

HINDUSTAN AERONAUTICS LIMITED

PRE - EMPLOYMENT MEDICAL EXAMINATION STANDARDS

S No	Particulars	Standard	
		40 years & below	above 40 years
1	General Examination		
	a) Height	152.5 cms (Male)	152.5 cms (Male)
		147.5 cms (Female)	147.5 cms (Female)
	b) Weight	Min. 45Kg. (Male)	Min. 45Kg. (Male)
		Min. 39Kg. (Female)	Min. 39Kg. (Female)
NOTE : MO should use his clinical discretion for abnormal height, weight & BMI for further clinical evaluation in respect of medical fitness. Significant under weight/ over weight & height more than 200 cms needs further investigations before declaring FIT			
2	a) 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. Pure Tone Audiometry as & when required.	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. Pure Tone Audiometry as & when required.
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	6/6 both eyes without glasses, without any myopia	Refer Annexure II
	ii) Distant vision for other trades	Better eye Worse eye	Better eye Worse eye
	a) with glasses for Tech jobs	6/9 6/9 or 6/6 6/12	6/9 6/12 or 6/6 6/18
	b) with or without glasses for non tech jobs	6/9 6/18	6/12 6/18
	iii) Near vision with or without glasses for other trades		
	a) Tech Jobs	N-6 both eyes	N-6 both eyes
	b) Non tech jobs	N-8 both eyes	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	Eye IOL may be accepted if visual acuity is ok.	Eye IOL may be accepted if visual acuity is ok.
D	Color Vision	Normal Colour Vision is a must for all jobs.	Normal Colour Vision is a must for all jobs.
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.

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G	Myopia	<p><i>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.</i></p> <p><i>In case Myopia is not within acceptable limits, the candidate can be reassessed after correction through surgery.</i></p>	<p><i>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.</i></p> <p><i>In case Myopia is not within acceptable limits, the candidate can be reassessed after correction through surgery.</i></p>
H	Hypermetropia	<p><i>Upto (+7) may be accepted provided the vision improves to 6/9 & have a binocular vision.</i></p>	<p><i>Upto (+7) may be accepted provided the vision improves to 6/9 & have a binocular vision.</i></p>
I	Pterygium	<p><i>Not affecting the Vision is acceptable.</i></p>	<p><i>Not affecting the Vision is acceptable.</i></p>
J	Retinal Detachment	<p><i>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.</i></p>	<p><i>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.</i></p>
K	Macular Degeneration	<p><i>To be rejected</i></p>	<p><i>To be rejected</i></p>
L	Retinitis Pigmentosa	<p><i>To be rejected</i></p>	<p><i>To be rejected</i></p>
4	Skin	<p><i>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.</i></p>	<p><i>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.</i></p>
		<p><i>b) Psoriasis & Systemic Lupus Erythematosus, if extensive (not treatable) should be considered for rejecting the candidate.</i></p>	<p><i>b) Psoriasis & Systemic Lupus Erythematosus, if extensive (not treatable) should be considered for rejecting the candidate.</i></p>
		<p><i>c) Vitiligo (Leukoderma) should not be considered as cause for rejection since it is neither communicable nor contagious.</i></p>	<p><i>c) Vitiligo (Leukoderma) should not be considered as cause for rejection since it is neither communicable nor contagious.</i></p>

