



HINDUSTAN AERONAUTICS LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
AVIONICS DIVISION :: HYDERABAD
HUMAN RESOURCE DEPARTMENT

Advt No: HAL/HD/HR/TM/GRI/2024

Date: 17.04.2024

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 10 co-located R&D Centres and 1 Facility Management Division, spread across the Country. HAL's spectrum of expertise encompasses Hi-tech programmes involving a number of State-of-the-art technology, 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.

HAL, Avionics Division, Hyderabad, a unit of HAL's vast network invites applications from eligible candidates for the following posts in the Executive cadre:

2. (A) Details of Post / Discipline / Reservation:

Sl. No.	Posts	No. of Posts & Reservations		Total	Qualification
		UR	OBC-NCL		
i.	Assistant Engineer (Electronics)	3	-	3	Degree in Engineering / Technology or its equivalent in Electronics discipline namely <i>Electronics / Electronics & Communication / Instrumentation & Control / Instrumentation & Electronics / Applied Electronics & Instrumentation / Electronics & Instrumentation / Electronics & Telecommunication</i>
ii.	Assistant Engineer (Mechanical)	2	1	3	Degree in Engineering / Technology or its equivalent in Mechanical discipline namely <i>Mechanical / Mechanical & Industrial Engg. / Mechanical & Production Engg.</i>

UR- Unreserved, OBC-NCL - Other Backward Class –Non-Creamy Layer
(“/” would denote the meaning of word “or”)

B. Reservation for Persons with Benchmark Disabilities (PwBDs): PwBDs suffering from not less than 40% of the identified disability shall be eligible for the benefit of reservation. Candidates who wish to avail the benefit of reservation are required to submit the disability

certificate issued by the Competent Authority in the prescribed format (Annexure-A) only at the time of document verification. PwBD Candidates applying to the above posts are required to mandatorily indicate the type of disability in the application form. Post-wise details of the identified suitable disabilities are as under.

Sl. No.	Name of the Post	Type of Disabilities identified as suitable
1	Assistant Engineer (Electronics)	HoH, OL, SDD or SID, SD or SI
2	Assistant Engineer (Mechanical)	

HoH: Hearing Impairment – Hard of Hearing. **OL:** Locomotor Disability – One Leg Affected. **SDD/SID:** Spinal Deformity/ Spinal Injury with associated neurological/ Limb dysfunction of respective locomotor disability. **SD/SI:** Spinal Deformity/ Spinal Injury without any associated neurological / Limb Dysfunction of respective locomotor disability.

3. Qualification:

- i. The Qualification indicated above would mean Qualifications acquired through Regular/ Full Time Courses from Institutes / Universities recognized by appropriate Statutory Bodies. 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.
- ii. In order to become eligible to apply for the posts, candidates should have secured a minimum of 60% Marks, in the aggregate of all the Semesters / Years or corresponding CGPA Ratings / Gradations in their qualifying examinations.
- iii. Percentage Rounding Off is not allowed to arrive at the aggregate percentage.
- iv. Candidates possessing Qualification in any Discipline/ Branch, other than those mentioned above, are not eligible to apply.
- v. Candidates pursuing / enrolled for any other qualifications should mandatorily indicate the same in the application format.

4. Age Limit / Relaxation / Concession:

- i. Age is to be reckoned as on 08.05.2024. Reservation / Concessions for candidates belonging to OBC-NCL & PwBD categories would be made as per the Government Directives.
- ii. The upper age limit applicable is 35 years as on 08.05.2024 for un-reserved candidates.
- iii. Candidates from SC /ST /EWS categories applying for UR post will be treated on par with UR criteria and no relaxation shall be extended to this effect. Candidates belong to SC/ST category are required to submit the self attested copies of SC/ST certificates in the prescribed format enclosed at Annexure B.

- iv. Candidates who fail to produce the relevant OBC-NCL Caste Certificate supporting their claim for reservation under OBC-NCL after having declared the same in the application form will not be treated under UR category at any later stage of recruitment process.
- v. Relaxation upto 3 years is admissible for candidates belonging to OBC (Non-creamy layer) for reserved posts under OBC (Non-creamy layer) category. The name of caste and community of the candidate must appear in the 'Central list of Other Backward Classes. The candidate must furnish an OBC (NCL) certificate as per the format prescribed (Annexure C, C1) by the Govt. of India (not older than six months as on **08.05.2024**) from the Competent Authority, at the time of Document Verification.
- vi. Relaxation upto 10 years is admissible for candidates belonging to PwBD which will be over and above the relaxation admissible for candidates, if any.
- vii. Relaxation in the upper age limit upto 5 years to candidates who had domiciled in the State of Jammu & Kashmir during the period 01.01.1980 to 31.12.1989.
- viii. Relaxation in age limit in respect of Ex-servicemen will be extended as per rules. An ex-serviceman who has 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 is deemed to satisfy the condition regarding the age limit.
- ix. Upper age limit with all relaxations shall not exceed 55 years (56 years for PwBD candidates) as on 08.05.2024.

5. SERVICE BOND:

At the time of joining, the selected candidates will be required to execute a bond to serve the Company for a period of two years after confirmation in the regular rolls of the Company or reimburse the actual remuneration paid and expenses incurred (including for the training) subject to a maximum of Rs.2,00,000/- (Rupees two lakhs only).

