Turner, Sheet Metal Worker, Electrician, Electronic Mechanic, Boiler Attendant, Mechanic Industrial Electronics, Refrigeration and Air Conditioning Mechanic) Apprentice from both Ordnance Factory and Government/Private Organisations having Government affiliation and from Government ITI, upon selection will be given compulsory "ONE MONTH" extensive in-house training with respect to Safe Handling of Explosives, ammunitions, safety norms, DO's & Don'ts, etc. by Ordnance Factory Badmal. On successful completion of training the candidates will be imparted "TWO MONTHS" On-Job training thereafter they will be considered for specific job deployment. Before their engagement as DBW/CPW in O F Badmal, a consent/undertaking that they will be engaged as DBW/CPW shall be obtained from the candidates.

4. **Age Limit** : Between 18 and 40 years as on the closing date of receipt of application for General Candidates. Age relaxation, as admissible will be given to SC/ST/OBC(NCL) & Ex-Serviceman candidates as under :-

(i)	For SC/ST Candidates	05 years (only in respect of the post reserved for SC/ST)
(ii)	For OBC (Non-Creamy Layer)	03 years (only in respect of the post reserved for OBC)
(iii)	For Ex-Serviceman	Period of Military Service + 03 years

5. **Application Fees** : NIL

6. **How to Apply** : Candidates are required to download and print the Application Form and fill up the same in BLOCK LETTERS only. Candidates must go through the detail terms & conditions and also check regularly this website for any further updates. The envelope must be clearly superscripted as "APPLICATION FOR THE POST OF TENURE BASED DBW ON CONTRACT BASIS". Filled-in Application duly ink-signed along with necessary enclosures & one extra photograph self-attested (in the back side of the photograph) are to be forwarded by post to the following address only :

The Chief General Manager
Ordnance Factory Badmal
PO - Badmal
District - Balangir
Pin - 767070
ODISHA

7. **Closing Date for Receipt of Application** : 21 days from the date of publication of advertisement in Employment News.

8. **Remuneration** :

(i) Remuneration will be paid at the rate of 1/30th of the pay at the basis of the relevant pay scale plus dearness allowance for work of 8 hours a day. Proportionate deductions shall be made for unauthorized leave/absence from duty etc. The engaged personnel will be eligible for Company Holidays at par with regular employees.

(ii) Central DA as prevalent will be applicable.

(iii) House Rent Allowance as per classification of Cities (where Company Quarter is not available).
Note : In case of availability of Company Quarters, priority would be given for allotment of Quarters. License fee for Quarters will be deducted at the rates as applicable to regular employees

(iv) An annual increase of 3% (rounded off to the next ten rupees only) during the tenure shall be admissible on the Basic Pay, subject to Satisfactory Performance.

(v) The Tenure based DBW/CPW shall be entitled for Risk Allowance for similar type of work where regular employees are entitled. They will be paid Risk Allowance at par with regular employees as per extant rules.

(vi) The Tenure based DBW/CPW shall be deployed in Night Shift only in case of exigency of production work and not as a regular practice. These employees shall be eligible for Night Duty Allowance at par with regular employees as per extant rules.

(vii) The performance of the individual on fixed term employment will be evaluated. Individuals with performance rating satisfactory & above will be granted an increment, as applicable to the corresponding pay-scale, on completion of each year during the employment. Individuals having performance rating Poor or below will be given 3 months' time in writing to improve their performance. After three months again performance will be evaluated and if again the performance rating found Poor or below, the services of the individual will be terminated by giving 15 days' notice.

(viii) Personnel engaged will be eligible for EPF and will be covered under Employees Compensation Act, 1923 [as amended through EC(Amendment) Act, 2017] as per Act and Government guidelines.

(ix) Personnel engaged on fixed term basis are eligible to Bonus (if applicable) as per Bonus Act 1965 amended time to time.

9. **Job Specification** : Manufacturing and handling military explosive and ammunitions.

10. **Mode of Selection** :

(i) Candidates having NAC issued by NCVT in AOCP Trade & Other Feeder Trades shall be considered for engagement on Tenure Basis.

(ii) Priority shall be accorded to AOCP (Attendant Operator Chemical Plant) Trade Apprentices of Ordnance Factories and AOCP (Attendant Operator Chemical Plant) Trade Apprentices from Government/Private Organisations having Government affiliation and only if the required

number of candidates are not available from these categories, candidates from other Feeder Trades (i.e. IMCP, MMCP, LACP, PPO, Fitter General, Machinist, Turner, Sheet Metal Worker, Electrician, Electronic Mechanic, Boiler Attendant, Mechanic Industrial Electronics, Refrigeration and Air Conditioning Mechanic) Trade Apprentices of Ordnance Factories and Government/Private Organisations having Government affiliation will be considered, strictly adhering to the prescribed order of preference.