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5	AIDS	<p><i>Elisa HIV I & II Testing are recommended for all candidates with consent.</i></p> <p><i>A written consent / undertaking will be obtained from the candidate before administering the test(App. 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</i></p>	<p><i>Elisa HIV I & II Testing are recommended for all candidates with consent.</i></p> <p><i>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 Depts like Design, Planning, Marketing, IT,MS, Finance, HR(excluding Canteen) Purchase, Security, Vigilance wherein, they will not be working on/with Machines, Tools etc</i></p>
Cardio vascular system			
6	a) General Exam	<i>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.</i>	<i>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.</i>
	b) Blood Pressure	<i>Blood pressure should be in the range of <u>130/90</u> mm/Hg or below.</i>	<i>Upper limit of acceptable limit should be <u>140/90</u> mm/Hg without any target organ damage.</i>
	c) Heart size	<i>All cases of Cardiomegaly should be assessed by Echocardiographic and diastolic dysfunction with poor LV function is not to be accepted.</i>	<i>All cases of Cardiomegaly should be assessed by Echocardiographic and diastolic dysfunction with poor LV function is not to be accepted.</i>
	d) Rh. Heart Disease	<i>Rheumatic Heart diseases & other valvular diseases are not to be accepted.</i>	<i>Rheumatic Heart diseases & other valvular diseases are not to be accepted.</i>
	e) MVPS	<i>All cases need to be investigated in the form of ECG, 2D Echo & Mitral Regurgitation, AF, Complex ventricular ectopics & Infective endocarditis to be ruled out before considering medical fitness.</i>	<i>All cases need to be investigated in the form of ECG, 2D Echo & Mitral Regurgitation, AF, Complex ventricular ectopics & Infective endocarditis to be ruled out before considering medical fitness.</i>

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	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) CCF,COPD Cases	Not to be accepted	Not to be accepted
	ii) Isolated Dextrocardia	Before accepting to be evaluated by cardiologist	Before accepting to be evaluated by cardiologist
	i)Sinus Arrhythmias	Sinus arrhythmia may be accepted.	Sinus arrhythmia may be accepted.
	ii) other conduction disorders	PVC more than 5/min/in pairs or multifocal, AF, RBBB & LBBB should be valuated by Echo, Holter, TMT & opinion of cardiologist.	PVC more than 5/min/in pairs or multifocal, AF, RBBB & LBBB should be valuated by Echo, Holter, TMT & opinion of cardiologist.
6	K) Murmurs	All cardiac murmurs to be evaluated by 2D echo by doing other relevant investigations & opinion of cardiologist to be taken for medical fitness.	All cardiac murmurs to be evaluated by 2D echo by doing other relevant investigations & opinion of cardiologist to be taken for medical fitness.
	l) IHD	Not to be accepted	All the candidates must be subjected to TMT.Cases who have already undergone Angioplasty/CABG should be considered after cardiologist opinion.
7	Respiratory System	a) Should not be suffering from any chronic respiratory diseases.	a) Should not be suffering from any chronic respiratory diseases.
		b) Bronchial asthma with normal-pulmonary functions accepted.	b) Bronchial asthma with normal- pulmonary functions accepted.
		c) Pulmonary tuberculosis accepted after completion of treatment & full recovery. MDR cases of Pulmonary tuberculosis to be rejected	c) Pulmonary tuberculosis accepted after completion of treatment & full recovery. MDR cases of Pulmonary tuberculosis to be rejected
		d) Significant Lungs cysts should be accepted after successful surgery.	d) Significant Lungs cysts should be accepted after successful surgery.
		Cases of Bronchiectasis with good respiratory reserve can be considered for employment.	Cases of Bronchiectasis with good respiratory reserve can be considered for employment.