6. Remuneration

The selected candidates would be appointed in the Scale of Pay of Rs.30000–120000 with Basic Pay of Rs.30,000/-. Besides Basic Pay, candidates would be eligible for Variable Dearness Allowance, Company Accommodation / House Rent Allowance, Performance Related Pay, Leave, Medical facilities, Provident Fund, Gratuity etc. as per Company Rules. Perquisites are presently paid @35% of running Basic Pay under the Cafeteria System. An annual increment of 3% shall be admissible on the running Basic Pay.

7. How to Apply:

- i. Eligible and interested candidates meeting the advertised criteria are required to print the Application Form in A4 size paper attached along with this detailed advertisement hosted at the Career Portal of the HAL website www.hal-india.co.in and send their duly filled application forms along with latest passport size photographs, with an application fee of Rs.500/- (Non-refundable) in the form of crossed Demand Draft drawn on any Nationalized Bank (preferably State Bank of India) in favor of HAL, Hyderabad, payable at Hyderabad, so as to reach on or before 08.05.2024 (i.e. the last date for submission of application for the post advertised) to the following address, by post only.

THE MANAGER (HR)-RECRUITMENT
HINDUSTAN AERONAUTICS LIMITED,
AVIONICS DIVISION
BALANAGAR, HYDERABAD – 500 042.

- ii. Applications have to be sent only through Ordinary Post / Speed Post/ Registered Post / Courier. Applications received through any other mode viz. Fax/ E-mail etc. will not be accepted. No Application will be received in person. Applications received after due date will be rejected. HAL shall not be responsible for any postal delay.
- iii. The candidates are required to write their name and post applied for, on the reverse side of Demand Draft, which should be forwarded to the above address super scribing on the envelope in Bold, the post applied for and advertisement No.
- iv. No documents / Certificates/ testimonials are required to be attached along with Application Form. However, it may be noted that all the candidates who are called for Document Verification at a later stage will have to mandatorily produce Certificates in original in respect of all the particulars submitted in the Application Form.
- v. Candidates are required to possess a valid Mobile number and Email ID, which is to be entered in the application, so that intimation regarding further stages of selection like Document Verification will be sent on the same Email ID. HAL will not be responsible for bouncing of e-Mail messages sent to the Candidates.
- vi. Request for change in Date of Birth, Mailing Address, Category etc., once declared in the application form will not be entertained.

8. Application Fee

The application fee is of Rs.500/- which is non-refundable (exempted in case of SC/ST/PwBD category). The application fee is to be sent in the form of crossed Demand Draft drawn on any Nationalized Bank (preferably State Bank of India) in favour of 'Hindustan Aeronautics Limited, Hyderabad', payable at Hyderabad. The Demand Draft should have been obtained between the period 17-04-2024 to 08-05-2024. Application fee will not be refunded under any circumstance, even if the candidate is ineligible at the time of applying or rejection of application etc. Therefore before forwarding the application, candidates are required to ensure that they meet all the eligibility criteria. Candidates are required to provide requisite details of the Application Fee paid in the Application Form. Application Fee can be deposited till the last date for receipt of Application.

9. Selection Procedure

- i. The Selection will be done through Written Test only.
- ii. The entire selection process (including qualifying marks) will be governed by the extant Recruitment Rules of the Company.
- iii. **Candidates will be shortlisted for Written Test, based on the marks secured in the Qualifying Examination. Company reserves the right to decide the cut-off percentage for calling candidates for Written Test, based on the marks secured in the Qualifying Examination.**
- iv. The Written Test will be held at Hyderabad. The details of the Written Test will be intimated to the shortlisted candidates by email. The list of Shortlisted candidates will be hosted on the **HAL Website (<http://www.hal-india.co.in>)**.
- v. The Written Test will be of 2 ½ hours duration. The test will be in 3 parts, comprising of Multiple Choice Questions (MCQs). Part-I will consist of 20 questions on General Awareness, Part-II will consist of 40 questions on English & Reasoning. Part-III will consist of 100 questions on the concerned Discipline. Each question carries 1 mark each and there is no negative Mark.
- vi. Candidates will have to appear for Written Test at their own cost, on the date, time & venue, which will be mentioned in their Admit Card. Admit Card will be sent by email only.
- vii. Candidates are required to bring Admit Card & One of the Original Photo Identity Card viz. Voters ID Card, Driving License, Aadhar Card, Passport, PAN Card, ID Card (by Central / State Govt. / PSU for their employees), ID Cards (by Govt. Agencies authorized), ID Cards (by College/ Institute where last studied duly attested by Gazetted Officer) along with Xerox copy of the Photo ID Card self-attested, to prove

their identity before the Invigilator, failing which they will not be allowed to appear for the Written Test.

- viii. Selection of the candidates will be done based on the Marks scored in the Written Test only, in the order of Merit. Candidates who qualify in the Written Test will be called for Document Verification in order of merit. The number of candidates called for Document Verification will be limited to the number of Posts notified (Discipline / Category wise).
- ix. The candidates should bring all the relevant original certificates / testimonials etc. along with one set of self-attested photo copies in support of educational qualifications, date of birth, caste certificate (in Central Govt. format), Ex-servicemen Discharge Book etc. All the relevant and required documents as per the advertised criteria will be scrutinized during document verification stage and those candidates who are found to be meeting the advertised criteria will only be considered for selection.
- x. Appointment 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.
- xi. Candidates qualified in the Document Verification will be issued Provisional Offer and they are required to undergo **Pre-employment Medical Examination at HAL Hospitals**. The Pre-employment Medical Standards (Annexure-U1) are posted along with this advertisement. No relaxation in Health Standards will be allowed. On satisfactory receipt of Medical Report from the Company's Doctor as per the medical standards prescribed by HAL, Verification of Character and Antecedents from the concerned Authorities, Final Offer of Appointment will be issued as per the rules of the Company.

