

ENGAGEMENT OF TENURE BASED DBW  
Full Advertisement/Notification  
(No 2380/E/Hire/IE/GP.I)

Offline applications are invited from Ex-Apprentices of AOCPT Trade possessing Ordnance Factories training/experience in manufacturing and handling of military ammunition & explosives and also Ex-trade apprentice of AOCPT trade trained in Ordnance Factories of erstwhile Ordnance Factory Board possessing NAC / NTC Certificate issued by NCTVT (now NCVT) for the **Tenure based DBW (Danger Building Worker)** Personnel on CONTRACT BASIS, to work in Ordnance Factory Khamaria, Jabalpur, Madhya Pradesh, 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.

1) **Details of Name of Post, Basic Pay & Vacancies are as follows:**

Name of the post	Basic Pay	Skill Level	Total Vacancies - 200					Ex-Service Man
			UR	OBC (NCL)	SC	ST	EWS	
Tenure Based DBW	Rs. 19900 + DA	Skilled	80	30	30	40	20	20 (Horizontal)

Note: The above post is not identified for PwBD (Person with Benchmark Disability) candidates. Hence candidates belonging to PwBD category are not eligible for the post.

2) **Essential Qualification:** Ex-Apprentices of AOCPT Trade (NCTVT) possessing Ordnance Factories training/experience in manufacturing and handling of military ammunition & explosives. And also Ex-trade apprentice of AOCPT trade trained in Ordnance Factories of erstwhile Ordnance Factory Board.

3) **Age Limit:** Between 18 and 30 years as on last date of receipt of application i.e. **30/06/2023** for General Candidates. 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

4) **Application Fees - NIL**

5) **How To Apply-** Candidates are required to download and print the Application Form and fill up the same in BLOCK LETTERS only. Candidate must go through detail terms & conditions and also check regularly this website for any further updates. The envelope must be clearly superscripted as "APPLICATION FOR THE POST OF "TENURE BASED DBW PERSONNEL ON CONTRACT BASIS". Application along with other necessary enclosures & two extra photograph self -attested (in back of the photographs) are to be forwarded by post to the following address only:

**The General Manager,  
Ordnance Factory Khamaria  
District: Jabalpur  
Madhya Pradesh, Pin -482005**

- 7) **Closing Date for Receipt of Application: 30/06/2023.**
- 8) **Remuneration:**
- i) Remuneration will be paid at the rate of 1/30th of the pay at the basic of the relevant pay scale plus dearness allowance for work of 8 hours a day.
  - ii) Central DA as prevalent will be applicable.
  - iii) House Rent Allowance as per classification of Cities (when Company Quarter is not available)  
Note: In case of availability of Company Quarters, priority would be given for allotment of Quarters. License fee for Quarters will be deducted at the rates as applicable to regular Workmen.
  - iv) An annual increase of 3% during the tenure shall be admissible on the Basic Pay, subject to satisfactory performance.
  - v) The performance of the individual on fixed term employment will be evaluated. 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 employment. Individuals having performance rating Poor or below will be given 3 months' time in writing to improve their performance. After three months again performance will be evaluated and if again the performance rating found poor or below, the services of the individual will be terminated by giving 15 days' notice.
  - vi) Personnel engaged will be eligible for EPF and ESIC as per act and government guidelines.
  - vii) Personnel engaged on fixed term basis will be eligible for Bonus (if applicable) as per Bonus Act 1965 amended time to time.
- 9) **Job Specification:** Manufacturing and handling military explosive and ammunitions.
- 10) **Mode of Selection:**
- i) Selection of the candidates shall be done based on the Marks scored in the NCTVT 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 Khamaria based on the total Marks secured in NCTVT.
  - ii) Trade Test will be carried out by Ordnance Factory Khamaria probably within one month of closing date of Advertisement. Trade Test/ Practical test will be of 100 marks.
  - iii) Merit list will be prepared based on combined marks secured in NCTVT Exam and Trade test/Practical Test.
  - 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.

11) **Rejection of Application/Cancellation of Candidature:** Applications received after the closing date or not meeting eligibility criteria and Terms & Conditions of advertisement will be summarily rejected.

