



Advt No : HR/E/10/2022

Hindustan Aeronautics Limited (HAL), a Navratna Central Public Sector Undertaking, is a premier Aeronautical Industry of South East Asia and amongst the biggest Defense and Aerospace Manufacturers in the world with 21 Production/Overhaul/Service Divisions and 10 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 and Marine Gas Turbines, Accessories, Avionics & Systems and Structural Components for Satellites and Launch Vehicles.

Aircraft Division, Nashik is an independent profit centre currently engaged in the overhaul of Su-30 MKI aircraft under license and repair/overhaul of MiG-21/27M aircraft variants, BISON, Su-30MKI Aircraft and their aggregates. HAL Nashik is also involved in mid-life upgrade and modification of various types of Russian origin aircrafts, providing design & development support to MiG-21 series, MiG-27M and SU-30MKI series Aircraft and its systems.

HAL offers a challenging and rewarding career to individuals who want to contribute towards nation building. Currently, HAL Aircraft Division, Nashik is looking for Doctors for appointment **as Senior Medical Officer /Medical Superintendent to be posted in HAL Industrial Health Centre, Nashik.**

A.DETAILS OF VACANCIES

S. No	Advt. No	Name of the Post and Discipline	No. of Post(s)	Reservations	Grade	Pay Scale
1.	No.HR/MS/01	Senior Medical Officer / Medical Superintendent (Surgery)	01	UR- 03 SC-01	III/IV	Rs. 50000-160000 (Grade III) Rs. 60000-180000 (Grade IV)
2.	No.HR/MS/02	Senior Medical Officer / Medical Superintendent (Orthopedics)	01		III/IV	Rs. 50000-160000 (Grade III) Rs. 60000-180000 (Grade IV)
3.	No.HR/MS/03	Senior Medical Officer / Medical Superintendent (Pediatrics)	01		III/IV	Rs. 50000-160000 (Grade III) Rs. 60000-180000 (Grade IV)
4.	No.HR/MS/04	Senior Medical Officer / Medical Superintendent (Gynecology)	01		III/IV	Rs. 50000-160000 (Grade III) Rs. 60000-180000 (Grade IV)

(UR-UnReserved, SC-Scheduled Caste / ST-Scheduled Tribe / OBC-Other Backward Classes (Non-creamy layer)/EWS-Economically Weaker Section / PwBD-Persons with Benchmark Disability)

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

Name of the Post	Physical Requirement	Categories of disabled suitable for Post
Senior Medical Officer / Medical Superintendent (Pediatrics)	S, ST, W, BN, MF, RW, SE, H, C	OL

- 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 relaxations as permissible under the rules.
- **ABBREVIATIONS USED:**S=Sitting, ST=Standing, W=Walking, BN=Bending, MF=Manipulation by Fingers, RW=Reading & Writing, SE=Seeing, H=Hearing, C=Communication, OL=One Leg Affected (Right or Left), UR=Unreserved.

B. QUALIFICATION(S) AND POST PROFESSIONAL QUALIFICATION EXPERIENCE

(i) ESSENTIAL/PROFESSIONAL QUALIFICATION(S)

Advt.No.	Name of the Post Discipline	Grade	Qualification
No.HR/MS/01	Senior Medical Officer / Medical Superintendent (Surgery)	III/IV	MBBS with MS/DNB (General Surgery)
No.HR/MS/02	Senior Medical Officer / Medical Superintendent (Orthopedics)	III/IV	MBBS with MS/DNB /Diploma(Orthopedics)
No.HR/MS/03	Senior Medical Officer / Medical Superintendent (Pediatrics)	III/IV	MBBS with MD/DNB/DCH (Pediatrics)
No.HR/MS/04	Senior Medical Officer / Medical Superintendent (Gynecology)	III/IV	MBBS with MD/MS/DNB /DGO (Obstetrics & Gynecology)

Qualifications should be recognized by the Medical Council of India. They should have registered with any state Medical Council under Medical Council of India Act.

(ii) POST PROFESSIONAL QUALIFICATION EXPERIENCE

Grade	Minimum number of years of relevant post professional qualification experience	
	MBBS + PG Diploma	MBBS + PG Degree
III	1	Nil
IV	4	3

For the Posts in Grade-III:

1. Candidates possessing **MBBS + PG Diploma** should have at least **one year** relevant experience in the concerned specialty **after acquiring the Post-Graduate Diploma.**
2. Candidates possessing **MBBS+PG Degree** need not have any relevant experience in the concerned specialty, after acquiring the Post-Graduate Degree.

