



**HINDUSTAN AERONAUTICS LIMITED  
BANGALORE COMPLEX  
MEDICAL & HEALTH UNIT**

**(Notification No. : M&H/HR/25/07/2019 dated 07-08-2019)**

**Recruitment for filling up of unfilled vacancies for Ex-servicemen for the post of DRESSERS.**

Hindustan Aeronautics Limited (HAL), a Navaratna Central Public Sector Undertaking is a premier Aeronautical Industry of South East Asia, with 20 Production / Overhaul / Service Divisions and 11 co-located R & D Centers spread across the country. HAL's spectrum of expertise encompasses Design, Development, Manufacture, Repair, Overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Industrial Marine Gas Turbines, Accessories, Avionics & Systems and Structural Components for Satellite & Launch Vehicles.

M&H Unit, Bangalore Complex is a 220 bedded Hospital and is in the process of inducting Ex-Servicemen for the post of DRESSERS on tenure basis for a maximum period of four years in the Non-Executive cadre. Number of Post, Qualification, Post-Qualification Experience requirement etc., are as follows:-

Sl. No	Trade	No. of Ex-servicemen to be inducted (Posts) in Channel –B (Scale-4)	Qualification for induction	Post - Qualification Experience
1	DRESSERS	2	PUC with Certificate of Training in First Aid from Indian Red Cross or St. John's Ambulance Association OR similar recognized organization	Post qualification experience as Dresser preferred

(The number of vacancies can be modified as per the discretion of the Management)

**Qualification Requirement**

- Qualification requirement for the above post is PUC (full time & regular) by passing the prescribed Tests and the Certificate should have been issued by the concerned Board (Govt. Recognised), . In addition to the above, the candidate should have a Certificate of Training in First Aid from Indian Red Cross OR St. John's Ambulance Association OR similar recognized Organisations.
- Candidates with Part Time / Correspondence / Distance Education / E-learning qualification **will not be eligible to apply.**
- Candidates possessing higher qualifications than the required qualification indicated in the Advertisement / Notification against the post need not apply. Candidate pursuing / enrolled for any other qualifications should mandatorily indicate the same in the application format. **All the Qualifications possessed by the candidates as also Qualifications / Courses being pursued by them at the time of submitting the Application for employment, are to be clearly indicated and Qualifications / Courses which are being pursued / currently undergoing are**

**to be indicated in the Application while submitting the same for notified post in HAL.** Candidature of such personnel who possess higher qualification than the required qualification indicated in the Advertisement / Notification and who apply for the post, will be rejected at any stage of the Recruitment or Selection.

### **Experience Requirement**

Working experience as a Dresser in a reputed Hospital is preferred. The Job specification for the trade is attached in Annexure-1(A).

### **Age Limit / Relaxation / Concession**

- The upper age limit as on **01-08-2019** is 28 years. However, Ex-Servicemen who have put in not less than six months of continuous service in the Armed Forces of the Union, shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post or service by more than 3 years, he/she is deemed to satisfy the condition regarding the age limit.
- The upper age limit is further relaxable by 5 years in respect of SC/ST and 3 years in respect of OBC (Non-Creamy layer) candidates. Candidates belonging to OBC category are required to produce recently obtained Non-creamy layer Certificate in proof of their Community (not older than 6 months) as on **01-08-2019** stating that they do not come under the creamy layer from the Competent Authority, in the Central Govt. format at the time of document verification. Candidates belonging to the SC/ST category are also required to produce their community certificate in proof of their community at the time of document verification in the prescribed format. In respect of Persons with Disability (PWDs), upper age limit is relaxable by 10 years which will be over and above the relaxation admissible for candidates belonging to SC/ST/OBC mentioned above.
- For candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period 01.01.1980 to 31.12.1989, upper age limit is relaxable by 5 years.
- Upper age limit with all relaxations shall not exceed 55 years as on **01-08-2019**.
- Reservations of posts are as per rules.

### **Application Fee**

- Rs.200/- (Rupees Two Hundred only) towards Application Fee. (In addition, Bank charges extra, as applicable). The application fee is non-refundable. Candidates belonging to SC/ST/PWD/XSM candidates sponsored by Sainik Welfare/Resettlement Boards etc., are exempted from the payment of application fee.
- The above Application Fee is to be paid online through RTGS. The details for RTGS payment are detailed below:

**Bank Account Name- HAL HOSPITAL**  
**Bank Name-State Bank of India**  
**Branch Name- HAL Branch, Bangalore**  
**Bank Account No- 10918220668**  
**IFSC Code-SBIN0001114**

- Candidates are required to provide details of the Application Fee paid in the Online Application Form failing which the application will be treated as incomplete and will not be accepted. Application fee paid till the last date of submission of online application.

