

**Advertisement No.: KPT/IHC/2023-01**

**Date: 12-04-2023**

**(Last date for submission of applications is 3<sup>rd</sup> May, 2023)**

**RECRUITMENT OF DOCTORS FOR INDUSTRIAL HEALTH CENTER,  
HINDUSTAN AERONAUTICS LIMITED, KORAPUT DIVISION**

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**Hindustan Aeronautics Ltd (HAL)** is a premier Aeronautical complex in Asia and the only one of its kind in India. The Company is into design, production, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Accessories, Avionics and Systems. HAL has its presence across seven states and nine geographical locations in India.

This advertisement is for recruitment of specialist doctors for the **Industrial Health Centre (IHC)** of **Koraput Division** of HAL. The IHC provides Out-patient and In-patient treatment facilities to the residents of the Division. The IHC also caters to the medical requirements of the villages in its vicinity.

The IHC is well equipped with Operation Theatres for laparoscopic, Eye, ENT, Gynecology, Obstetrical and general surgeries. The IHC also has a Minor Operation Theatre, a Dental Clinic, ENT Clinic, Pathological Laboratory, ECG and X-Ray Units, ICU, Industrial Health Clinic, Immunization Clinic, Physiotherapy and Blood Bank.

**Koraput Division**, a unit of HAL's vast network, situated at Sunabeda, Koraput District, Odisha. The Division is spread across over 3000 acres of sprawling campus. The Division can be reached by Road from Visakhapatnam and by Railways from Visakhapatnam and Koraput. Nearest Airports are at Visakhapatnam, Andhra Pradesh and Jagdalpur, Chhattisgarh.

**2. NUMBER OF VACANCIES & RESERVATION:**

Applications are invited from eligible candidates, in the prescribed proforma, for the following posts at Hindustan Aeronautics Limited, Koraput Division:-

Sl. No.	Name of the Post	Grade	No. of Posts	Reser vation	Pay Scale	CTC per annum in Rs. (Approx.) at the Minimum Basic Pay
i.	General Duty Medical Officer	II	01	UR	₹40000-3%-140000	14 Lakhs
ii.	Sr. Medical Officer / Medical Superintendent (Orthopaedics)	III/IV	01	OBC	₹50000-3%-160000/ ₹60000-3%-180000	17 Lakhs / 20 Lakhs
iii.	Sr. Medical Officer / Medical Superintendent (General Medicine)	III/IV	01	OBC	₹50000-3%-160000 / ₹60000-3%-180000	17 Lakhs / 20 Lakhs
iv.	Medical Superintendent (Anaesthesia)	IV	01	UR-03 OBC-02 ST-01	₹60000-3%-180000	20 Lakhs
v.	Medical Superintendent (Paediatrics)	IV	02			
vi.	Medical Superintendent (Radiology)	IV	01			
vii.	Medical Superintendent (Ophthalmology)	IV	01			
viii.	Medical Superintendent (General Medicine)	IV	01			
<b>Total</b>			<b>09</b>			

The above number of vacancies is tentative and may vary on review. In that eventuality the number of vacancies reserved for various categories may also undergo revision.

### 3. QUALIFICATION AND POST QUALIFICATION EXPERIENCE:

- a) **General Duty Medical Officer (Grade II)** – MBBS with minimum post qualification experience of 01 year.
- b) **Sr. Medical Officer (Grade-III)** - MBBS + Post Graduate Degree / DNB in Relevant Specialization. No experience is required for candidates with Post Graduate Degree **OR** MBBS + Post Graduate Diploma in Relevant Specialization with minimum of 01 year post qualification experience.
- c) **Medical Superintendent (Grade-IV)** - MBBS + Post Graduate Degree / DNB in Relevant Specialization with minimum of 03 years post qualification experience **OR** MBBS + Post Graduate Diploma in Relevant Specialization with minimum of 04 years post qualification experience.
- d) Post Qualification experience refers to experience after acquiring the qualification of relevant specialization only and not otherwise.