For the Posts in Grade-IV:

1. Candidates possessing **MBBS + PG Diploma** should have at least **four years** relevant experience in the concerned specialty **after acquiring the Post-Graduate Diploma.**
2. Candidates possessing **MBBS+PG Degree** should have at least **three years** relevant experience in the concerned specialty, **after acquiring the Post-Graduate Degree.**

C. AGE LIMIT AND RELAXATIONS

Sl.No	Advt.No.	Name of the post and discipline	Grade	Maximum Age Limit as on 01.09.2022
1	No.HR/MS/02	Senior Medical Officer / Medical Superintendent (Surgery)	III/IV	45 Years
2	No.HR/MS/02	Senior Medical Officer / Medical Superintendent (Orthopaedics)	III/IV	45 Years
3	No.HR/MS/03	Senior Medical Officer / Medical Superintendent (Pediatrics)	III/IV	45 Years
4	No.HR/MS/04	Senior Medical Officer / Medical Superintendent (Gynecology)	III/IV	45 Years

1. Relaxation/concessions for candidates belonging to SC/ST/OBC/XSM & PwBD would be made as per Company Rules. Relaxation upto 5 years is admissible for the candidates belonging to SC/ST category for Reserved Posts under SC/ST category.
2. Relaxation upto 3 years is admissible for the candidates belonging to OBC (Non-Creamy Layer) for Reserved Posts under OBC (Non-Creamy Layer) category. The Non-creamy Layer certificate in the Central Govt. format produced by the OBC candidates should not be older than 6 months at the time of document verification.
3. Relaxation will be extended as per rules with respect to Ex-servicemen/Commissioned Officers/ECOs/SSCOs who have rendered at least 5 years of service and have been released on completion of assignment.
4. Upper age limit is relaxable by 10 years for Persons with Benchmark Disabilities (PwBDs) candidates/Physically Handicapped (PH) persons. Relaxation of age limit is applicable for PwBDs irrespective of the fact whether the post is reserved or not, provided the post is identified/suitable for Persons with Benchmark Disabilities (PwBDs). Persons with 40% or more relevant disability only are eligible to apply for PwBD posts. The Candidates are required to produce the Original Disability Certificate issued by the Competent Authority in the prescribed format only at the time of Document verification.
5. For candidates who had ordinarily been domiciled in the state of Jammu & Kashmir during the period from 1.1.80 to 31.12.89, the upper age limit is relaxable by 5 years.
6. EWS (Economically Weaker Sections): Reservation for candidates belonging to the EWS category will be as per the prevalent Government Directives.
7. Upper age limit with all relaxations shall not exceed 55 years, except for the candidates belonging to PwBD category in which case the upper age limit with all relaxations shall not exceed 56 years.

D. REMUNERATION AND OTHER BENEFITS

1. The selected candidates will be eligible for Grade III/IV with pay scale **50000-3%-160000 (Grade-III) or 60000-3%-180000 (Grade IV)** as per qualification and experience.
2. Dearness Allowance on the Basic Pay (**current DA Rate is 34.8% of Basic Pay**).
3. Annual increment admissible would be 3%.
4. Non-practicing Allowance (NPA) for doctors would be **20%** of running Basic pay.
5. Perquisites and Allowances under the cafeteria system would be @ **35%** of the running Basic pay.
6. Performance Related Pay (PRP) will be paid out annually based on Individual, Division and Organizational performance not exceeding maximum of **40%** of Annual Basic Pay.
7. Unfurnished rent-free accommodation will be provided.
8. Other benefits such as Provident Fund, Gratuity, Casual Leaves, Vacation Leaves, Medical Facilities, HAL defined contributory Pension scheme etc. will be admissible as per company rules.
9. The fixation of pay in case of PSU/Government Department, Armed Forces who are currently employed with government department/ PSU will be in accordance with the extant rules of HAL.