- Application Fee once deposited into Company's account will not be refunded under any circumstances, even if the candidate is unable to apply Online or due to being ineligible at the time of applying or rejection of application Online. Therefore, before depositing the application fee, candidates should ensure that they meet all the eligibility criteria.

### **Selection Procedure**

- Eligible candidates who apply online, based on the initial screening only will be considered for the Written Test, subject to their meeting notified criteria. The minimum cut off percentage of marks to be scored by the candidates in the qualifying i.e. PUC are as follows:

<b>Sl No</b>	<b>Category</b>	<b>Minimum Percentage (%) of marks</b>
<b>1</b>	<b>OBC/UR</b>	<b>60</b>
<b>2</b>	<b>SC/ST</b>	<b>50</b>

- If the number of candidates with the above percentage (%) of marks are large in number, the Company reserves the right to decide the cut off percentage for calling the candidates for the Written Test, based on the marks secured in the qualifying examination prescribed for a particular trade/discipline.
- The place of Written Test centre is Bangalore. The date and time of the Written Test will be intimated to the short listed / eligible candidates by E-Mail / HAL website (in the Email ID provided in the Application Format by the candidate). Candidates are required to possess a valid E-mail ID and Mobile No. which is to be entered in the application blank, so that intimation regarding the Written Test can be sent. The same also will be hosted on the HAL Website ([www.hal-india.co.in](http://www.hal-india.co.in)).
- There will be no negative marking in the Written Test. Final selection will be made on the basis of performance in the Written Test and Document Verification.
- Selection of candidates in the written test is provisional and is subject to document verification as indicated above in terms of age, prescribed educational qualification, date of birth, experience, disability, sub-disability, caste(whenever applicable). The candidates should bring all the relevant original certificates / testimonials etc along with one set of self attested photo copies at the time of document verification.
- Engagement of selected candidates is subject to Verification of Caste (wherever applicable) and Character & Antecedents from the concerned Authorities, as per the Rules of the Company.
- Candidates qualifying in the written test will be called for Document Verification in the order of merit, wherein candidates will be required to produce Original Testimonials / Documents in support of Age, Qualification; Caste/Tribe /Class; Experience and other advertised eligibility criteria. Inability of the candidates to produce the requisite documents at the time of Documents Verification shall render them liable for non-consideration of their candidature.
- 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, additional candidates will be called for Document Verification in the order of Merit (Discipline/trade wise). The number of additional candidates called for Document Verification will be limited to the number of candidates rejected.
- Candidates qualifying in the Document Verification Stage, as above, will be issued the Provisional Offer of Engagement.

- Candidates attending the Document Verification would be reimbursed Travelling Allowance (TA) i.e., Sleeper Class / II Class Train Fare by the shortest route to production of proof of travel (Original onward journey ticket and photocopy of return journey ticket), failing which TA will not be paid. In case the candidate travel by other modes of transport, he/she will be reimbursed the fare limited to the shortest route by train or actual expenses, whichever is less, on production of proof. It may be noted that no Travelling Allowance will be paid to candidates called for Written Test. However, if the Written Test and the Document Verification are held at one and the same Station and on the same/adjacent days, the candidates who qualify the document Verification stage would be paid Travelling Allowance, as per their entitlement, for one journey to and from the place of Selection.

### **Medical Examination**

Candidates provisionally selected will have to undergo a Pre-Employment Medical Examination before joining HAL. Applicants should meet the Medical Standards as prescribed by the Company (Concerned Authority in respect of PWD candidates). Appointment of selected candidates is subject to receipt of satisfactory medical report from Company's doctor as per the medical standards of the Company. No relaxation in Health Standards will be allowed.

### **Tenure Of Engagement**

The selected candidates will be engaged on tenure basis for a maximum period of four years from the date of engagement. The tenure will come to an end automatically on completion of four years period from the date of joining, without any further notice. The employment can be terminated, at any time, during the period of tenure engagement, by giving one month's notice by either party or payment of the Basic Pay + DA components in the Consolidated Remuneration in lieu of the Notice. The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company. The personnel selected will be deployed in shifts.

### **Place of Posting**

Selected candidates will be posted at HAL Hospital. No request for change of posting will be entertained after joining. However, they are liable to be transferred / posted to any place in India where HAL has Divisions / Offices / Indian Airforce Bases, based on organizational requirement.

### **Remuneration**

The selected candidates for the post indicated will be paid consolidated emoluments based on their Post Qualification Experience. The Consolidated emoluments will be Rs.15000/- per month, approximately(Basic Pay + Personal Pay) , at the minimum level of induction. In addition the selected candidates will also be entitled to other benefits / incentives like DA (revised every Quarterly as per the rates applicable to the regular Workmen of the Company) on the Basic Pay + Personal Pay, Special Allowance, HRA (if Company Quarters is not provided), Washing Allowance, Conveyance Reimbursement - Two Wheeler, Conveyance Maintenance, Medical Reimbursement, Canteen Allowance (Meal Coupons), Monthly Incentive, PF, as per rules.

