GUN CARRIAGE FACTROY, JABALPUR
A Govt. of India Enterprises, Ministry of Defence
A unit of ADVANCED WEAPONS & EQUIPMENT INDIA LTD.

ADVERTISEMENT
For
Fixed Tenure Contract Based Engagement of Skilled (Experienced) Tradesman in GCF

Online applications are invited from the citizens of India fulfilling the requisite qualification/criteria for under mentioned vacancies on **CONTRACT BASIS for fixed tenure**, to work in Gun Carriage Factory, Jabalpur, MP, for a period of ONE year which may be extended further based on factory requirement and individual performance.

1) The details of Name of Post and Vacancies available are as follows:

S.No.	Trade	UR	SC @ 15%	ST @ 20%	OBC @ 15%	EWS @ 10%	Total	Essential Requirement for the post
01	Examiner (RG & MPI) Skilled	02	00	00	00	00	**02**	Level-II certification in RG & MPI by ASNT / ISNT / BARC to insure technical competency and compliance with inspection standard required for operational safety & quality assurance.

Note: Gun Carriage Factory, Jabalpur, reserves the rights to increase or decrease the number of vacancies any time during the entire selection process depending upon the requirement.

2) Eligibility Criteria:

- **Educational Qualification:** The applicant must possess Matriculation and NTC/NAC or Engineering Diploma/Degree in relevant Trade/Field from recognized institutes from any Government/Private Organization having affiliation from Govt.
- **Experience:** Candidates must possess at least 02 Years' Experience in relevant work area in a well reputed company/organization supported by experience certificate from the employer. A brief description about industry and activity performed during the previous employment, types of Machines worked on & Job manufactured along with the knowledge of programming (wherever applicable), tool selection experience/knowledge gained during pervious engagement should be submitted by the candidate. The contract worker should be able to give output within 10 days' time from the date of his engagement in GCF.
- **Age Limit:** Between 18 and 35 years as on last date of receipt of application for General Candidates. PWD candidates will be given age relaxation of upto 10 years in their respective category as per Govt. policy. Age relaxation, as admissible will be given to OBC-NCL, SC/ST & Ex- Serviceman candidates as under:

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

3) Application Fee: For UR & OBC Candidates **Rs. 200/- INR** (SC, ST & Female candidates exempted).

4) How to Apply: Candidates can apply through online mode only. Before submitting the online application, candidates are required to read this detailed advt. & must go through the terms & conditions, eligibility criteria and other relevant information of advertised posts before applying. Online applications should be submitted through https://vacancy.parasnet.com. **No offline application will be accepted.**

Note: Any corrigendum w.r.t. this advertisement regarding No. of vacancies, Eligibility/Selection Criteria & Last date of receipt of application will be available on **Online Application Portal** and on website **www.ddpdoo.gov.in/career & www.aweil.in** only.

5) Closing Date for Receipt of Application: The closing date for submission of online application will be **15 days from date of publication of advertisement** in employment news.

6) Remuneration:

a) Contractual employees will be paid a consolidated monthly salary **(Rs.31840/- with current DA)**, inclusive of basic pay **Rs. 19900/-** and applicable Dearness Allowance **(@ 60% at present)**.

b) Proportionate deductions shall be made for unauthorized leave/absence from duty etc. The engaged personnel will be eligible for Company Holidays at par with regular employees.

c) An annual increase of 3% during the tenure shall be admissible on the Basic Pay, subject to satisfactory performance.

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d) The performance of the individual on fixed term employment will be evaluated on Half Yearly basis. Individuals with satisfactory performance will be granted an increment, as applicable to the corresponding pay-scale, on completion of each year during the engagement. Individuals having unsatisfactory performance will be given 03 months' time in writing to improve their performance. Performance of such individuals will be evaluated again after 03 months' and if the performance still found unsatisfactory, the services of the individual will be terminated by giving 15 days' notice. However, in case of serious misconduct or unauthorized absence, the contract will be terminated immediately.

e) Personnel engaged will be eligible for EPF as per act and government guidelines.

f) Personnel engaged will come under purview of The Employees' Compensation Act, 1923.

g) HRA will be governed as per AWEIL policy, if Quarter is not provided by the unit. If Quarter allotted, it must be vacated on date falls as per point 11 (ix).

7) **Working Hours**: Employee will work as per the production schedule, typically 8 Hours per day, 6 days per week, i.e. 48 hours per week.

8) **Mode of Selection:** Selection will be based on marks of essential technical qualification and Trade Test/Interview. Weightage of Trade Test/Interview and marks of essential technical qualification will be 50-50%.

Note: - (i) Minimum 40% marks will required to be secured in each i.e. Practical/Trade Test & Written Test/Interview. Relaxation of 5% of marks will be considered for SC/ST candidates only. The candidate not securing these minimum marks in any of them declared Not Qualified.

(ii) In case of receipt of excessive applications, Gun Carriage Factory, Jabalpur, reserves the rights to shortlist the candidates to be called for Trade Test based on essential qualification & marks obtained therein, previous job experience and brief description of previous job.

