

 	आयुध निर्माणी, तिरुचिरापल्ली, तमिलनाडु, पिन-620 016 ORDNANCE FACTORY, TIRUCHIRAPPALLI TAMILNADU, PIN-620 016. (एडवांस्ड वेपंस एंड इक्विपमेंट इंडिया लिमिटेड की एक इकाई) (A UNIT OF ADVANCED WEAPONS AND EQUIPMENT INDIA LIMITED (AWEIL)) भारत सरकार का उद्यम / A GOVERNMENT OF INDIA ENTERPRISE रक्षा मंत्रालय / MINISTRY OF DEFENCE सी.आई.एन. / CIN: U29270UP2021GOI150734.	 An IS/ISO 9001:2015, 14001:2015, 45001:2018, 50001:2018& WASH certified and NABL accredited unit of AWEIL. 
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Advertisement for Engagement of Tradesman on Fixed Tenure basis in OFT

Online applications are invited from the citizens of India fulfilling the requisite qualification/criteria against the various posts on **CONTRACT BASIS (Fixed Tenure)**, to work in Ordnance Factory Tiruchirappalli, Tamilnadu, for a period of ONE year that may be extended based on factory requirement and individual performance.

Name of Post and Vacancies available are as follows:

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Remuneration: Rs.19900 + DA applicable (Approx. Rs.30,845/- subject to fulfilling of conditions)

<u>Sl. No</u>	<u>TRADE</u>	<u>TOTAL</u>	<u>SC</u>	<u>ST</u>	<u>OBC</u>	<u>EWS</u>	<u>UR</u>	<u>Ex-Ser</u>	<u>PwBD</u>
1	Turner	6	1	0	1	0	4		
2	Fitter(Electronics)	6	1	0	1	0	4		
3	Grinder	8	1	0	2	0	5		
4	Machinist	24	4	0	6	2	12		03*
5	Painter	3	0	0	0	0	3	1	
6	Welder	3	0	0	0	0	3		
7	Chemical Process Worker	3	0	0	0	0	3		
8	Electroplater	3	0	0	0	0	3		
9	Examiner	8	1	0	2	0	5	4	
10	OMHE	1	0	0	0	0	1	1	
11	Millwright	2	0	0	0	0	2		
12	Electrician	4	0	0	1	0	3		
13	Fitter(G)	1	0	0	0	0	1	1	
14	Fitter(Refrigeration)	1	0	0	0	0	1		
TOTAL		73	8	0	13	2	50	7	3

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

* Reservation break up for Person with Benchmark Disability (PwBD) in the post of Machinist is as follows:-

Category	Number of Posts
a) Blindness and Low Vision	01
b) Deaf Hard of Hearing	01
c) Locomotor Disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy	01

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2) **Eligibility Criteria:**

(i) Educational Qualification:

(a) For all the posts (except Welder, Examiner, Operator Material Handling Equipment, Chemical Process Worker):

- a. Passed Matriculation or its equivalent examination and;
- b. National Council of Trades for Vocational Training (NCTVT) certificate [i.e. National Apprentice Certificate (NAC) or National Trade Certificate [NTC] in the **relevant trade** failing which by I.T.I or its equivalent Diploma/Certificate.

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EQUIVALENT/IDENTICAL TRADES

* Electronics and Electronics Mechanic can apply against the post of Fitter (Electronics) being identical trades.

* Maintenance Mechanic can apply for Millwright also

(b) For the post of Welder:

- a. Passed 8th or 10th class from a recognized board and;
- b. National Council of Trades for Vocational Training Certificate in the trade of Welder failing which by I.T.I or equivalent Diploma / Certificate holder.

(b) For the post of Examiner:

- a. Passed Matriculation or equivalent examination and;
- b. National Council of Trades for Vocational Training Certificate in the trades of Fitter, Machinist, Turner, Grinder failing which by I.T.I or equivalent Diploma / Certificate holder.