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8	Abdomen	a) Organomegaly, abdominal masses should be investigated before employment.	a) Organomegaly, abdominal masses should be investigated before employment.
		b) Inguinal hernia, Hydrocoele Para Umbilical hernia, fistula in Ano, Hemorrhoids, Varicocele undescended testes, Pilonidal sinus should be surgically corrected before appointment.	b) Inguinal hernia, Hydrocoele Para Umbilical hernia, 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 decide after the biopsy report.	c) Any palpable lymph node to be biopsied & fitness to decide after the biopsy report.
		d) Varicose veins without complications can be accepted after surgeon's opinion	d) Varicose veins without complications can be accepted after surgeon's opinion
9	Genito Urinary System	a) Phimosis & Paraphimosis/ Hypospadiasis to be accepted after surgical correction at the expense of the candidate.	a) Phimosis & Paraphimosis/ Hypospadiasis 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 IVP/USG/ other test.	c) Renal stones of above 4mm can be accepted after treatment/ Lithotripsy provided Renal functions are proved normal by IVP/USG/ other test.
		d) Mobile kidney/single kidney/Horse shoe shaped kidney can be accepted provided Renal functions are proved normal by IVP/Renal Isotope study.	d) Mobile kidney/single kidney/Horse shoe shaped kidney can be accepted provided Renal functions are proved normal by IVP/Renal Isotope study.
		e) Poly cystic kidney to be rejected	e) Poly cystic kidney to be rejected
10	HBSAg positive cases	HBSAg (Australian Antigen +ve) but without complication may be accepted	HBSAg (Australian Antigen +ve) but without complication may be accepted
11	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

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		a) Candidates should not be suffering from chronic nervous diseases however, congenital facial palsy is accepted.	a) Candidates should not be suffering from chronic nervous 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.
12	Musculoskeletal System	Only progressive musculoskeletal disorders should be considered as disqualification. Non-progressive congenital abnormality should be evaluated by another specialist before fitness for the specific job.	Only progressive musculoskeletal disorders should be considered as disqualification. Non-progressive congenital abnormality should be evaluated by another specialist before fitness for the specific job.
		Muscular dystrophies can be considered under physically handicapped quota.	Muscular dystrophies can be considered under physically handicapped quota.
13	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) Any Lump in the Breast like Fibro adenoma to be operated before joining & malignancy to be excluded.	c) Any Lump in the Breast like Fibro adenoma to be operated before joining & malignancy to be excluded.
14	Psychiatry	Schizophrenia, paranoid disorders, alcohol abuse, presenile Dementia & Drugs addicts are not suitable.	Schizophrenia, paranoid disorders, alcohol abuse, presenile Dementia & Drugs addicts are not suitable.
Endocrine System			
15	a) Diabetes Mellitus	Not to be considered	If blood sugar level, HbA1c ECG & CxR & if required 2D Echo are normal with drug therapy & there is no target organ damage, candidates can be considered for Employment
	b) Thyrotoxicosis	Can be considered if under control with drug therapy & there are no complications proved by investigations.	Can be considered if under control with drug therapy & there are no complications proved by investigations.

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	c) Goiter & Hypothyroidism	<i>Cases of goiter to be evaluated fully & cases of Hypothyroidism can be considered good control with drug therapy & there are no complications proved by investigations.</i>	<i>Cases of goiter to be evaluated fully & cases of Hypothyroidism can be considered good control with drug therapy & there are no complications proved by investigations.</i>
16	Malignancy/ Cancer	<i>It should be considered as Unfit for employment</i>	<i>It should be considered as Unfit for employment</i>



हिन्दुस्तान एरोनाटिक्स लिमिटेड
Hindustan Aeronautics Limited



SELECTION OF MANAGEMENT TRAINEES (LEGAL)

Hindustan Aeronautics Limited (HAL), a Navratna Central Public Sector Undertaking, is a premier Aeronautical industry of South East Asia, with 20 Production / Overhaul / Service Divisions and 10 co-located Research & Design Centres spread across the country. HAL's spectrum of expertise encompasses design, development, manufacture, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Industrial & Marine Gas Turbines, Accessories, Avionics & Systems and structural components for Satellites & Launch Vehicles.