(iii) Apprenticeship training of one year and above may be considered as work experience of one year in regard to those apprentices with ITI qualification under Schedule-1 of the Apprenticeship Rules, 1992, who possess NAC for employment under Central/State departments/establishments *{i.e. The ITI qualified candidates possessing NAC whose duration of apprenticeship training as stated above are considered as experience while applying for job opportunities in different Central/State departments/establishments, Central Public Sector Enterprises (CPSEs)/Central Public Sector Undertakings, State Public Sector Undertakings, etc.}*.

(iv) School pass-outs (fresher apprentices) who have completed their apprenticeship training in a designated trade and possess NAC, the duration of such apprenticeship training will be considered as **training only** *(not as experience)* as they do not possess any prior skill/technical training from any recognized institutes before undergoing such apprenticeship training in designated trade.

(v) In case the self-declaration on detailed experience is not submitted by the candidate, he/she will not be called for Practical Test/Interview.

9) **Rejection of Application/Cancellation of Candidature:** Applications not meeting eligibility criteria and Terms & Conditions of advertisement will be summarily rejected.

10) **General Conditions:**

i) Candidates having more than one technical qualifications **viz. NTC, NAC, Diploma & Degree** will have to mention their technical qualifications in online application in similar order *(i.e. NTC, then NAC, then Diploma & Degree).* Only bare minimum essential technical qualification acquired by the candidate for applied post(s) will be considered for weightage of marks for selection/short listing.

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

iii) List of Short Listed candidates will be published on online application portal and only short listed candidates will be informed through sms/e-mail for Trade Test/Practical Test in due course.

iv) GCF will not be responsible for late / non-receipt of Call letters etc., due to any reason.

v) E-mail ID & Mobile Numbers should be kept active till the completion of whole recruitment process.

vi) Candidates are advised to visit regularly the online application portal for further updates.

11) **Other Benefits and Terms & Conditions:**

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

ii. **Leave:** Contractual employees will be entitled to 12 days of paid leave per year, pro-rated based on the contract duration (e.g. 1 day per month for a 12-month contract)

iii. Unused leave will not be carried forward or encashed.

iv. Personnel Engaged will generally not take more than 5 days leave in a month. Under special circumstances employer can give relaxation in availing leave not more than 12 days' subject to number of leave credited in his/her account. The excess leave may be treated as leave without pay for regularization purpose by deduction of daily wages @ 1/30th of the consolidated pay.

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

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

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

viii. Engagement of Tenure based Personnel shall be on contract basis initially for a period of ONE year which may be extended up to a maximum period of FOUR years from the date of engagement (including initial period) based on factory requirement and individual performance.

ix. Tenure based employee will not work on 1st July and 1st January of the year, to ensure govt. policy.

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

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

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

xiii. Tenure based personnel will be eligible for Company Quarters on rental charges prescribed by AWEILHQ subject to availability of quarters on first come first serve basis, otherwise HRA will be governed as per AWEIL policy. They will not be entitled for the following: Promotions; OT Allowance Loans, Advances & Interest Subsidies; Medical Facilities; Contingency Advance; School Fee Reimbursement; LTC / LTA Facilities; Grant of Study Leave; Sponsorship for Higher Studies; Any other benefits admissible to regular Workmen not mentioned specifically in the advertisement.

xiv. The Tenure based Personnel will not be entitled for any Allowances or Benefits other than those indicated in this Scheme.

xv. Performance of the Personnel would be assessed on Half Yearly basis.

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

xvii. 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. **However, in case of serious misconduct or unauthorized absence, the contract will be terminated immediately.**

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

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

14) **Other Information to the Candidates:**

1. Their admission to all the stages of the selection procedure will be purely provisional subject to satisfying the prescribed eligibility conditions.
2. Selected candidates must undergo a medical fitness test before joining.
3. Mere issue of Call letter/Admit Card to the candidate for the Walk in Interview will not imply that his/her candidature has been finally accepted by the concerned unit.
4. Verification of eligibility conditions with reference to original documents will be done only at the time of document verification in the factory.
5. The candidates should regularly check their email id for any correspondences from concerned unit regarding engagement.
6. Admit card/Call letters will be issued to the shortlisted candidates only through e-mail/online application portal.
7. Any dispute with regard to the **Fixed Tenure Contract Based Engagement of Skilled (Experienced) Tradesmen in GCF** against this advertisement will be subject to courts/tribunals situated in Jabalpur only.
8. The Competent Authority reserves the right to amend, modify or cancel the recruitment process or adopt any alternative lawful mode of selection in part or in whole, in case of contingency.
9. The citizens of India who are fulfilling the requisite qualification as mentioned in the advertisement can apply for the post.

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10. **As per AWEIL policy, candidates selected for fixed term based contractual hiring in GCF have to submit the duly filled in PVR (Attestation Form) in triplicate on same day of their joining. It is the responsibility of new joinees for follow up at respective police stations to get their duly verified PVR delivered in GCF within three months of joining. In case duly verified PVR is not received within stipulated time of three months, further maximum one-month time will be given as an extension. After four months, in no case they will be allowed to continue their job in GCF without duly verified PVR.**

For Chief General Manager GCF