10. General Conditions:

- i. Only Indian Nationals are eligible to apply.
- ii. Candidates (including those employed on Contract Basis) employed in Central or State Government Department or Public Sector Undertakings (either State or Central) or Quasi Government or Autonomous Bodies or Armed Forces or Para-Military Forces or Joint Ventures (between PSU/s or Government i.e. either State or Central) etc. wherever applicable ,who are provisionally selected should produce "No Objection Certificate (NOC)" at the time of the document verification from their employer failing which their candidature will be cancelled.
- iii. 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.

- iv. The total maximum marks and total marks obtained for all Semesters/years will be summed up to arrive at the aggregate percentage. No rounding off will be done. No weightage will be given to any particular Semester or Year. Candidate must indicate the aggregate marks (of all semesters/years) put together in Degree etc. in the Application form.
- v. Wherever CGPA or letter grade in qualifying degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by the University/Institute. Candidates are required to submit a conversion certificate to this effect from University/Institute at the time of Document Verification.
- vi. A candidate is permitted to apply for ONE POST ONLY for which he/she is most suitable. In case a candidate applies for more than one post, the candidature of such candidate shall be rejected summarily for all the posts applied. Application once submitted cannot be altered under any circumstances.
- vii. In case of multiple applications for the same post, only the last valid (completed) application will be retained and the application fee paid for the other registration will stand forfeited.
- viii. Furnishing wrong / incorrect information or suppression of relevant information will lead to rejection of candidate and the application will be out-rightly rejected.
- ix. 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.
- x. 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.
- xi. The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, conduct of Written Test / Document Verification etc. will be final and binding on the candidates.
- xii. HAL reserves all 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.
- xiii. Shortlisting of candidates for the Written Test will be purely provisional without verification of documents for proof of Age, Qualification, Category of the candidates. Candidates need not attach any document along with their respective application forms.

- xiv. 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 Appointment.
- xv. The posts notified in this advertisement are earmarked to be filled by direct recruitment with external candidates only.
- xvi. If the information / certificates furnished by the candidates at any stage 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.
- xvii. Any sort of Canvassing or influencing of the Officials related to Recruitment / Selection Process would result in immediate disqualification of the candidates.
- xviii. Selected candidates can be posted to any Division / R&D Centre / Office of the Company. The candidates will not be allowed to seek / apply for transfer to any other Division / Location of the Company for initial three years of Service.
- xix. HAL reserves the right to cancel the Recruitment process entirely at any stage.
- xx. In case of any particular clarification, the candidates can write to HAL, Avionics Division, Hyderabad at **rect.hyd@hal-india.co.in** or contact us at **040-23822231 /23876910**. No other method of Communication will be entertained.
- xxi. Court of jurisdiction for any dispute / cause will be Hyderabad.
- xxii. Any further Information / Corrigendum / Addendum would be uploaded only on **HAL website (www.hal-india.co.in)**. Candidates are requested to visit the website regularly for updates.

 <p>HINDUSTAN AERONAUTICS LIMITED Avionics Division, Hyderabad Application Form SELECTION FOR THE POST OF ASSISTANT ENGINEER (Please fill the Application form in CAPITAL LETTERS only)</p> <p>APPLICATION FOR THE POST OF(.....) Advt. No. HAL/HD/HR/TM/GRI/2024 dated 17.04.2024</p>	<p>Paste Self-Attested recent passport size colour photograph</p>
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1.	Name (IN BLOCK LETTERS)		
2.	Gender	Male/Female/Others	
3.	Father's Name		
4.	Mother's Name		
5.	Spouse Name (if married)		
6.	Date of Birth & Age as on 08.05.2024(dd/mm/yyyy)	__ Yrs. __ Mths.
7.	State of Domicile and Nationality		
8.	Email Id		
9.	Contact / Mailing Address	Permanent Address	
	
	
	
	
Pin Code.....Pin Code.....	
	Phone No (with STD Code):	Phone No (with STD Code):	
	Mobile No:	Mobile No:	
10.	Nearest Railway Station (i.r.o the Contact / Current residential Address)		
11.	Religion		
12.	Please opt the Language for Written Test	English/Hindi	

13.	Were you domicile of J&K during the period from 01.01.1980 to 31.12.1989? <i>(copy of Certificate to be produced at the time of Document Verification)</i>	Yes / No
14.	Circle the Category <i>(copy of Certificate to be produced at the time of Document Verification)</i> in case of SC/ST/OBC-NCL/EWS	SC / ST / OBC / EWS / GEN
15.	Are you a Person with Disability (PwBD)? If Yes, (a) Circle the category of Disability (b) Mention % of Disability <i>(copy of Certificate to be produced at the time of Document Verification)</i>	Yes / No HOH/OL/SDD or SID, SD or SI -----
16.	(a) Are you an Ex-Serviceman? <i>If yes , mention the last Rank held and the no. of years served in the Rank.</i> (b) Are you Serving Officer in the Armed forces? <i>If yes , mention the present Rank and the no. of years completed in the Rank.</i>	Yes / No ----- Yes / No -----
17.	Have you attended any Written Test/Interview of HAL earlier? If Yes: For the post of : Month/Year of Written Test: Venue of Written Test:	Yes / No ----- ----- -----
18.	Is any of your close relative(s) working in HAL? If yes, provide details: (a) Name (b) Designation (c) Division, etc.	Yes / No ----- ----- -----
19.	Have you ever been a Member/ Worker of any Political Party/ Organisation or participated in any Political activities? If 'Yes' please give the following details: a) Name of Political Party / Organisation: b) Particulars of Political Activity (if any) : c) Period of Membership (from year) / year of participation in Political Activity d) Nature of Participation in Political Activity e) Office, if any, held in Political Party:	Yes / No ----- ----- ----- ----- -----