(c) For the post of Chemical Process Worker:

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- a. Passed Matriculation or equivalent examination and;
- b. National Council of Trades for Vocational Training Certificate in the trade of Attendant Operator (Chemical Plant) failing which by I.T.I or equivalent Diploma / Certificate holder.

(d) For the post of Operator Material Handling Equipment:

- a. Passed Matriculation or equivalent examination and;
- b. National Council of Trades for Vocational Training Certificate in the trade of Crane Operations
- c. Having Heavy Vehicles license and having knowledge on operations of Cranes /Fork Lifts/battery trucks and heavy machinery excavators (like JCB..etc)

NOTE: The Degree and Diploma in Engineering will not be accepted as basic qualification for this purpose.

(ii) Job Specification: The trade test will be conducted on the following job specification and candidates will be evaluated based on trade test. Failure in trade test is also failure in the selection process.

Sl. No.	Trade	Job Specification
01	Turner	Precision machining of various components. Candidates must be skilled in handling CNC Turning/Turn Mill Centre and part programming (Siemens/Fanuc) & proving of components, tools setting, work offset/tool offset, part alignment and independently operating measuring instruments like Vernier calipers, micrometers, bore gauges etc.
02	Fitter (Electronics)	Capable of soldering/de-soldering electronics components in Multi-Layer PCBs, wide knowledge on assembling/testing/diagnostics/troubleshooting of Electronics assemblies, sub-assemblies and components. Preventive/Predictive breakdown maintenance of machine with electronics controls pertaining to CNC machine (Siemens/Fanuc/SPM), PLC Controlled machines (Siemens/Fanuc), AC DC servo drives, EPABX, Electronic instruments (Gen., Furnaces & AC).
03	Grinder	Precision grinding of various components. Candidates must be skilled in handling of cylindrical/surface/center less /profile/tools and cutter, Jig grinding and Special purpose grinding machines and wheel balancing, tools setting, part alignment and independently operating measuring instruments like Vernier calipers, micrometers, surface roughness bore gauges etc.
04	Machinist	Precision machining of various components. Candidates must be skilled in handling of CNC machining (HMC/VMC) and part programming (Siemens/Fanuc) & proving of components, tools setting, work offset/tool offset, part alignment and independently operating measuring instruments like Vernier calipers, micrometers, bore gauges etc.
05	Painter	Capable of IS standard abrasive blasting/Phosphating / spray guns painting, packing oven of rifle and weapons components and assemblies with latest painting technology(including powder coating procedure)..etc.
06	Welder	To perform TIG/ARC/Spot Welding on rifle and weapons components and sub-assemblies, different type of joints, meeting RT/UT standards. Should capable of independently handling fitting related tasks (chamfering, grinding, cleaning, pre/post heating, DP testing) without the need/assistance of Fitter support.
07	Chemical Process Worker & Electroplater	Carry out electroplating and chemical surface treatment of metallic components including degreasing, pickling, plating (i.e. Nickel, Chrome, and Zinc), passivation, and post treatment finishing. Responsible for bath maintenance, solution testing, quality control of plated component and safe handling of chemical and PPE adherence.
08	Examiner	To carry out the inspection of components and sub-assemblies, assemblies and proofing and testing and also having knowledge on measuring instruments and equipment.
09	Operator Material Handling Equipment (OMHE)	Capable of operating fork lift, battery trucks, cranes and excavators like JCB...etc. based on the functional requirements of the factory
10	Millwright & Fitter (General)	Capable carrying out the preventive and break down maintenance of conventional and CNC machines press tools, HT furnaces...etc. and other mechanical equipment on the functional requirements.
11	Electrician	Capable carrying out the preventive and break down maintenance of conventional and CNC machines press tools, sub stations, switch gears, transformers and other instruments and other electrical equipment on the functional requirements.
12	Fitter (Refrigeration)	Capable carrying out the preventive and break down maintenance of AC/chiller plants, panel AC, split/window AC, Refrigerators and thermal chambers...etc.

(iii) Age Limit: Between 18 and 35 years as on last date of receipt of application for General Candidates.