HAL, over the last seven decades, has grown progressively into an integrated aerospace organization with the indigenous design & development of the Advanced Light Helicopter (ALH-Dhruv), Intermediate Jet Trainer (IJT) & Light Combat Aircraft (LCA-Tejas). The ongoing major projects & programmes include ALH (both Military & Civil roles), IJT, LCA, Pilotless Target Aircraft (PTA), SU-30 MKI, Hawk (Advanced Jet Trainer) & Dornier – 228 (Light Transport Aircraft). Aligning with the emerging future requirements, HAL has conceptualized the indigenous development of Light Combat Helicopter (LCH), Basic Turboprop Trainer Aircraft (HTT-40), Light Utility Helicopter (LUH) & Indian Multi-Role Helicopter (IMRH). HAL will co-design & co-develop the Fifth Generation Fighter Aircraft (FGFA) & Multi Role Transport Aircraft (MTA), with foreign partners.

HAL invites applications from young, energetic & result oriented **Legal Professionals** for the post of Management Trainee (Legal) for its various Divisions / Offices, at Bangalore, Hyderabad, Nasik, Koraput (Orissa), Lucknow & Kanpur.

NUMBER OF POSTS & RESERVATION:

Category	ST	SC	OBC (Non Creamy layer)	UR	Total
No. of Posts	1	2	4	8	15

One vacancy is reserved for Person With Disabilities (PWDs) with one of the following types of disability:

- One Leg affected (OL)
- Both Leg affected (BL)
- One Arm & one Leg affected (OAL)
- Low Vision (LV)

The vacancy in respect of PWDs will be distributed among all the categories i.e, ST, SC, OBC & UR.

QUALIFICATION:

Bachelor of Law (5 years integrated Full Time course after 10 + 2) or Bachelor's Degree with Full Time Bachelor of Law (3 + 3 years after 10 + 2), from Institutes / Universities, recognized by appropriate statutory authorities in the country.

General / OBC candidates should have secured a minimum of 60% Marks in Bachelor of Law (3 years or 5 years Integrated Law course), in the aggregate of all the Semesters / Years or corresponding CGPA Ratings / Gradations. SC / ST candidates should have secured a minimum of 50% Marks in Bachelor of Law (3 years or 5 years Integrated Law course), in the aggregate of all the Semesters / Years or corresponding CGPA Ratings / Gradations.

AGE LIMIT:

- Upper Age limit not above 28 years as on **24.04.2013** for General category candidates.
- Upper Age limit is relaxable by 5 years in respect of SC/ST candidates.
- Upper Age limit is relaxable by 3 years in respect of OBC (non - creamy layer) candidates.
- In respect of Persons with Disabilities (PWDs), Upper Age limit is relaxable by 10 years, which will be over and above the relaxation admissible for candidates belonging to SC/ST/OBC.
- For candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period of 01-01-1980 to 31-12-1989, upper Age limit is relaxable by 5 years.
- Relaxation in Age for Ex-servicemen will be given as per extant Government rules.

SELECTION PROCEDURE:

- Eligible candidates will have to appear for an Objective Type Competitive Online Test at their own expense, on the date, time and venue, which will be mentioned in the Admit Card. Candidates are required to produce one of the original & valid Identity Card (i.e., Voters ID card, Driving License, Aadhaar Card, Passport & PAN card) to prove their identity before the Invigilator, failing which they will not be allowed to appear for the Online Test.
- The test will be of 2 ½ hours duration. The test will be in three parts. 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 Law. The test can be taken in Hindi or English. Candidates will have to give their choice for appearing in Hindi or English at the time of applying for the post which can not be changed subsequently.

- The Online Test will be held at Bangalore, Chennai, Hyderabad, Kolkata, Mumbai & Noida. Candidates are required to choose any two cities as preference – 1 & 2 for Test Center and no change in any circumstance will be considered subsequently. However, HAL reserves the right to add / cancel any centre and allocate appropriate centre to the candidates.
- The candidate has to download his Admit card from HAL website. Admit cards will not be sent either by post or by e-mail.