### 4. REMUNERATION:

The details of remuneration to the selected candidates will include the following;

Sl. No.	Component of Remuneration	Figures	
		Grade II	Grade III
1	Basic Pay	₹40000-3%-140000/-	₹50000-3%-160000/-
		Grade III	₹60000-3%-180000/-
		Grade IV	
2	Dearness Allowance in IDA pattern	In %age of Basic Pay, Current DA is 37.2%	
3	Perquisites & Allowances under Cafeteria system	35% of Running Basic Pay	
4	Non-Practicing Allowance (NPA)	20% of Running basic pay	
5	Special Compensatory Allowance (SCA)	10% of the Pre-Revised Basic Pay	
6	Annual Increment	3% of Basic Pay	
7	Performance Related Pay (PRP)	Upto 20% of Annual Basic Pay	

**Additional Increments :** However, eligible and meritorious Doctors may be granted 07 additional increments for post in Grade II and 10 additional increments for posts in Grade III/IV. In both the cases, the first 05 additional increments may be granted at the time of appointment. The remaining additional increments would be granted annually on completion of each year of service, from the date of joining, subject to meeting prescribed criteria.

### 5. OTHER EMOLUMENTS:

- a) Secure Employment conditions with balanced work-life.
- b) Rent-free accommodation will be provided.
- c) Provident Fund, Payment of Gratuity, HAL Defined Pension, Casual Leave, Vacation Leave, Medical facilities for self and dependent family members, uniform, Shoes, Jacket/jerkin, sweater, spectacles, etc., will be admissible as per Company Rules.
- d) Financial Assistance Scheme for Dependents of Deceased Employees: Assured regular monthly financial support to the dependent beneficiaries of the employees who die while in service, to enable them to lead a normal life.
- e) Group Insurance Scheme (GIS), Group Personal Accidental Insurance, Employees Group Life Insurance and Employees Benevolent Fund with an assured sum to the beneficiaries of the employees.
- f) **Fixation of Pay:** The fixation of pay in case of PSU / Government Department / Armed Forces candidates who are currently employed with Government Department / PSU will be in accordance with the extant rules at HAL. Fixation of pay in case of candidates from Private sectors will be at the minimum of the pay scale.

**6. RESERVATION: Abbreviations Used:** UR – Un-Reserved, OBC (NCL)- Other Backward Class (Non Creamy Layer), SC - Scheduled Caste, ST - Scheduled Tribe, N/A – Not Applicable, EWS – Economically Weaker Sections

### 6.1 Essential criteria to avail benefits of reservation under OBC (NCL) Category:

- a) The candidate must not belong to Creamy Layer. OBC candidates who belong to Creamy Layer are not entitled for relaxation admissible to OBC (NCL) Category and such candidates have to indicate their category as UR in the Online Application Form;
- b) The name of caste and community of the candidate must appear in the 'Central list of Other Backward Classes'; and
- c) The candidate needs to furnish their OBC (NCL) certificate at the time of interview, in the prescribed format only. The certificate produced shall not be older than 6 months as on the last date for receipt of applications.

### 6.2 Reservation for candidates belonging to EWS (Economically Weaker Section) Category will be as per the prevalent Government Directives.

- a) Candidates who are not covered under the scheme of reservation for SC/ST/OBC-NCL and whose family gross annual income is below **Rs. 8.00 Lakh (Rupees eight lakh)** are to be identified as EWS for benefit of reservation of EWS. The income shall also include income from all sources i.e. salary, agriculture, business, profession etc. for the financial year prior to the year of application.
- b) The candidates applying against the vacancies reserved for EWS must produce valid income and Asset Certificate issued by Competent Authority on the date of Document Verification. In case of non-compliance to these stipulations, their claim for reserved status under EWS will not be entertained and the candidature / application of such candidates, if fulfilling all the eligibility conditions for General (UR) category, will be considered under General (UR) vacancies only.

### 6.3 Reservation of Vacancies for Persons with Benchmark Disabilities (PwBDs)

- a) Reservation of vacancies in respect of Persons with Benchmark Disabilities (PwBDs) as per the Government Directives will be distributed among all the categories i.e. SC, ST, OBC-NCL, EWS & UR for the said post. PwBDs suffering from not less than 40% of the identified disability shall be eligible for the benefit of reservation.
- b) Candidate who wants to avail the benefit of reservation under PwBD category is required to submit a "Disability Certificate" issued by the Competent Authority, in the prescribed format under RPWD Act 2016 and RPWD Act Rules 2017, at the time of joining, if selected for the post. However, copy of the relevant document/s available may be attached with the application. The same shall be produced in original at the time of interview.