20.	Are you working presently? : If Yes, please furnish the details: (a) Name of the Employer (b) Present Designation (c) Working Since (Date) (d) Present scale of pay (e) Basic Pay (f) DA (g) HRA	Yes / No ----- ----- ----- ----- ----- ----- -----
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21. **EDUCATIONAL QUALIFICATION:** (Academic and Professional – from SSLC onwards)

Name of Qualification with specialization wherever applicable	Institution/ University/ Board	Nature of the Course (Full Time/ Part Time/ Correspondence)	Duration of the Course	Subject s/ Specification	Class / Division	Maximum Marks	Marks Obtained	% of Marks	Month & Year of Passing
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)

(Note: Please give full & complete information. Any qualifications/course presently pursuing/continuing is also to be indicated. Use separate sheets if required.)

22. Professional Experience (if any) from the First Job onwards to Current Job
(chronological order):

Sl.No.	Designation	Organisation	Central Govt/ PSU / Private	Date		Pay Scale	Gross Pay	Reasons for Leaving
				From (dd/mm/yyyy)	To (dd/mm/yyyy)			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)

(Note: Please give complete details for the experience profile like Date, Month & Year. Use separate sheets if required.)

23. If selected, how soon can you join? _____

24. Details of Application fee paid: DD No. _____, Date: _____
(Original DD to be enclosed with the application)

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

Place:

Date:

Signature of the Candidate

Note: The candidate is required to fill up all the columns. Application will be rejected if any column is left blank, not filled or incomplete. No correspondence will be entertained.

The candidate should not attach any documents with the application other than the specified one. The Original Certificates will however be scrutinized / verified at the time of Document Verification.

Disability Certificate (Form – VII)

(In cases other than those mentioned in Forms V and VI)

(Name and Address of the Medical Authority issuing the Certificate)

(See rule 18(1))

Recent passport
size attested
photograph
(Showing face
only) of the person
with disability.

Certificate No. _____

Date: _____

This is to certify that I have carefully examined Shri / Smt / Kum
_____ Son / wife / daughter of
Shri _____ Date of Birth
(DD/MM/YYYY) _____ Age _____ years, male/female _____
Registration No. _____ permanent resident of House No.
_____ Ward/Village/Street _____ Post Office
_____ District _____ State
_____, whose photograph is affixed above, and am satisfied
that he/she is a case of _____ disability. His/her
extent of percentage physical impairment/disability has been evaluated as per
guidelines (.....number and date of issue of the guidelines to be specified) and
is shown against the relevant disability in the table below:-

Sl. No.	Disability	Affected part of body	Diagnosis	Permanent physical impairment/mental disability (in %)
1.	Locomotor disability	@		
2.	Muscular Dystrophy			
3.	Leprosy cured			
4.	Cerebral Palsy			
5.	Acid attack Victim			
6.	Low vision	#		
7.	Deaf	€		
8.	Hard of Hearing	€		
9.	Speech and Language disability			
10.	Intellectual Disability			
11.	Specific Learning Disability			

12.	Autism Spectrum Disorder			
13.	Mental illness			
14.	Chronic Neurological Conditions			
15.	Multiple sclerosis			
16.	Parkinson's disease			
17.	Haemophilia			
18.	Thalassemia			
19.	Sickle Cell disease			

(Please strike out the disabilities which are not applicable)

2. The above condition is progressive / non-progressive / likely to improve / not likely to improve.
3. Reassessment of Disability is
 - (i) Not Necessary, Or
 - (ii) Is recommended / after _____ years _____ months and therefore this certificate shall be valid till _____ (DD/MM/YYYY).
 - @ 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

(Authorised Signatory of notified Medical Authority)
(Name and Seal)

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

Countersigned
{Countersignature and seal of the Chief Medical Officer/Medical Superintendent/ Head of Government Hospital, in case the Certificate is issued by a medical authority who is not a Government servant (with seal)}

Note- In case this certificate is issued by a medical authority who is not a Government servant, it shall be valid only if countersigned by the Chief Medical Officer of the District.

Annexure B

**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 _____ District/Division* of the state/Union Territory* of _____

Signature _____

Designation _____

(With seal of office)

Place _____

State / Union Territory

Date _____

* Please delete the words, which are not applicable

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

Annexure C

**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

**DECLARATION TO BE FURNISHED BY CANDIDATES SEEKING
RESERVATION AS OBC**

To:

The Dy. General Manager (HR)/ Chief Manager (HR) / Senior Manager (HR)

Sub:- Selection for the post of _____

Respected Sir,

“I _____ son / daughter
of Shri _____ resident of village /Town /
City _____

Dist _____ State _____ hereby
declare that I belong to the _____ community which is
recognized as Backward Class by the Government of India for the purpose of
reservation in services as per orders contained in Department of Personnel &
Training Office Memorandum No.36012/22/93-Estt.(SCT) dated 8.9.1993, 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 8.9.1993.”

2. I further declare that I have been selected and offered the above said post
provisionally which is reserved for the persons belonging to OBC Non Creamy
Layer Category. I know that my appointment to this post is provisional and is
subject to the community certificate being verified through the proper channels
and if the verification reveals that my claim to belong to Other Backward Class or
not to belong to Creamy Layer is false, my services will be terminated forthwith
without assigning any further reasons and without prejudice to such further
action as may be taken under the provisions of the Indian Penal Code for
production of false caste certificate.