(iii) Candidates qualifying in the NCVT (NAC) will be called for Document Verification and Trade/Practical Test based on the Marks secured in the NCVT (NAC) in the order of Merit (Category wise). Candidates found eligible in Document Verification will be taken for Trade Test/Practical Test on the same day.

(iv) Cut off percentage for calling candidates for Document Verification and Trade/Practical Test will be decided by the Ordnance Factory Badmal based on the total Marks secured in NCVT (NAC).

(v) Merit list (Category wise) will be prepared based on combined marks secured in NCVT (NAC) Exam. and Trade & Practical Test.

(vi) Weightage of Marks in NCVT (NAC) Exam and Trade/Practical Test will be 80% and 20% respectively.

(vii) In case of rejection of candidates during the Document Verification process on account of non-availability of requisite documents/testimonials, not meeting the advertised criteria with respect of Age, Qualification etc., additional candidates will be called for Document Verification and Trade/Practical Test in the order of Merit (Category wise).

(viii) If the candidates in the Merit List found ineligible during any stage of engagement or fails to report within the stipulated time/date, a candidate wait listed and belonging to the same category will be considered instead.

11. **Rejection of Application/Cancellation of Candidature** : Applications received after the closing date or not meeting eligibility criteria and Terms & Conditions of advertisement will be summarily rejected.

12. **General Conditions** :

(i) The self-attested copies of Educational Qualifications, Certificate for Age Proof, Experience Certificate from Institutions (if any), Caste Certificate (for SC/ST/OBC(NCL) Candidates), EWS Certificate (For EWS Candidates), Proof of Ex-serviceman (for Ex-serviceman Candidates) etc. should be enclosed along with the application. At the end of application form, list of documents to be attached has been mentioned.

(ii) The OBC candidate applying for the post under OBC category should also have to submit duly signed undertaking in the format given at Appendix-I of the Application Form.

(iii) Submission of false / incorrect / incomplete information and / or / dubious / bogus documents shall disqualify the candidature.

(iv) No correspondence enquiry through Phone/messenger will be entertained.

(v) Canvassing in any form will lead to disqualification.

(vi) Mere submission of application form does not guarantee issue of "Call Letter" for Trade Test/Practical Test.

(vii) Only short listed candidates will be informed through e-mail/post for Document Verification and Trade/Practical Test in due course.

(viii) Ordnance Factory Badmal will not be responsible for late / non-receipt of filled-in application / Call letters, etc., due to postal delay or any other reasons.

(ix) E-mail ID & Phone / Mobile Numbers so provided in the application should be kept active till the completion of whole recruitment process.

13. **Other Benefits and Terms & Conditions** :

(i) Working pattern of the Tenure based personnel will be the prerogative of the employer.

(ii) Personnel engaged will be entitled of 30 days Earned Leave (EL) per year. 2.5 days of Leave will be credited for every calendar month of service. Leave can be accumulated by the

Personnel during their tenure up to 30 days and can be encashed after completion of one year. For the last month of Service prior to separation / completion of Tenure, the Leave of 2.5 days pertaining to the last month of Service will be credited on the 15th day of that month.

Note :- Encashment of Leave in respect of Tenure based Personnel will be governed by applicable Rules and Terms & Conditions applicable to the regular employees as notified from time to time.

(iii) Personnel engaged will be entitled for One Day Casual Leave (CL) for each completed month in the calendar year. Further, personnel joining between 1st and 15th of the month will be granted one day Casual Leave (CL) for that month also.

(iv) Personnel Engaged cannot take more than 5 days leave in a month and cannot take continuously 3 days Leave in a stretch except on medical ground. Under special circumstances employer can give relaxation in availing leave not more than 30 days in a year subject to number of leave credited in his/her Account.

(v) Tenure based personnel will not be entitled for any other medical benefits in any of the Ordnance Factory Hospitals & Dispensaries or elsewhere. In case of an emergency, facilities in Ordnance Factory Hospitals/ Dispensaries can be availed.

(vi) Tenure based personnel will be entitled for safety and protective gears, equipment, kits etc. as per the Company norms.

(vii) Female personnel will be entitled to Maternity Benefits as per the provisions under the Maternity Benefit Act,1961.

(viii) Engagement of Tenure based Personnel shall be on contract basis initially for a period of ONE year which may be extended up to a maximum period of FOUR years from the date of engagement (including initial period) based on factory requirement and individual's performance. The tenure will come to an end automatically on completion of four years period from the date of joining, without any further notice.

(ix) The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.