#### c) **PwBD Suitability:**

The details of posts identified for Persons with Benchmark Disabilities (PwBD) along with Physical Requirement are mentioned below:-

Post Reference	Categories of disabled suitable for Post	Instruction for PwBD regarding vacancies
All Posts referred at Para 2 above except posts at Sl. No. 2 (ii) and 2 (vii).	LD- OL : For Medical Disciplines only including GDMO;	01 vacancy is reserved for Candidates in PwBD Category for any one of the posts only.
	LD-OL , LC, DW, AAV, MD : For Radiology Discipline only	

#### **ABBREVIATIONS USED:**

LD = Locomotor Disability; OL = One Leg affected;

LC = Leprosy Cured; DW = Dwarfism; AAV = Acid Attack Victims; MD = Multiple Disabilities

Note: Persons with Benchmark Disabilities (PwBDs) can apply to the respective posts even if the post is not reserved for them but has been identified suitable. However, such candidates will be considered for selection to such post by general standard of merit. Persons suffering from not less than 40% of relevant disability shall alone be eligible for the benefit of reservation and other relaxations as permissible under the rules. Reservation under PwBD is not applicable for Posts in Surgical Disciplines.

### 7. AGE LIMIT & RELAXATIONS

- a) Upper age limit for Un-Reserved (UR) /General Category candidates is 35 years for the post at Para 2 (i) and 45 years for all other posts, as on the last date for receipt of applications.

- b) The upper age limit is relaxed as under, subject to submission of requisite documents:-
- i) Upper Age Limit is relaxed by 5 years in respect of SC/ST candidates;
  - ii) Upper Age Limit is relaxed by 3 years in respect of OBC (Non-Creamy Layer) candidates. The OBC candidates who belong to Creamy Layer should indicate their category as 'UR/General' only.
  - iii) Upper age limit is relaxed by 10 years for Persons with Benchmark Disabilities (PwBDs). Relaxation of age limit is applicable for PwBDs irrespective of the fact whether the post is reserved or not, provided the post is identified as suitable for persons with benchmark disabilities. The persons claiming age relaxation under this provision shall produce a certificate in prescribed proforma in support of their claims. The document should clearly indicate that the degree of physical disability is 40% or more.
  - iv) Relaxation in the upper age limit of 5 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.
  - v) The persons claiming relaxation under this provision should 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.
  - vi) Relaxation in upper age limit for Ex-servicemen will be applicable as per guidelines of Government of India.
  - c) Upper age limit with all relaxations shall not exceed 55 years, except for candidates belonging to PwBD category. For PwBD candidates, the upper age limit with all relaxations shall not exceed 56 years.

### **8. SELECTION PROCESS:**

- a) The selection for all the posts notified in this advertisement will be effected by Personal Interview only.
- b) Assessment will be done by giving proper weightage to candidate's Educational Qualification/s, Number of years of relevant post qualification experience, Job Knowledge, General Knowledge and Personality. Extra marks will be given for every additional stage of qualification and additional year of experience.
- c) Applications received from the candidates will be scrutinized in line with this notification, based on the eligibility criteria ascertained from the documents submitted. The list of candidates short-listed to appear for interview for selection to the posts notified will be at a prescribed ratio, as per the Company rules. All/ any communication post notification will be restricted to eligible candidates only.
- d) List of candidates shortlisted for Interview and the list of candidates provisionally selected for the posts notified will be displayed at the "Careers" portal on HAL website ([www.hal-india.co.in](http://www.hal-india.co.in)). Candidates applying for the post are requested to visit the "Careers" link/ portal of HAL's website at regular intervals for information in connection to this notification. Venue of interview will be Koraput, Odisha/ Nasik, Maharashtra.

### **9. GENERAL CONDITIONS/INSTRUCTIONS:**

- a) Only Indian Nationals are eligible to apply.
- b) 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.
- c) 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 Interview. The number of vacancies indicated in this notification is provisional and may increase or decrease or even become NIL depending upon the actual needs of the Company. HAL also 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 fee paid by the candidates will not be refunded.
- d) Candidates possessing Basic and Qualifying Degrees, acquired through Regular Full-Time courses will only be considered. Candidates possessing qualifications acquired through Correspondence / Distance Education / Part Time / E-learning will not be equated with Regular Full Time courses and are not eligible to apply.
- e) 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. Wherever CGPA/OGPA or letter grade, etc. in a degree is awarded, equivalent percentage of marks should be indicated in the application as per norms adopted by University / Institute. **Candidates are required to submit relevant documents in Original to this effect from the University / Institute at the time of interview.**
- f) All qualifications should have been acquired from Indian Universities/ Institutes recognized by appropriate statutory authorities.
- g) Candidates belonging to SC/ST/OBC(NCL)/EWS/PwBD/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 format at the time of joining, if selected. However,

copy of the relevant document/s available may be attached with the application. The same shall be produced in original at the time of interview.