### **Other Benefits And Terms & Conditions**

The selected candidates will also be entitled for Holidays / Leave, Uniform as per Company rules. The selected personnel will be governed by various Company Rules & Regulations in carrying out the assigned tasks and their conduct, like Standing Orders, Transferability to other Departments or Divisions or Places.

### **How to Apply**

- *The website will be kept open between 09:00 hrs on 07.08.2019 till 24:00 hrs on 27.08.2019 for this purpose.*
- Candidates are allowed to apply only once and applications once submitted cannot be altered under any circumstances. Candidates are required to possess a valid E-mail ID and Mobile number which is to be entered in the application blank, so that intimation regarding the written test, document verification, medical test etc. can be sent. HAL will not be responsible for bouncing of E-mail sent to the candidates.
- On submission and acceptance of the application, system will generate the registration acknowledgement form along with the application reference number allotted, which will be used for future reference.
- Request for change of mailing Address, category, Discipline as declared in the application will not be entertained.
- If the information / Certificates furnished by the candidates in any stage is found to be false or incomplete or is not found to be in conformity with eligibility criteria mentioned in the Notification, the candidature/engagement will be considered as revoked / terminated at any stage of recruitment process or after recruitment or joining , without any reference given to the candidate.
- The last date for submission of the online application is **27.08.2019**. No application will be accepted in person/e-mail/fax etc.,

### **General Conditions**

- Only Indian Nationals are eligible to apply.
- Candidates employed in Central / State Government/ Public Sector Undertakings etc., (**including candidates engaged on Contract basis therein**) should produce No Objection Certificate (NOC) at the time of document verification failing which they will not be issued with the Provisional Offer of Engagement and will not be eligible for payment of Travelling Allowance.
- The Date, Time and Venue for Document verification will be intimated to the candidates who are provisionally selected in the Written Test via E-mail (in the E-mail ID provided in the Application Format by the candidate). The same will also be hosted on the HAL Website ([www.hal-india.co.in](http://www.hal-india.co.in)). All correspondences to the candidates will be made via E-mail on the E-mail ID provided by the candidate at the time of online application. No other method of communication will be adopted. Necessary information regarding the selection, written test etc. will be hosted on our Website from time to time.
- Age and experience will be reckoned as on **01.08.2019**.
- All qualifications should be from Indian Universities/ Institutes recognized by appropriate Statutory Authorities/Recognized Organizations in the Country.
- While applying for the post, the applicant should ensure that he/she fulfils the eligibility and other norms as mentioned above as on the specified dates and that the particulars furnished by him/her are correct in all respect. Furnishing wrong / incorrect information or suppression of relevant information will lead to rejection of candidature and the application will be out-rightly rejected.

- Screening and short listing for the Written Test will be based on the details provided by the candidate. Hence it is necessary that applicants should furnish only accurate, full and correct information.
- Appearance of the shortlisted candidates in the Written Test is provisional and it does not entitle them for any claim for the post. They will be treated as debarred ab-initio at any stage of the selection process in case they do not fulfill essential eligibility criteria.
- The decision, of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, Conduct of Written Test etc will be final and binding on candidates.
- Candidates shortlisted for Written Test will be purely provisional without verification of Age, Qualification, category (SC/ST/OBC / PWD / XSM etc.) of the candidates.
- Mere meeting the conditions of the Notification by the candidate(s) will not automatically entail them to be called for Written Test / Document Verification / Selection and engagement.
- HAL reserves the right to cancel/restrict/modify the notification criteria/recruitment process and / or the Selection Process there under, without issuing any further notice whatsoever.
- The number of vacancies can be modified as per the discretion of the Management.
- These vacancies are identified to be filled up by external candidates only, through Direct Recruitment. Therefore, Application of internal candidates, if any, will not be considered.
- Applicants having Work Experience in Private Sector Organizations are required to submit an Experience Certificate on the letterhead of the Company at the time of document verification. The letter head of the Company should have details of the Company. Candidate having age relaxation will not be issued the provisional offer without producing experience certificate in the letterhead of the Company.
- Any sort of Canvassing or Influencing of the Officials related to Recruitment/ Selection Process would result in immediate disqualification of the candidates.
- Candidates should clearly mention all the details sought in the Application Format. In case of no clarity/discrepancy in the information provided, Application will be summarily rejected. No communication will be sent to the candidates.
- While applying for the post the applicant should ensure that he/she fulfills the eligibility and other norms as mentioned above as on the specified dates and that the particulars furnished by him/her are correct in all respect.
- Engagement of selected candidates is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the standards prescribed by HAL and verification of Caste, Character and Antecedents from the concerned Authorities as per the rules of the Company and Vigilance Clearance (As applicable).
- In case of any particular clarification/query, the candidates can write to HAL, Medical & Health Unit, Bangalore at [hr.medical@hal-india.co.in](mailto:hr.medical@hal-india.co.in) / contact us at 080-22323005 / 22328082 / 22328023.
- Court of jurisdiction for any dispute/cause will be Bangalore.