PwBD 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) **How to Apply-** : Candidates are required to apply through online <https://www.aweil.in/notice> and to click on the **OFT Contractual engagement of technical posts.** After applying online, take print out and forward the application through Speed Post to “**The Chief General Manager, Ordnance Factory Tiruchirappalli, Tamilnadu -620016.**” In an envelope along with relevant supporting documents as mentioned in the online application. The envelope must be clearly superscripted as “**APPLICATION FOR THE POST OF _____ ON CONTRACT BASIS.**” *“The applications not having the copies of proof/testimonials claimed will summarily rejected at initial stage itself.”*

4) Closing Date for Receipt of Application:

(i) Last date for applying through online is **21.09.2025**

(ii) The online application in a closed envelop should reach OFT on or before **29.09.2025 upto 17:00 hrs.**

5) Application Fees- Nil

6) Remuneration:

- (i) Contractual employees will be paid a consolidated monthly salary, inclusive of basic pay of Rs. 19,900/- and applicable Dearness Allowance. Remuneration will be calculated at the rate of 1/30th of the pay for work of 8 hours a day for all purposes.
- (ii) 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.
- (iii) House Rent Allowance will be paid, if Quarter is not provided by units of AWEIL. Quarter must be vacated on ***1st January & 1st July of the year mandatorily.*** License fee for Quarters will be deducted at the rates as applicable to regular Workmen ***and no other allowance will be paid.***

- (iv) An annual increase of 3% during the tenure shall be admissible on the Basic Pay, subject to satisfactory performance and extension of contract, if any.
- (v) The performance of the individual on fixed term contract will be evaluated on half yearly basis. Individuals with performance rating satisfactory & above will be granted an increment, as applicable to the corresponding pay-scale, on completion of each year during the contractual employment. Individuals having performance rating Poor or below will be given 3 months' time in writing to improve their performance. After the next 3 months again performance will be evaluated and if again the performance rating found poor or below, the contractual services of the individual will be terminated by giving 15 days' notice.
- (vi) Personnel engaged on contract will be eligible for EPF as per act and government guidelines.
- (vii) Personnel engaged on contract will come under purview of The Employees' Compensation Act, 1923.

7) Working Hours: Personnel engaged on contract will work as per the production schedule (like Day/Night shifts), typically 8 Hours per day excluding lunch break, 6 days per week, i.e. 48 hours per week.

9) Mode of Selection:

- (i) Selection of the candidates shall be done based on the Marks scored in the NCTVT (NCVT) and Trade Test/Practical test only, in the order of Merit. Cut off percentage for calling candidates for Trade test will be decided by the Ordnance Factory Tiruchirappalli based on the total Marks secured in NCTVT.
- (ii) Ordnance Factory Tiruchirappalli will carry out trade Test probably within one month of closing date of Advertisement.
- (iii) Merit list will be prepared based on combined marks secured in NCTVT Exam and Trade test/Practical Test. However, Failure in trade test is also failure in the selection process.
- (iv) Weightage of Marks in NCTVT Exam and Trade test/Practical test will be 80% and 20% respectively.
- (v) Candidates qualifying in the NCTVT and Trade Test/Practical test will be called for Document Verification in the order of Merit. The number of candidates called for Document Verification will be limited to the number of posts notified (Discipline/Category wise).

- (vi) In case of rejection of candidates during the Document Verification process on account of non-availability of requisite documents/ testimonials, not meeting the advertised criteria with respect to Age, Qualification, Experience...etc., additional candidates will be called for Document Verification in the order of Merit (Discipline/ Category wise). The number of additional candidates called for Document Verification will be limited to the number of candidates rejected.