Thanking you,

Yours faithfully,

Signature of the candidate

PRE - EMPLOYMENT MEDICAL EXAMINATION STANDARDS

S No	Particulars		Standard	
			40 years & below	above 40 years
(1)	(2)		(3)	(4)
1	General Examination			
A	Height	Male	147.1	147.1
		Female	142.1	142.1
B	Weight	Male	Min. 45Kg.	Min. 45Kg.
		Female	Min. 39Kg.	Min. 39Kg.
NOTE : Significant under weight/ over weight & height more than 200 cms needs further investigations before declaring FIT.				
C	BMI		BMI below 18 and above 28 kg/m ² , primary cause for abnormal BMI to be investigated before acceptance. Cushing's Disease, Gigantism & Acromegaly with systemic involvement to be rejected.	BMI below 18 and above 28 kg/m ² , primary cause for abnormal BMI to be investigated before acceptance. Cushing's Disease, Gigantism & Acromegaly with systemic involvement to be rejected.
D	Haematology		If HB is below 9 gm/dl and / or abnormal PBS, should be further investigated before acceptance. Haemophilia and Haemolytic anemias like Thalasemia major Sickle cell disease are not suitable for employment.	If HB is below 9 gm/dl and / or abnormal PBS, should be further investigated before acceptance. Haemophilia and Haemolytic anemias like Thalasemia major Sickle cell disease are not suitable for employment.
2	Hearing		Should demonstrate an ability to hear an average conversational voice in a quiet room using both ears at a distance of six feet from the examiner with the back turned to the examiner. All cases of CSOM to be corrected by surgery before taking fitness. Audiometry will be done based on history and clinical examination and it will be done for all direct employees . It should br preserved. If Hearing Deficit is more than 40dB at 500,1000,2000 and 3000 Hz , not suitable for employment.	Should demonstrate an ability to hear an average conversational voice in a quiet room using both ears at a distance of six feet from the examiner with the back turned to the examiner. All cases of CSOM to be corrected by surgery before taking fitness. Audiometry will be done based on history and clinical examination and it will be done for all direct employees . It should be preserved. If Hearing Deficit is more than 40dB at 500,1000,2000 and 3000 Hz, not suitable for employment.
3	EYES		Should not suffer from any chronic eye diseases.	Should not suffer from any chronic eye diseases.
A	Visual Acuity			
	i)Distant & Near vision for trades like Pilots		Refer Annexure II (for pilots only)	
	ii) Distant vision for other trades		Refer Annexure II (for pilots only)	
			Better eye	Worse eye
	a) with glasses for Tech jobs		6/9 or 6/12	6/9 or 6/18
	b) with or without glasses for non tech jobs		6/9 or 6/18	6/12 or 6/18
	iii) Near vision with or without glasses for other trades			
	a) Tech Jobs		N-6 both eyes	
b) Non tech jobs		N-8 both eyes		

B	ONE EYE	Suitable for desk jobs only provided other parameters in relation to eye are normal.	Suitable for desk jobs only provided other parameters in relation to eye are normal.
C	Intra Ocular Lens	IOL may be accepted if visual acuity is ok.	IOL may be accepted if visual acuity is ok.
D	Color Vision	<p>The Colour vision shall be tested for all candidates with Ishihara's Isochromatic plates in good light. Most cases of this type are characterized by a Red-Green deficiency. Colour deficient applicants are able to safely perform all jobs except those that require ability to differentiate colours correctly such as:</p> <ul style="list-style-type: none"> - Industrial staff dealing with machines involving recognition of coloured signals. - Technicians engaged in Laboratory work and Chemists. - Crane Operators. - Draughtsmen. - Drivers of all categories. - Electrical work. - Doctors and other Technical staff. - Scientific assistants - Security personnel - Pilots, Ground Engineers and staff - Electronic assembly - Navigation - Job involving coloured cables - Fire fighters - Electronic technicians - Panel operator - Other occupations where perception of colours is considered essential. <p>For any other Jobs Identification of Primary Colours is necessary. Officers and workmen in the above jobs require normal colour vision for proper pursuit. Defective colour vision is a disqualification for these jobs.</p>	<p>The Colour vision shall be tested for all candidates with Ishihara's Isochromatic plates in good light. Most cases of this type are characterized by a Red-Green deficiency. Colour deficient applicants are able to safely perform all jobs except those that require ability to differentiate colours correctly such as:</p> <ul style="list-style-type: none"> - Industrial staff dealing with machines involving recognition of coloured signals. - Technicians engaged in Laboratory work and Chemists. - Crane Operators. - Draughtsmen. - Drivers of all categories. - Electrical work. - Doctors and other Technical staff. - Scientific assistants - Security personnel - Pilots, Ground Engineers and staff - Electronic assembly - Navigation - Job involving coloured cables - Fire fighters - Electronic technicians - Panel operator - Other occupations where perception of colours is considered essential. <p>For any other Jobs Identification of Primary Colours is necessary. Officers and workmen in the above jobs require normal color vision for proper pursuit. Defective color vision is a disqualification for these jobs.</p>
E	Squint cases	There is no good binocular vision. Even after surgery the chances of binocular vision are rare. They may be accepted for desk jobs only.	There is no good binocular vision. Even after surgery the chances of binocular vision are rare. They may be accepted for desk jobs only.
F	Myopia	<p>Upto (-6) may be accepted provided the vision is normal after correction & retina is in good health. All candidates must be subjected to Fundoscopy & Indirect ophthalmoscopy.</p> <p>In case Myopia is not within acceptable limits, the candidate can be reassessed after correction through surgery.</p>	<p>Upto (-7) may be accepted provided the vision is normal after correction & retina is in good health. All candidates must be subjected to Fundoscopy & Indirect ophthalmoscopy.</p> <p>In case Myopia is not within acceptable limits, the candidate can be reassessed after correction through surgery.</p>