E. JOB DESCRIPTION

S. No	Advt.No	Name of the Post and Discipline	Job Specifications/Job Descriptions/Experience Requirements
1.	No.HR/MS/01	Senior Medical Officer / Medical Superintendent (Surgery)	<ul style="list-style-type: none"> To treat outdoor as well as indoor patients. To run Surgery OPD & take rounds of surgery in indoor section To perform minor & major surgeries related to the field of General Surgery. To perform emergency operations related to field of General Surgery To attend emergencies related to field of General Surgery. To perform general duties as assigned
2.	No.HR/MS/02	Senior Medical Officer / Medical Superintendent (Orthopaedics)	<ul style="list-style-type: none"> To treat outdoor as well as indoor patients. To run Orthopaedic OPD & take rounds of Orthopaedics in indoor section. To perform minor & major orthopaedic surgeries and emergency surgeries related to orthopaedics & trauma. To attend orthopaedic emergencies. To perform general duties as assigned.
3.	No.HR/MS/03	Senior Medical Officer / Medical Superintendent (Pediatrics)	<ul style="list-style-type: none"> To treat outdoor as well as indoor patients in the department of Pediatrics. To run Paediatric OPD & take clinical rounds of Paediatric patients admitted in indoor section. To attend emergency calls pertaining to Paediatric patients. To attend caesarean section calls and normal delivery calls for resuscitation of newborn. To run immunization clinic, under five clinics & other specialized clinics in the field of Pediatrics. To perform general duties as assigned.
4.	No.HR/MS/04	Senior Medical Officer / Medical Superintendent (Gynecology)	<ul style="list-style-type: none"> To treat outdoor as well as indoor patients in the department of Obstetrics & Gynecology. To run Obstetrics & Gynecology OPD & take clinical rounds of Obstetrics & Gynecology patients admitted in indoor section. To attend emergency calls pertaining to Obstetrics & Gynecology. To perform elective major & minor surgeries pertaining to Obstetrics & Gynecology. To perform emergency caesarean sections/attend normal labour calls. To run specialized clinics like Antenatal Clinic To perform general duties as assigned.

F. PRE-EMPLOYMENT MEDICAL EXAMINATION

1. Applicants should be of sound health and should meet the medical standards prescribed by the Company.
2. 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.
3. With respect to Persons with Benchmark Disabilities (PwBD), 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 the Physically Handicapped. PwBD candidates will be subjected to pre-employment medical examination at HAL Industrial Health Centre, Nashik with regards to other medical parameters as per the revised standards of the company.

G. APPLICATION FEE

Application fee is Rs.500/- which is non-refundable (exempted in case of SC/ST/PwBD/Ex-Servicemen category). The application fee is to be sent in the form of crossed Demand Draft drawn in Favour of Hindustan Aeronautics Limited payable at State Bank of India, Ojhar Township (**SBI Branch Code: 1196**). Application **fee will not be** refunded under any circumstances, even if the candidate is not eligible at the time of applying or rejection of application etc. Therefore, before forwarding the application, candidates are required to ensure that they meet all the eligibility criteria.

H. PROCEDURE TO APPLY

1. Interested and eligible candidates may download the application form from HAL website and send the applications, duly filled, in the prescribed format as per **Annexure-I** along with the following documents:

- i. Self attested document in support of Date of Birth (Birth certificate or SSLC certificate).
- ii. Self attested qualification certificates and Semester wise/year wise Mark sheets for Xth, XIIth, Diploma, Degree, Essential Qualification(s), Additional Qualification(if any) etc.
- iii. Self attested copy of MCI certificate.
- iv. Self attested Caste/Tribe certificates (SC/ST/OBC (NCL) in prescribed format issued by the Competent Authority as prescribed by the Government of India. OBC (NCL) certificate should be the latest one.
- v. Disability certificate (only if applicable).
- vi. Self attested domicile certificate in case of candidates from Jammu & Kashmir (if applicable).
- vii. Self attested document proof for Ex-servicemen discharge book (if applicable).
- viii. Self attested experience certificates for all previous employments and appointment letter for current employment (if applicable) in the letter head of the company.
- ix. 'No Objection certificate' if the candidate is working in a government/semi-government/PSU.

2. The aforementioned documents need to be sent by post so as to reach on or before **31st October 2022** to the following address:

**The Chief Manager (HR),
Hindustan Aeronautics Limited, Aircraft Division,
Ojhar Township Post Office, Taluka-Niphad,
Nashik- 422207, Maharashtra**

3. The envelope containing the application form and documents should be superscribed with "Application for <The post being applied for>" in block letters. The company shall not take any responsibility for any delay in receiving the application forms or loss in postal transit. Applications received after due date will not be entertained.

4. Candidates are required to possess a valid e-mail ID, so that intimation regarding interview can be sent on the same. HAL will not be responsible for bouncing of e-mails sent to the candidates. However, from time to time, necessary information will be hosted on HAL website.