12) **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. SC/ST candidates shall be paid second class TA as admissible under the rules in the shortest route of travel, on production of Bus / Train ticket and Caste / Community Certificate for document verification. It is mandatory to submit "Bank Details Form" for reimbursement of TA Claim.
- v. SC/ST Candidates appearing for Trade test/ Practical test will have to travel on their own expenses.
- vi. No correspondence/enquiry through Phone/messenger will be entertained.
- vii. Canvassing in any form will lead to disqualification.
- viii. Mere submission of application form does not guarantee issue of "Call Letter" for Trade Test/Practical Test.
- ix. Only short listed candidates will be informed through post / e-mail for Trade Test/Practical Test in due course.
- x. Ordnance Factory Khamaria will not be responsible for late / non-receipt of filled-in application/ Call letters, etc., due to postal delay or any other reasons.
- xi. E-mail ID & Phone/Mobile Numbers should be kept active till the completion of whole recruitment process.

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

- i. Working pattern of the Tenure based personnel will be the prerogative of the employer.
- ii. Personnel engaged will be entitled of 30 days Leave per year. 2.5 days of Leave will be credited, for every calendar month of service. Leave can be accumulated by the Personnel during their tenure up to 30 days and can be encashed after completion of one year. For the last month of Service prior to separation/ completion of Tenure, the Leave of 2.5 days pertaining to the last month of Service will be credited on the 15th day of that month.  
Note: Encashment of Leave in respect of Tenure based Personnel will be governed by applicable Rules and Terms & Conditions.
- iii. Personnel Engaged cannot take more than 5 days leave in a month and cannot take continuously 3 days leave in a stretch except on medical ground. Under special circumstance employer can give relaxation in availing leave not more 30 days in a year subject to number of leave credited in his/her account.
- iv. 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.
- v. Tenure based personnel will be entitled for safety and protective gears, equipment, kits etc. as per the Company norms.
- vi. Female personnel will be entitled to Maternity Benefits as per the provisions under the Maternity Benefit Act, 1961.

- vii. 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 year from the date of engagement (including initial period) based on factory requirement and individual performance.
  - viii. The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.
  - ix. 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.
  - x. 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.
  - xi. 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.
  - xii. The Tenure based Personnel will not be entitled for any Allowances or Benefits other than those indicated in this Scheme.
  - xiii. Performance of the Personnel would be assessed on a half yearly basis.
  - xiv. The 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.
  - xv. 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.
- 14) **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.
- 15) **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.
- 16) **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. Mere issue of Call letter/Admit Card to the candidate for the Trade Test will not imply that his/her candidature has been finally accepted by O.F. Khamaria.
  3. Verification of eligibility conditions with reference to original documents will be done only at the time of document verification in the factory.
- 17) **Resolution of Tie:** The resolution of tie cases will be settled as under:
- (i) Higher marks in NCTVT (now NCVT).
  - (ii) Ex-Trade Apprentice of O.F.Khamaria.
  - (iii) Date of Birth – Older candidate will be given preference
- 18) Admit card/Call letters will be forwarded to the candidates by post/e-mail.
- 19) Any dispute with regard to the tenure based DBW (Skilled) against this advertisement will be subject to courts/tribunals situated in Jabalpur only.
- 20) The Competent Authority reserves the right to adopt any alternative lawful mode of selection in part or in whole, in case of contingency.

The citizens of India who are fulfilling the requisite qualification as mentioned in the advertisement can apply for the post.

(Rajendra Kumar Kumhar, *I.O.F.S.*)  
Dy.General Manager  
For General Manager

Ammunition and Explosive Group of Ordnance Factories of  
Erstwhile Ordnance Factory Board

S.No.	Name of Factories	Abbreviation
1	Ammunition Factory Kirki	AFK
2	Cordite Factory Aruvankadu	CFA
3	High Explosive Factory, Kirkee	HEF
4	High Energy Projectile Factory, Tiruchirapalli	HEPF
5	Ordnance Factory Itarsi	OFI
6	Ordnance Factory Khamaria	OFK
7	Ordnance Factory Nalanda	OFN
8	Ordnance Factory Dehu Road	OFDR
9	Ordnance Factory Bhandara	OFBA
10	Ordnance Factory Chanda	OFCH
11	Ordnance Factory Varangaon	OFV
12	Ordnance Factory Bolangir	OFBOL

Abbreviation used in the advertisement/notification:

UR	-	Unreserved
OBC	-	Other Backward Class
NCL	-	Non-creamy layer
SC	-	Schedule Caste
ST	-	Schedule Tribe
EWS	-	Economically Weaker Section
PwBD	-	Person with Benchmark Disability
AOCP	-	Attendant Operator Chemical Plant
DBW	-	Danger Building Worker
NCVT	-	National Council for Vocational Training
OFK	-	Ordnance Factory Khamaria
DA	-	Dearness Allowance
OT	-	Overtime
LTC	-	Leave Travel Concession