\* \* \*

**JOB SPECIFICATIONS**

- ❖ To attend to the dressing of all types of wounds and injuries;
- ❖ To sterilize the instruments and all other dressing materials;
- ❖ Will be responsible for the safe custody and proper maintenance of linen, surgical instruments and other equipments and also Dressing Room;
- ❖ Prepare anti-septic lotions as per the instructions of the In-charge Doctor / Nursing Staff;
- ❖ To re-fill First Aid Kits/Boxes in the Hospital area;
- ❖ Observe Universal aseptic precautions strictly and ensure compliance of Bio-Medical Waste Management guidelines;
- ❖ Prepare splints, fracture bandages and undertake cutting and rolling of bandages, etc.,
- ❖ Check First Aid Kits of Cardiac Ambulance;
- ❖ In the ICCU Ward, the following duties are required to be performed as and when required and instructed by the In-Charge Doctor/Duty Doctor / Nursing In-Charge :-  
Taking ECG, Nebulisation Services, to check RBS, Dressing activities, prepare/make Beds for the patients, Oxygen services to the Patients, assisting in RT feeding and preparation/keep ready the Dressing materials and any other emergencies in the ICCU Room.
- ❖ Any other duties assigned from time to time.

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

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

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

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

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

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

Place  
Date

Signature  
Designation \_\_\_\_\_  
(With seal of office)  
State / Union Territory

Please delete the words, which are not applicable

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



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

This to certify that Shri / Smt / Kumari \_\_\_\_\_, son /  
daughter of \_\_\_\_\_, of Village /  
Town \_\_\_\_\_ in District /  
Division \_\_\_\_\_ in the State /  
Union Territory \_\_\_\_\_ belongs to  
the

Community which is recognized as a Backward Class under the Government of  
India, Ministry of Social Justice and Empowerment's Resolution No. \_\_\_\_\_,  
dated \_\_\_\_\_. Shri / Smt / Kumari \_\_\_\_\_ and / or his/her family ordinarily  
reside(s) in the \_\_\_\_\_ District / Division of the \_\_\_\_\_  
State/Union Territory. This is also to certify that he/she does not belong to the persons/sections  
(Creamy Layer) mentioned in column 3 of the Schedule to the Government of India. Department  
of Personnel and Training. O.M No 36012/22/93- Estt. (SCT), dated 8-9-1993\*\*.

**District Magistrate, Deputy Commissioner, etc**

**Dated:**

SEAL

\*The authority issuing the certificate may have to mention the details of Resolution of  
Government of India, in which the caste of the candidate is mentioned as OBC.

\*\* as amended from time to time

Note: - The term 'Ordinarily' used here will have the same meaning as in Section 20 of the  
Representation of the people's Act, 1950

**DISABILITY CERTIFICATE**

Certificate No.:

Date:

This is to certify that we have carefully examined Shri./ Smt./ Kum. \_\_\_\_\_

\_\_\_\_\_ Son / Daughter / Wife  
of Shri. \_\_\_\_\_ Age \_\_\_\_\_

Registration No. \_\_\_\_\_ Permanent resident  
\_\_\_\_\_ Ward / Village / Street \_\_\_\_\_ Post Office \_\_\_\_\_

District \_\_\_\_\_ State \_\_\_\_\_ Whose

photograph is affixed above, and are satisfied that:

A) He / She is a case of \_\_\_\_\_  
Disability.

His / Her extent permanent physical impairment / disability has been evaluated as per guidelines (to be specified) for the disabilities ticked below and shown against the relevant disability in the table below:

Sl. No	Disability	Affected part of Body	Diagnosis	Permanent Physical impairment /
1	Locomotors Disability	@		
2	Low vision	#		
3	Blindness	Both eyes		
4	Hearing impairment	£		
5	Mental retardation	X		
6	Metal – illness	X		

B) In the light of the above, his / her overall permanent physical impairment as per 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 \_\_\_\_\_ years \_\_\_\_\_  
months and

therefore this certificate shall be valid till \_\_\_\_\_  
years.

@ e.g. Left / Right / Both arms / Legs

# e.g. Single eye / Both eyes

£ e.g. Left / Right / Both ears

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

Nature of Document	Date of issue	Details of authority issuing Certificate

Name & Seal of Member

Name & Seal of Member

Name & Seal of the Chairperson