- h) The candidates claiming OBC category are required to adhere the following for availing reservation benefits :-
- i. The candidate must belong to non-creamy layer;
  - ii. The name of caste and community of the candidate must appear in the 'Central list of Other Backward Classes';
  - iii. The candidate must obtain an OBC certificate (clearly mentioning as belonging to Non - Creamy Layer) from the Competent Authority, in the format prescribed by the Government of India. Certificate should not be older than **six months** as on the last date for receipt of applications.
- i) Candidates employed in Central/State Government Departments, Public Sector Enterprises etc. (including candidates engaged on Contract basis) shall produce **NO OBJECTION CERTIFICATE (NOC)** in original from their current employer, during Document Verification, failing which they will not be eligible to appear for interview.
- j) Candidates found eligible to appear for Interview will be reimbursed/ paid AC II Tier / AC III Tier train fare / Bus fare from the contact/ mailing address to the venue of interview by shortest route, on production of proof of journey as per rules of the Company.
- k) **Experience:**
- i) In case of experience possessed by candidates engaged on contract basis directly by PSUs/Central/State Governments, **experience certificate** is to be produced from such PSUs/Central/State Government etc., indicating the contract engagement. As regards NOC, 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.
  - ii) In case of experience possessed by candidates engaged on contract basis directly by Private Organizations, **experience certificate** is to be produced from such organization indicating the contract engagement. Such experience will be considered subject to scrutiny in terms of nature of experience, responsibilities, assignments, etc.
  - iii) 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.
  - iv) The experience possessed by candidates in the executive cadre of the concerned PSU/Central/State/Private Organizations only will be considered eligible.
  - v) If the candidates claim post-qualification experience in PSUs/Government/Semi-Government organizations, they should possess prescribed minimum number of years of experience in the next below Grade or in the equivalent post as stipulated above.
  - vi) 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. Years of experience will be counted as on date of this notification.
  - l) Candidates, who have left a PSU after availing benefits under Voluntary Retirement Scheme (VRS), if selected for the posts in HAL, will be required to return the VRS compensation to the PSU concerned.
- m) The present vacancies are identified to be filled-up by external candidates only, through Direct Recruitment. Therefore applications of internal candidates, if any, will not be considered.
- n) Name of candidate, Date Of Birth, Father's/Mother's Name should be filled in the Application as mentioned in Matriculation/ 10<sup>th</sup> Standard or equivalent certificate (OR) Mark sheet of Matriculation/10<sup>th</sup> 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 (in case of Tamil Nadu & Kerala).
- o) Candidates are required to furnish detailed break-up of their experience. Applications that are not in conformity with the requirements indicated in this advertisement / incomplete applications/ discrepancy in the information provided / applications received without required enclosures / applications received after the last date for submission will not be considered for the purpose of this advertisement. In such cases, the application fee paid by candidate will not be refunded. No communication will be sent to the candidates whose candidature is not considered to appear for interviews;
- p) Appointment of selected candidates is subject to receipt of (i) satisfactory Medical Reports from the HAL Industrial Health Centre as per the standards prescribed by HAL; (ii) verification of Caste and (iii) verification of Character & Antecedents from the concerned Authorities, as per the rules of the Company;
- q) Selected candidates will be on probation for a period of one year from the date of joining.

- r) Selected candidates will be posted at HAL Koraput Division or anywhere in India, based on the requirements of the Company. The candidates will not be allowed to apply for transfer to any other Division / Location of the Company for initial three years of service.
- s) 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, the candidature/ appointment will be considered as revoked / terminated at any stage of recruitment process or after recruitment or joining, without any reference given to the candidate;
- t) 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. The candidates are required to indicate a valid email ID legibly in the application form which is in regular usage. The email ID provided shall remain valid for a period of at least one year from the date of interview. Any further information / Corrigendum / Addendum would be uploaded only on HAL website ([www.hal-india.co.in](http://www.hal-india.co.in)).
- u) Canvassing in any form will disqualify the candidature;
- v) Candidates shall adhere to COVID -19 protocols enroute interview or at the time of joining, if selected.
- w) Any dispute/cause with regard to recruitment against this advertisement will be settled within the jurisdiction of **Koraput / Jeypore Court** only.