PRE-EMPLOYMENT MEDICAL STANDARDS:

- Candidates provisionally selected by HAL will have to undergo a pre-employment Medical Exam before joining HAL. Applicants should have sound health and should meet the medical standards prescribed by the Company. 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. No relaxation in health standards will be allowed. **Click here** for viewing the Pre-employment Medical Standards, prescribed by HAL.
- Person With Disabilities are required to furnish duly stamped Medical Certificate in relation to their disability from a Government Hospital or Medical Board attached to Special Employment Exchange for the Handicapped.

PLACEMENT & COMPENSATION PACKAGE:

- Selected candidates would be posted as Management Trainee (Legal) in any of the Divisions / Offices, based on the requirements of the Company. They will undergo 52 weeks of training programme, comprising of various training modules including theoretical & on-the-job training at various places. The location where the selected candidates will be posted will be decided before joining HAL.
- During the training period, the Trainees shall draw a Stipend comprising of Basic Pay, Variable Dearness Allowance & Canteen Allowance. Besides, bachelor accommodation or House Rent Allowance is also admissible during the training period, depending upon the place of posting, as per company rules. The approximate Cost to Company (CTC) per annum during training is Rs. 4.2 to 4.6 lakhs.
- On successful completion of the training, the Trainees would be absorbed as Officer (Legal) with a Basic Pay of Rs. 16,400/- in the Grade-II Scale of Pay of Rs. 16,400-40,500/. On absorption, the candidate will be eligible for Basic Pay, Variable Dearness Allowance, other Perks & Allowances, Company Accommodation / House Rent Allowance, Performance Related Pay, Leave, Medical Facilities, Provident Fund, Gratuity etc as per company rules.

The approximate CTC per annum after absorption as Officer (Legal) is Rs. 6 to 6.5 lakhs, depending on the location of the posting.

SERVICE AGREEMENT BOND:

Selected candidates shall execute a Service Agreement Bond to serve HAL for a period of 5 years (excluding the training period). In case of breach of the Service Agreement during the training period or after absorption as Officer (Legal), the candidate is liable to reimburse the actual training expenses (including recruitment expenses, all the remuneration paid and expenses incurred during the training period), subject to a maximum of Rs. 5,00,000/- (Rupees Five Lakhs only).

MODE OF PAYMENT OF APPLICATION FEE:

- Rs.400/- (Rupees Four Hundred only), which is non-refundable (exempted in the case of SC / ST / PWD candidates).
- All core banking branches of State Bank of India (SBI) has been authorized to collect the Registration Fee in specially opened Account No. 30969511830, on behalf of HAL.
- Application Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the Application Fee.

HOW TO APPLY? (REGISTRATION PROCESS)

- Eligible and interested candidates are required to apply Online only on the HAL Website (Careers section): www.hal-india.com. No other means / mode of application will be accepted. The Website is functional **from 1200 hours on 3.4.13 to 1800 hours on 24.4.13** for registration.
- Before registering the applications on HAL website the candidates should possess the following:
 - Valid E-mail ID, which should remain valid & active till the completion of selection procedure.
 - Scanned copy of latest passport size colour photograph (in jpg file only & less than 180 KB size) for uploading with the application form.
 - Educational details like semester-wise marks, norms on conversion of CGPA to percentage etc

- The steps for depositing the Application Fee & submitting the Application Online are as follows:

Step – 1: Candidate is required to click the link given in Career Section on the HAL website for the Registration. The Personal & Educational details are required to be filled up and photograph to be uploaded. Before finally submitting the details entered, an editing option will be given to the candidate for editing any details already entered, if required.

- In case of candidates belonging to SC/ST/PWD categories, on submission of personal & educational details, the registration process will be completed by generating a unique Application Number in the Application Confirmation page. They are required to print the system generated Application confirmation page for future reference.
- In case of candidates belonging to General & OBC categories, on submission of personal & educational details, they are required to print the Bank Challan (Pay-in-Slip) for depositing the Application Fee in the Bank.