G	Hypermetropia	Upto (+7) may be accepted provided the vision improves to 6/9 & have a binocular vision.	Upto (+7) may be accepted provided the vision improves to 6/9 & have a binocular vision.
H	Pterygium	Not affecting the vision is acceptable. When the vision is affected or encroaching the cornea, to be accepted after surgery.	Not affecting the vision is acceptable. When the vision is affected or encroaching the cornea, to be accepted after surgery.
I	Retinal Detachment	The condition is treatable now, with advanced technology. Hence, the candidate with such abnormality should be given an option for correction. After correction, if the vision is normal, the candidate can be considered for employment in HAL. The candidate is required to come back after correction within 3 months for pre-employment medical examination. The expenses towards such correction will be borne by the candidate.	The condition is treatable now, with advanced technology. Hence, the candidate with such abnormality should be given an option for correction. After correction, if the vision is normal, the candidate can be considered for employment in HAL. The candidate is required to come back after correction within 3 months for pre-employment medical examination. The expenses towards such correction will be borne by the candidate.
J	Macular Degeneration	To be rejected	To be rejected
K	Retinitis Pigmentosa	To be rejected	To be rejected
4	Skin	a) Treated/ cured Hansen's disease with no deformity is acceptable except in food handling areas. Hansen should not be considered as a criteria for disqualifying.	a) Treated/ cured Hansen's disease with no deformity is acceptable except in food handling areas. Hansen should not be considered as a criteria for disqualifying.
		b) Psoriasis involving more than 60% of body surface area, rendered temporarily unfit. After treatment it can be considered fit. Psoriatic arthritis with deformity unfit. Systemic Lupus Erythamatosus with complications and deformity is unfit.	b) Psoriasis involving more than 60% of body surface area, rendered temporarily unfit. After treatment it can be considered fit. Psoriatic arthritis with deformity unfit. Systemic Lupus Erythamatosus with complications and deformity is unfit.
		c) Vitiligo (Leukoderma) should not be considered as cause for rejection since it is neither communicable nor contagious.	c) Vitiligo (Leukoderma) should not be considered as cause for rejection since it is neither communicable nor contagious.
5	AIDS	Elisa HIV I & II Testing are recommended for all candidates with consent. A written consent / undertaking will be obtained from the candidate before administering the test (Appendix -I). Depending on the nature of jobs to be performed by the candidate / the post to which the candidate is selected, acceptance or rejection will be decided. Personnel who are HIV +'ve would be fit for appointment only to such Departments / Areas of work where there is no risk involved towards the health of themselves and others viz in Departments like Design, Planning, Marketing, IT, MS, Finance, HR (excluding Canteen), Purchase, Security, Vigilance, wherein they will not be working on/with Machines, Tools etc	Elisa HIV I & II Testing are recommended for all candidates with consent. A written consent / undertaking will be obtained from the candidate before administering the test (Appendix-I). Depending on the nature of jobs to be performed by the candidate / the post to which the candidate is selected, acceptance or rejection will be decided. Personnel who are HIV +'ve would be fit for appointment only to such Departments / Areas of work where there is no risk involved towards the health of themselves and others viz in Departments like Design, Planning, Marketing, IT, MS, Finance, HR (excluding Canteen), Purchase, Security, Vigilance, wherein they will not be working on/with Machines, Tools etc