#### **10. PRE-EMPLOYMENT MEDICAL EXAMINATION**

- a) No individual will be appointed unless he/she is medically examined and found fit for employment by HAL. Applicants should meet the prescribed pre-employment medical examination standards. Relaxation of any kind in this connection will not be allowed.
- b) The prescribed Pre-Employment Medical Examination Standards are available at Career portal of HAL's website along with this advertisement.
- c) In respect of Persons with Benchmark Disabilities (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. PwBDs candidates will be subjected to pre-employment medical examination at HAL Industrial Health Centre, Sunabeda with regard to other medical parameters as per the revised standards of the Company.

#### **11. APPLICATION FEE (ONLINE):**

- a) Rs.500/- (Rupees Five Hundred only) (including applicable taxes) (excluding Bank's Commission) is to be paid as Application Fee. Candidates belonging to SC/ST/PwBD are exempted from the payment of Application Fee.
- b) Candidates are required to deposit the Application Fee to "**Hindustan Aeronautics Limited, A/C No.10575415610, SBI, Sunabeda Branch, IFSC Code; SBIN0001304**" through online mode only. No other form of payment is accepted.
- c) HAL will not be responsible in case a Candidate deposits the Application Fee to an account other than the one cited at Para 11 (b) above. Applicants shall deposit the exact application fees of Rs. 500/- in a single instance and not otherwise. Candidates are also advised to refrain from making payment of application-fees more than once. Application Fee once paid will not be refunded under any circumstances.
- d) Candidates are therefore requested to verify their eligibility before paying the Application Fee. Candidates shall forward the proof of having paid the application fees along with the application, in applicable cases, for their candidature/ applications to be considered for the purpose of this advertisement/notification. Non-compliance to the instructions for payment of application fee shall render the application invalid. No communication to this effect will be made to such applicant/s.

#### **12. HOW TO APPLY:**

- a) Candidate is required to download the "Application Form" from Careers link at HAL website [www.hal-india.co.in](http://www.hal-india.co.in)
- b) The Candidate shall fill in all relevant details in the application form, affix his/ her latest passport size photograph, sign the application form at designated place and forward the same by email to [recruitment.koraput@hal-india.co.in](mailto:recruitment.koraput@hal-india.co.in). The same is to be forwarded by post as well, such that the application reaches the Sr. Manager (HR), HAL, Koraput Division, Sunabeda, Odisha on or before the last date for receipt of application.

- c) Self-attested copies of all the relevant testimonials/documents shall also be forwarded along with the application form to substantiate the details filled therein. Documents forwarded shall be scanned with adequate resolution to ensure legibility as attachment only.
  - d) This notification is valid for the period from 12<sup>th</sup> April, 2023 to 3<sup>rd</sup> May, 2023. All applications shall reach [recruitment.koraput@hal-india.co.in](mailto:recruitment.koraput@hal-india.co.in) within the valid period only. Applications received during the valid period shall be considered for the purpose of this advertisement/ notification.
  - e) Candidates shall ensure their eligibility for the posts notified prior to forwarding the application form.
- 13. CORRESPONDENCE:** All queries in connection with this notification may please be forwarded to the following email id: [recruitment.koraput@hal-india.co.in](mailto:recruitment.koraput@hal-india.co.in)

Sd/-  
**Manager (HR)**  
**Recruitment Cell,**  
**HR Department, HAL,**  
**Koraput Division, Sunabeda,**  
**Koraput, Odisha**

**CHECK-LIST FOR DOCUMENTS TO BE ATTACHED SELF ATTESTED PHOTO COPY ALONG WITH APPLICATION:**

- a) SSC / SSLC /Matriculation /10<sup>th</sup>Class Marks Sheet / Certificate (in support of Date of Birth).
- b) Mark Sheets of Qualification(s) prescribed and Provisional/Original Degree Certificates.
- c) Documents in proof of Experience issued on an authentic letterhead by a Competent Authority.
- d) Latest salary certificate / Salary-slip (from the present employer / establishments)
- e) NO OBJECTION CERTIFICATE (NOC) from the employer, if applicable.
- f) Category Certificate [SC / ST / OBC (Non Creamy Layer)], if applicable.
- g) Income & Asset Certificate [only for Economically Weaker Sections (EWSs)].
- h) Discharge certificate (only for Ex-Servicemen) , if applicable
- i) Certificate of Jammu & Kashmir Domicile from 01.01.1980 to 31.12.1989, if applicable.
- j) Disability Certificate for PwBDs from Competent Authority, if applicable.
- k) Registration Certificate with any state Medical Council under Medical Council of India (MCI) Act.
- l) Soft-copy of Passport size photograph not older than 6 months from the last date for receipt of applications.
- m) Proof of having paid the application fees in the account of HAL Koraput Division, Sunabeda

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