Step – 2 (for General / OBC Categories only): Candidate has to approach any of the core banking branches of SBI with the “Pay-in-Slip” and deposit the Application Fee of Rs. 400/- along with the bank charges Rs. 25/- in “Hindustan Aeronautics Limited – Recruitment Account” bearing No. 30969511830, **on or before 24.4.13**. On receipt of the Application Fee, the concerned SBI branch will enter a unique Journal Number in the “Pay-in-Slip”. Candidates should retain original counterfoil of the “Pay-in-Slip” (Candidate’s copy) for future reference.

Step – 3 (for General / OBC Categories only): After payment of Application Fee in the Bank, candidate is required to log on to HAL website **on or before 24.4.13, 1800 hours** and fill-up the E-Mail ID & Date of Birth in the link given. Candidate will then be required to enter the details of payment of Application Fee. On submission, Application Confirmation page will be displayed and the candidate is required to print the Application confirmation page for future reference.

Please note that the registration process will be closed at 1800 hours on 24.4.13. In case of non payment of Application Fee and not completing the above steps, the Application will be incomplete and the same will be rejected.

GENERAL INSTRUCTIONS:

- Only Indian Nationals are eligible to apply.
- All qualifications should be from an Indian Universities / Institutes recognized by appropriate statutory authorities in the country.
- Part Time / Correspondence / Distance Learning Law courses are not eligible.
- The total maximum marks and total marks obtained for all the 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.
- Wherever CGPA or letter grade in a 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 Certificate to this effect from the University / Institute at the time Interview.
- Candidates employed in Central / State Government Departments / Public Sector Undertakings / Autonomous Bodies should produce "No Objection Certificate" at the time of Interview from their employer failing which they will not be permitted to appear for the Interview and will not be eligible for payment of Traveling Allowance.
- For getting the reservation benefits under OBC category, the following are required to be adhered:
 - The candidate must not belong to creamy layer.
 - The name of caste and community of the candidate must appear in the 'Central list of other Backward Classes'.
 - The candidate needs to furnish their OBC certificate as per the format prescribed by the Government of India (not older than six months as on 24.4.13), from the Competent Authority, at the time of interview.
- Internal Candidates of HAL are also required to apply Online. They are advised to refer to the internal Circular dated 3.4.13 before filling up the application.
- The training for Management Trainee (Legal) is scheduled to commence on 28th June 2013 and the candidates should make necessary arrangements for joining on the specified date, as the training is imparted in groups.
- 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.
- Mere submission of application will not entail a right for claiming appointment.

- HAL reserves the right to cancel / restrict / enlarge / modify / alter the advertisement / recruitment process and / or the selection process thereunder, without issuing any further notice or assigning any reason whatsoever.
- If the information furnished by the candidate in any part is found to be false or incomplete, the candidature / appointment will be considered as revoked / terminated without any reference given to the candidate.
- Court of jurisdiction for any dispute will be at Bangalore.
- Canvassing in any manner would be a disqualification.
- For any further queries, candidates may contact us at halmtlegal2013@gmail.com

TENTATIVE SCHEDULE *:

Online Registration	3.4.13 to 24.4.13
Download of Admit Card for Online Test on HAL Website	3.5.13
Online Test	18 / 19.5.13
Release of Test results on HAL Website	24.5.13
Download of Interview Call Letter on HAL Website	24.5.13
Interview for shortlisted candidates at HAL, Bangalore	4 / 5.6.13
Release of the list of provisionally selected candidates on HAL Website	11.6.13
Download of Provisional Offer of Appointment on HAL Website	12.6.13
Pre-employment Medical Test at HAL Hospitals	13.6.13 – 19.6.13
Pre-employment Document Verification at HAL, Bangalore	27.6.13
Commencement of Training Program at HAL Management Academy, Bangalore	28.6.13

* Any change in the above schedule will be notified on the HAL Website.



Propel your dreams

Hindustan Aeronautics Limited
Corporate Office
15/1, Cubbon Road, Bangalore – 560 001