10) Rejection of Application/Cancellation of Candidature: Applications received after the closing date or not meeting the eligibility criteria and Terms & Conditions of advertisement will be summarily rejected. ***In this regard, the decision of the Ordnance Factory Tiruchirappalli is final and binding to all candidates applied for the post(s) and no correspondence will be entertained under any circumstances.***

11) General Conditions:

- i) The self-attested copies of educational qualifications, certificate for age proof, experience certificate from institutions etc., should be enclosed along with the application.
- ii) The OBC candidate applying for the post under OBC category should also have to submit duly signed undertaking in the format given at Appendix-I of the Application Form.
- iii) Submission of false / incorrect / incomplete information and / or dubious / bogus documents shall disqualify the candidature.
- iv) Only shortlisted candidates will be informed through post / e-mail for Trade Test/Practical Test in due course.
- v) Ordnance Factory Tiruchirappalli will not be responsible for late / non-receipt of filled-in application/ Call letters, etc., due to postal delay or any other reasons.
- vi) E-mail ID & Phone/Mobile Numbers should be kept active till the completion of whole recruitment process.

12) Other Benefits and Terms & Conditions:

- (i) Working pattern of the Tenure based personnel will be the prerogative of the factory on functional requirements.
- (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 factory 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.
- (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, based on factory requirement and individual performance.
- (ix) The Tenure Based Contract Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.
- (x) 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.
- (xi) 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.
- (xii) Tenure based personnel will be eligible for Company Quarters, wherever available. They will not be entitled for the following:
 - a) Promotions;
 - b) OT Allowance;
 - c) Loans, Advances & Interest Subsidies;
 - d) Medical Facilities;
 - e) Contingency Advance;
 - f) School Fee Reimbursement;
 - g) LTC/LTA Facilities;
 - h) Grant of Study Leave;
 - i) Sponsorship for Higher Studies;

- j) Any other benefits admissible to regular Workmen not mentioned specifically in the advertisement.
- (xiii) The Tenure based Personnel will not be entitled for any Allowances or Benefits other than those indicated in this Scheme.
- (xiv) Performance of the Personnel would be assessed on a monthly basis and evaluated on half yearly basis.
- (xv) The Contractual Engagement will be on full time basis. Absence from duty other than on Authorised Leave/Company Holidays will result in proportionate reduction in the Consolidated Emoluments. They will be eligible for Company Holidays as applicable to regular employees.
- (xvi) The Contractual Engagement 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 contract will be terminated immediately.
- (xvii) Tenure based Personnel will not work on 1st July and 1st Jan of the year, to ensure govt. policy.

13) 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 aforementioned vacancies should ensure that they fulfill all eligibility conditions for the post applied for.

14) Other Information to the Candidates:

- (i) Their admission to all the stages of the selection procedure will be purely provisional subject to satisfying the prescribed eligibility conditions and their police verification.
- (ii) Selected candidate's engagement are subject to verification of their character and antecedents through Police Verification Report.
- (iii) Selected candidates must undergo a medical fitness test before joining.
- (iv) Mere issue of Call letter/Admit Card to the candidate for Trade Test will not imply that his/her candidature has been finally accepted by Ordnance Factory Tiruchirappalli.

- (v) Verification of eligibility conditions with reference to original documents will be done only at the time of document verification in the factory.
- (vi) The candidates should regularly check their email id for any correspondences from Ordnance Factory Tiruchirappalli regarding contractual engagement.
- (vii) **Resolution of Tie:** The tie cases will be resolved in the following order of preference:
 - i. Ex-Trade Apprentice of Ordnance Factory Tiruchirappalli
 - ii. Ex-Trade Apprentice of Ordnance Factories other than Ordnance Factory Tiruchirappalli
 - iii. Higher marks in NCTVT (now NCVT).
 - iv. Date of Birth – Elder candidate will be given preference
- (viii) Admit card/Call letters will be forwarded to the candidates by post/e-mail.
- (ix) Any dispute with regard to the Fixed Tenure Contract Based Engagement in Ordnance Factory Tiruchirappalli against this advertisement will be subject to courts/tribunals situated in Tiruchirappalli only.
- (x) The Competent Authority reserves the right to amend, modify or cancel the contractual engagement process or adopt any alternative lawful mode of selection in part or in whole, in case of contingency.
- (xi) The citizens of India who are fulfilling the requisite qualification as mentioned in the advertisement can apply for the post.