(x) There will not be any commitment to the candidate either for absorption as permanent employee or for extension of term.

(xi) The Tenure based Personnel will abide by various Company/Factory Rules & Regulations governing carrying out the assigned tasks and their conduct, like Standing Orders etc.

(xii) Tenure based personnel will be covered under the Income Tax, Service Tax, Professional Tax etc. as per the applicable Rules and all such Taxes would be payable by them.

(xiii) Tenure based personnel will be eligible for Company Quarters, wherever available. License Fee for Quarters will be deducted at the rates as applicable to regular workmen.

(xiv) Tenure based personnel will not be entitled for the following :

a) Promotions
b) OT Allowance
c) Loans, Advances & Interest Subsidies
d) Medical Facilities
e) Contingency Advance
f) School Fee Reimbursement
g) LTC/ LTA Facilities
h) Grant of Study Leave
i) Sponsorship for Higher Studies
j) Any other benefits admissible to regular Workmen not mentioned specifically in the advertisement

(xv) The Tenure based Personnel will not be entitled for any Allowances or Benefits other than those indicated in this advertisement.

(xvi) Performance of the Personnel would be assessed on a half yearly basis.

(xvii) The engagement will be on full time basis. Absence from duty other than on authorized Leave/ Company Holidays will result in proportionate reduction in the Consolidated Emoluments. They will be eligible for Company Holidays as applicable to regular employees.

(xviii) The employment can be terminated at any time, during the period of tenure by giving one month's notice by either party or payment of the Basic Pay + DA components in the Consolidated Remuneration in lieu of the Notice.

(xix) The Tenure based Personnel will be governed under Conduct & Discipline Rules framed & formulated for them by the Company.

14. **Caution to All Candidates** : Some unscrupulous elements may approach you with the assurance of procuring appointment for you in the factory through illegal gratification. You must not fall prey to such false assurance or exploitation and must not entertain or encourage such elements in any way. It is emphasized and re-assured that the entire selection exercise will be done on merit in a transparent manner.

15. **Candidates to Ensure their Eligibility for the Engagement** : The candidates applying for the afore-mentioned vacancies should ensure that they fulfill all eligibility conditions for the post applied for.

16. **Other Information to the Candidates** :

(i) Admission to all the stages of the selection procedure will be purely provisional subject to satisfying the prescribed eligibility conditions.
(ii) Mere issue of Call Letter/Admit Card to the candidates for the Document Verification and Trade/Practical Test will not imply that his/her candidature has been finally accepted by Ordnance Factory Badmal.
(iii) Verification of eligibility conditions with reference to original documents will be done only at the time of document verification in the factory.
(iv) The candidates should regularly check their email ID for any correspondences from O F Badmal regarding engagement.

17. **Resolution of Tie** : The tie cases will be resolved in the following order of preference:-

(i) Ex-Trade Apprentice of Ordnance Factory Badmal.
(ii) Ex-Trade Apprentice of Ordnance Factories other than O F Badmal.
(iii) Higher marks in NCVT (NAC) Examination.
(iv) Date of Birth - Elder candidate will be given preference.

18. Admit Cards / Call Letters / Engagement Letters will be forwarded to the candidates by e-mail/ post.

19. Any dispute with regard to the tenure based DBW (Skilled) against this advertisement will be subject to Courts / Tribunals situated in Odisha only.

20. The Competent Authority reserves the right to adopt any alternative lawful mode of selection in part or in whole, in case of contingency.

21. Ordnance Factory Badmal reserves the right to amend content of this advertisement as and when situation warrants & can issue corrigendum i.r.o rules and regulations.

The citizens of India who are fulfilling the requisite qualification as mentioned in the advertisement can apply for the post.

--------Sd-------
Manager
For Chief General Manager
Ordnance Factory Badmal

AMMUNITION AND EXPLOSIVE GROUP OF ORDINANCE FACTORIES UNDER MUNITIONS INDIA LIMITED

Sl. No.	Name of Factories	Abbreviation
1	Ammunition Factory Kirkee	AFK
2	Cordite Factory Aruvankadu	CFA
3	High Explosive Factory, Kirkee	HEF
4	High Energy Projectile Factory, Tiruchirapalli	HEPF
5	Ordnance Factory Itarsi	OFI
6	Ordnance Factory Khamaria	OFK
7	Ordnance Factory Nalanda	OFN
8	Ordnance Factory Dehu Road	OFDR
9	Ordnance Factory Bhandara	OFBA
10	Ordnance Factory Chanda	OFCH
11	Ordnance Factory Varangaon	OFV
12	Ordnance Factory Badmal	OFBL