6	Cardio Vascular System		
A	General Exam	There should not be any abnormality congenital or acquired. There should not be any significant functional or structural abnormality of the circulatory system. ECG should be mandatory.	There should not be any abnormality congenital or acquired. There should not be any significant functional or structural abnormality of the circulatory system. ECG should be mandatory.
B	Blood Pressure	Blood pressure less than 140/90 with or without drugs & no target organ damage can be accepted. Candidates with newly detected high BP or uncontrolled hypertension will be made temporarily UNFIT (minimum 1 month) for confirmation of hypertension and control of BP. If BP is still high , will be rejected.	Blood pressure less than 140/90 with or without drugs & no target organ damage can be accepted. Candidates with newly detected high BP or uncontrolled hypertension will be made temporarily UNFIT (minimum 1 month) for confirmation of hypertension and control of BP. If BP is still high will be rejected.
C	Heart size	All cases of Cardiomegally should be evaluated thoroughly & cardiologist opinion to be taken. Cases with poor LV Function (Less than 50%) will be rejected.	All cases of Cardiomegally should be evaluated thoroughly & cardiologist opinion to be taken. Cases with poor LV Function (Less than 50%) will be rejected.
D	Rh. Heart Disease	Rheumatic Heart diseases & other valvular diseases are not to be accepted.	Rheumatic Heart diseases & other valvular diseases are not to be accepted.
E	MVPS	All cases need to be investigated in the form of ECG, 2D Echo. Mitral Regurgitation, AF, Infective endocarditis to be ruled out before considering medical fitness. Mitral Regurgitation ,AF, Infective Endocarditis will be rejected.	All cases need to be investigated in the form of ECG, 2D Echo. Mitral Regurgitation, AF, Infective endocarditis to be ruled out before considering medical fitness. Mitral Regurgitation, AF, Infective Endocarditis will be rejected.
F	ASD	Acceptable after surgical correction. Small ASD for which surgical correction is not advised is also acceptable with cardiologist opinion.	Acceptable after surgical correction. Small ASD for which surgical correction is not advised is also acceptable with cardiologist opinion.
G	VSD	Acceptable after surgical correction. Small VSD for which surgical correction is not advised is also acceptable with cardiologist opinion.	Acceptable after surgical correction. Small VSD for which surgical correction is not advised is also acceptable with cardiologist opinion.
H	PDA	Acceptable after surgical correction	Acceptable after surgical correction
I	Isolated Dextrocardia	Before accepting to be evaluated by cardiologist	Before accepting to be evaluated by cardiologist
J	Sinus Arrhythmias	Sinus arrhythmia may be accepted.	Sinus arrhythmia may be accepted.
K	Other conduction disorders	PVC more than 5 / minute, in pairs or multifocal, AF, RBBB & LBBB should be evaluated and cardiologist opinion to be taken for fitness. Poor LV Function (Less than 50%) will be rejected	PVC more than 5 / minute, in pairs or multifocal, AF, RBBB & LBBB should be evaluated and cardiologist opinion to be taken for fitness. Poor LV Function (Less than 50%) will be rejected.
L	Murmurs	All cardiac murmurs to be evaluated and opinion of cardiologist to be taken for Medical fitness. Established Valvular Heart Disease to be rejected.	All cardiac murmurs to be evaluated and opinion of cardiologist to be taken for Medical fitness. Established Valvular Heart Disease to be rejected.
M	IHD	IHD, angioplasty/ CABG cases should be evaluated and can be taken after cardiologist opinion. If cardiac functions are normal , will be accepted.	IHD, angioplasty/ CABG cases should be evaluated and can be taken after cardiologist opinion. If cardiac functons are normal, will be accepted.

7	Respiratory System	a) Bronchial asthma with normal- pulmonary functions accepted.	a) Bronchial asthma with normal- pulmonary functions accepted.
		b) Acute Pulmonary Tuberculosis is temporarily unfit. Will be reviewed after completion of 6 months treatment without any further extension. Fit if: - has completed specified treatment. - 3 successive sputum tests are negative for AFB. - Serial CXR - PA should show improvements.	b) Acute Pulmonary Tuberculosis is temporarily unfit. Will be reviewed after completion of 6 months treatment without any further extension. Fit if: - has completed specified treatment. - 3 successive sputum tests are negative for AFB. - Serial CXR - PA should show improvements.
		c) Significant Lungs cysts should be accepted after successful surgery.	c) Significant Lungs cysts should be accepted after successful surgery.
		d) Cases of Bronchiectasis with good respiratory reserve can be considered for employment.	d) Cases of Bronchiectasis with good respiratory reserve can be considered for employment.
		e) Cases of COPD is unfit for employment.	e) Cases of COPD is unfit for employment.
8	Abdomen	a) Organomegaly, abdominal masses should be investigated before employment. Gall bladder polyps to be operated before appointment. Multiple gall stones if found, should be operated before appointment.	Organomegaly, abdominal masses should be investigated before employment. Gall bladder polyps to be operated before appointment. Multiple gall stones if found, should be operated before appointment.
		b) All hernias, Hydrocoele, fistula in Ano, Hemorrhoids, Varicocele undescended testes, pilonidal sinus should be surgically corrected before appointment.	b) All hernias, Hydrocoele, fistula in Ano, Hemorrhoids, Varicocele undescended testes, pilonidal sinus should be surgically corrected before appointment.
		c) Any palpable lymph node to be biopsied & fitness to be decided after the biopsy report.	c) Any palpable lymph node to be biopsied & fitness to be decided after the biopsy report.
		d) Varicose veins without complication can be accepted after surgeon's opinion. If surgery is advised then will be accepted after surgery.	d) Varicose veins without complication can be accepted after surgeon's opinion. If surgery is advised then will be accepted after surgery.
		e) Chronic Pancreatitis, Chronic Hepatitis, Cirrhosis of Liver and Liver transplants to be rejected.	e) Chronic Pancreatitis, Chronic Hepatitis, Cirrhosis of Liver and Liver transplants to be rejected.
		f) Cause for major abdominal surgeries and present status should be evaluated before acceptance. Malignancies detected after surgery to be rejected	f) Cause for major abdominal surgeries and present status should be evaluated before acceptance. Malignancies detected after surgery to be rejected.
9	Genito Urinary System	a) Phimosi s & Paraphimosis/ Hypospadiasi s to be accepted after surgical correction at the expense of the candidate.	a) Phimosi s & Paraphimosis/ Hypospadiasi s to be accepted after surgical correction at the expense of the candidate.
		b) Testicular mass proved due to malignancy should be rejected	b) Testicular mass proved due to malignancy should be rejected
		c) Renal stones of above 4mm can be accepted after treatment/Lithotripsy provided renal functions are proved normal by USG/other test	c) Renal stones of above 4mm can be accepted after treatment/Lithotripsy provided renal functions are proved normal by USG/other test.