I. SELECTION PROCESS

Post name and discipline	Selection Procedure
Senior Medical Officer / Medical Superintendent (Surgery)	1. The selection for the posts will be done through Personal Interview.
Senior Medical Officer / Medical Superintendent (Orthopedics)	2. For shortlisting of candidates for the interview, those possessing more relevant experience will be considered first. In case of a tie in relevant experience, the candidates who would have secured more aggregate marks in the qualifying examination will be considered first. In case the marks are also same, seniority in age will be considered to decide the shortlist. Scrutiny / Shortlisting of Applications will be done as per company Rules.
Senior Medical Officer / Medical Superintendent (Pediatrics)	
Senior Medical Officer / Medical Superintendent (Gynecology)	

J. GENERAL CONDITIONS

1. Only Indian Nationals can apply.
2. Age, Qualification and Experience are to be calculated as on **01.09.2022**.
3. Candidates are allowed to apply only once and application details once sent cannot be altered at any point.
4. Candidates possessing only regular/full time qualifications prescribed above are eligible to apply. In other words, candidates with qualifications acquired through part time/correspondence/distance education/e-learning courses are not eligible to apply.
5. The total maximum marks and total marks obtained for all semesters/years will be summed up to arrive at the aggregate percentage marks. No rounding off will be done. No weightage will be given to any particular semester or year. Candidates must indicate the aggregate marks (of all semesters/years put together).
6. Mere submission of application will not entail right for claiming employment.
7. Candidates who are employed in government/semi-government/public sector undertakings should apply through their employers i.e. through proper channel. Further, such candidates are required to produce '**No Objection Certificate**' at the time of Interview from their employer failing which they will not be permitted to appear for the interview under any circumstances.
8. **Experience:**
 - (a) 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. With regards to No Objection Certificate, the same needs to be in line with the terms, conditions and rules applicable for such contract engagement in the concerned organization.
 - (b) 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.
 - (c) 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.
 - (d) 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.

- (e) If the candidate claims post-qualification experience in PSUs/Govt./Semi-govt. organizations, they should possess prescribed minimum number of years of experience in the next below grade or in the equivalent post.
 - (f) In the absence of proper experience certificates, candidates shall be required to attach joining and relieving letters. In case of serving employees, latest salary slip may be sent in place of relieving letter.
 - (g) Candidates who have left a PSU after availing benefits under the VRS (Voluntary Retirement Scheme), if selected for a post in HAL will have to return the VRS compensation to the concerned PSU.
9. Appointment of selected candidates is subject to verification of caste, character and antecedents by the concerned authorities as per the rules of the company.
 10. Management reserves the right to call for any additional documents in support of qualification, experience etc. at any stage of selection.
 11. The above requirement is tentative and the same may increase or decrease depending on the actual requirement. HAL reserves the right to modify/alter/restrict/enlarge/cancel the recruitment process including reservations, if need so arises without issuing any further notice or assigning any reasons thereafter. The decision of the management will be final and no appeal will be entertained against this issue.
 12. Before applying the candidates should satisfy themselves regarding eligibility criteria desired for the post. The candidates should also ensure that the particulars furnished by him/her in the application are correct in all respect. The details entered in the specific column will be taken as final. In case it is detected at any stage of recruitment that the candidate does not fulfill the eligibility criteria or he/she has furnished any incorrect/false information or has suppressed any material facts, his/her candidature will stand cancelled. If any of these shortcomings are detected even after appointment, his/her services are liable to be terminated.
 13. The vacancies identified are to be filled by external candidates only, through direct recruitment.
 14. Applications not in accordance with the prescribed form or incomplete/unsigned form or without attested copies of certificates mentioned above shall not be considered. **No applications/resumes will be accepted by e-mail.**
 15. Any sort of canvassing or influencing the officials related to the recruitment/selection process would result in immediate disqualification of the candidate.
 16. Candidates, staying beyond 30 miles away and attending Personal Interview will be paid to and from TA (Rail fare) by the shortest route on production of proof of travel as per rules of the company.
 17. Any legal disputes arising out of this advertisement and/or an application in response thereto shall be instituted in appropriate courts/tribunals/forums in Nashik only.

K. IMPORTANT DATES

Activity	Dates
Issue of advertisement on HAL website	11 th October 2022
Last date for receiving applications	31 st October 2022

Any further update/corrigendum/addendum (if any) with regards to this advertisement will be hosted only on HAL website www.hal-india.co.in

Candidates are requested to check the website regularly.

In case of any difficulty or for any queries regarding the filling of applications, contact us at 02550-271964 or write to HAL, Nashik Division at hr.nsk@hal-india.co.in

HINDUSTAN AERONAUTICS LIMITED- THE FORCE BEHIND THE FORCES