Abbreviation used in the advertisement/ notification

UR- Unreserved
OBC- Other Backward Class
NCL- Non-creamy layer
SC- Schedule Caste
ST-Schedule Tribe
EWS- Economically Weaker Section
PwBD- Person with Benchmark Disability
AOCP- Attendant Operator Chemical Plant
DBW- Danger Building Worker
NCVT- National Council for Vocational Training
DA- Dearness Allowance
OT- Overtime
LTC- Leave Travel Concession
EL- Earned Leave
CL- Casual Leave

APPLICATION FOR THE POST OF TENURE BASED DBW ON CONTRACT BASIS
To be forwarded by post
(Ref Advt. No.1002/Tenure/DBW/PER(RC)/OFBL/2026)

Place for recent passport size photo of the applicant (self-attested in front) to be firmly pasted (not to be stapled)

To
The Chief General Manager
Ordnance Factory Badmal
Dist- Balangir
Odisha- 767070

(TO BE FILLED UP IN BLOCK LETTERS ONLY)

01	Post Applied for	DANGER BUILDING WORKER ON TENURE BASIS		
02	ITI Trade			
03	Apprenticeship Trade			
04	Name in Block Letters (as mentioned in 10th Certificate)			
05	Gender			
06	Father's / Husband's Name			
07	Date of Birth (as mentioned in 10th Certificate)	Day (DD)	Month (MM)	Year (YYYY)
08	Age (as on closing date of receipt of application)			
09	Nationality			
10	Category [UR/SC/ST/OBC-NCL/EWS]			
11	Whether Ex-Serviceman or Not, if yes please mention details	YES / NO		
12	Whether Person with Disability or Not, if yes please mention details	YES / NO		
13	Complete postal Address & Pin code for communication	STATE : PIN :		
14	Mobile / Phone Number	(1) (2)		
15	E-mail ID	(1) (2)		
16	Two Prominent & Visible identification mark	(1) (2)		
17	Medium of Trade/Practical Test	English / Hindi		

18. Details of Educational and other qualifications starting from X standard / SSLC onwards :

Name of the School / College	Name of Recognised University / Board of Examination	Examined Passed	Year of passing

19. Details of Passing ITI (NCVT) in AOCP / Other Feeder Trade :

Name of the Trade	Name of the Institution	Period		NCVT Batch No.	Year of Passing	Certificate No. & Date of Issue
		From	To			

20. Details of Apprenticeship training in AOCP / Other Feeder Trade :

Name of the Trade	Name of the Ordnance Factory / Organisation	Training Period		NCVT Batch No.	Year of Passing	Certificate No. & Date of Issue
		From	To			

21. Details of present employment / previous experience, if any :

Details of Company / Organisation	Designation / Post	Period		Nature of Duties
		From	To	

22. Check List of Enclosures :

Sl. No.	ENCLOSURES	YES/NO
1	Copy of the Xth / SSLC Certificate (For proof of Date of Birth)	
2	Other Educational Qualification Certificates & Mark Sheet	
3	Copy of National Trade Certificate & Mark Sheet in AOCP / Other Trade.	
4	Copy of NAC (Apprenticeship) Certificate & Mark Sheet of Ordnance Factories or Other Organisation	
5	Copy of Aadhar Card	
6	Copy of Experience Certificate, if any	
7	Copy of Caste & Category Certificate : (SC/ST/OBC-NCL/EWS) – (in prescribed Proforma)	
8	Declaration by OBC-NCL Candidates (as per Appendix-I)	
9	Whether all above documents / certificates are self-attested	
10	Two copies of photographs(one pasted on application form) and one extra photograph (Name and Date of Birth should be written on backside of photograph)	

DECLARATION

I, Shri/Smt./Kum._____ have read the instructions carefully before sending this application. I hereby declared that all the statements made in this application are true & correct to the best of my knowledge and belief. I understand that any discrepancy found in the information will lead to cancellation of my candidature / debarment at any stage/time.

Date:

Place:

(Name & Signature of the Candidate)

APPENDIX-I

DECLARATION BY OBC (NCL) CANDIDATES ONLY
(Similar endorsement should be given in the caste certificate from the Competent Authority)

I..... Son/Daughter of Shri.....
Resident of village/town/city..... District..... State.....
hereby declare that I belong to the ..... community which is recognized as a backward class by the Government of India for the purpose of reservation in services as per the orders contained in DOPT OM No.36012/22/93-Estt.(SCT) dated 08-09-1993 and as amended.

It is also declared that I do not belong to persons / sections (Creamy Layer) mentioned in column 3 of the Schedule to the above referred Office Memorandum dated 08-09-1993 and as amended.

Date :

(Name & Signature of the Candidate)