9 (Cont nd.)	Genito Urinary System	d) Mobile kidney/single kidney/Horse shoe shaped kidney can be accepted, after thoroughly investigating by Isotope scan and other relevant tests and after urologist's opinion.	d) Mobile kidney/single kidney/Horse shoe shaped kidney can be accepted, after thoroughly investigating by Isotope scan and other relevant tests and after urologist's opinion.
		e) Poly cystic kidney to be rejected	e) Poly cystic kidney to be rejected
		f) All Genito urinary infections can be accepted after treatment.	f) All Genito urinary infections can be accepted after treatment.
		g) Cases of Renal Transplant may be rejected in the event a Medical Examination Report suggests that the condition is unfit to render service.	g) Cases of Renal Transplant may be rejected in the event a Medical Examination Report suggests that the condition is unfit to render service.
10	Breast (Shifted from Gynaecology)	Any Lump in the Breast to be operated before joining & malignancy to be excluded.	Any Lump in the Breast to be operated before joining & malignancy to be excluded.
11	HBsAg positive cases	HBsAg (Australian Antigen) + ve, without complication may be accepted.	HBsAg (Australian Antigen) + ve, without complication may be accepted.
12	Nervous System		
A	Speech / Gait	It should be Normal & abnormality to be evaluated thoroughly before appointment	It should be Normal & abnormality to be evaluated thoroughly before appointment
B	Nystagmus	Candidate with Nystagmus should be evaluated by a competent neurologist for fitness of the specific job.	Candidate with Nystagmus should be evaluated by a competent neurologist for fitness of the specific job.
C	Motor system	Should be Normal	Should be Normal
		a) Candidates should not be suffering from chronic neurological diseases however, congenital facial palsy is accepted.	a) Candidates should not be suffering from chronic neurological diseases however, congenital facial palsy is accepted.
		b) Epilepsy Candidates under regular treatment may be accepted only for desk jobs.	b) Epilepsy Candidates under regular treatment may be accepted only for desk jobs.
13	Musculoskeletal System	Only progressive musculoskeletal disorders should be considered as disqualification. Non-progressive congenital abnormality should be evaluated by neurologist before fitness for the specific job.	Only progressive musculoskeletal disorders should be considered as disqualification. Non-progressive congenital abnormality should be evaluated by neurologist before fitness for the specific job.
		Muscular dystrophies can be considered under physically handicapped quota.	Muscular dystrophies can be considered under physically handicapped quota.
14	Gynaecology	a) Fibroid uterus, Ovarian cyst should be removed before appointment, if symptomatic & clinically significant.	a) Fibroid uterus, Ovarian cyst should be removed before appointment, if symptomatic & clinically significant.
		b) Pregnant women shall not be appointed till the confinement is over. They can be made fit any time after six weeks, but not later than six months from the date of delivery.	b) Pregnant women shall not be appointed till the confinement is over. They can be made fit any time after six weeks, but not later than six months from the date of delivery.
		c) Married female candidates of reproductive age should undergo pregnancy test and Ultrasound Sonography of Abdomen and Pelvis prior to the actual date of joining, if there is a time gap of one month or more from the date of pre-medical examination and actual date of joining/reporting.	c) Married female candidates of reproductive age should undergo pregnancy test and Ultrasound Sonography of Abdomen and Pelvis prior to the actual date of joining, if there is a time gap of one month or more from the date of pre-medical examination and actual date of joining/reporting.

15	Psychiatry	Schizophrenia, paranoid disorder, alcohol dependence, Presenile Dementia & Drug addicts are not suitable.	Schizophrenia, paranoid disorder, alcohol dependence, Presenile Dementia & Drug addicts are not suitable.
16	Endocrine System		
A	Diabetes Mellitus	If blood sugar level, HbA1C are normal with or without treatment and no target organ damage can be accepted.	If blood sugar level, HbA1C are normal with or without treatment and no target organ damage can be accepted.
B	Thyrotoxicosis	Can be considered if under control with drug therapy and there are no complications proved by investigation. If initial thyroid function is abnormal they are temporarily unfit (minimum 6 wks) and can be made fit, if thyroid functions are normal after treatment.	Can be considered if under control with drug therapy and there are no complications proved by investigation. If initial thyroid function is abnormal they are temporarily unfit (minimum 6 wks) and can be made fit, if thyroid functions are normal after treatment.
C	Goiter & Hypothyroidism	Cases of goiter to be evaluated fully & cases of Hypothyroidism can be considered if good control with drug therapy & there are no complications proved by investigations.	Cases of goiter to be evaluated fully & cases of Hypothyroidism can be considered if good control with drug therapy & there are no complications proved by investigations.
D	Acromegaly	Acromegaly cases unsuitable for employment	Acromegaly cases unsuitable for employment
17	Malignancy/ Cancer	It should be considered as Unfit for employment. All pre malignant conditions should be thoroughly investigated before giving fitness. They should be biopsied and if found pre-malignant should be treated accordingly and will be reviewed after 3 months. If biopsy reveals malignancy to be rejected.	It should be considered as Unfit for employment. All pre malignant conditions should be thoroughly investigated before giving fitness. They should be biopsied and if found pre-malignant should be treated accordingly and will be reviewed after 3 months. If biopsy reveals malignancy to be rejected.
<p>Note: (a). Wherever time is not specified for re-evaluation, the same will be done within a maximum period of 3 months from the original date of examination, wherein the candidate was declared temporarily unfit.</p> <p>(b). As far as possible, specialist / super specialist opinion to be taken from empanelled hospitals , where the expertise is not available internally.</p>			

UNDERTAKING FOR ADMINISTERING ELISA HIV I & II TEST

Date : _____

From

Ms/Mrs/Mr. _____

To

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

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

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

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

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

Thanking you,

(Signature)

Name: _____

List of Mandatory Investigations

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