

Ordnance Factory Kanpur
A unit of Advanced Weapons and Equipment India Ltd.
Govt. of India Enterprise
Ministry of Defence

ADVERTISEMENT FOR TENURE BASED POSTS ON CONTRACT BASIS
(Advt.No.OFC/FTC/RECT/2026/02)

Ordnance Factory Kanpur, a unit of AWEIL Kanpur invites offline Applications from Indian Citizens fulfilling the eligibility requirements, for filling up of the various posts on **CONTRACT BASIS**.

1- Post: 35 Nos

Sl. No.	Trade Name	Total Post	NAC/NTC Trade to be considered
1	Examiner (Engg)	14	NAC/NTC in Machinist, Turner & Miller Trade
2	Electroplater	01	NAC/NTC in Electroplater Trade
3	Machinist	03	NAC/NTC in Machinist Trade
4	Heat Treatment Operator	03	NAC/NTC in Forger & Heat Treator
6	Fitter General	02	NAC/NTC in Fitter Trade
7	Electrician/Wireman	08	NAC/NTC in Electrician/Wireman Trade
8	Welder	04	TIG/MIG Welder

2- Fixed-term contracts with a duration of:- Engagement of Tenure based Personnel shall be on contract basis initially for a period of 01 year which may be extended up to a maximum period of 04 years from the date of engagement (including initial period) based on factory requirement and individual performance.

3- Essential Qualification:

As per SRO, Matriculation + National Trade Certificate (NTC)/National Apprentice Certificate (NAC) issued by National Council of Vocational Training (NCVT).

4- Age Limit: Between 18 and 35 years as on last date of receipt of application for General Candidates. Age relaxation, as admissible will be given to OBC-NCL, SC/ST & Ex-Serviceman candidates as under:

1	For SC/ST	05 years (Only in respect of the post reserved for SC/ST)
2	For OBC (Non-Creamy Layer)	03 years. (Only in respect of the post reserved for OBC)
3	For Ex-Serviceman	Period of Military Service + 03 years
4	For PwD (PH)	10 Years
	For SC/ST Persons with Disability	15 Years
	For OBC Persons with Disability	13 Years

- Class 10th Board Certificate/Marksheet will only be taken as proof of date of

Birth.

5- Reservation Policy:

Reservation for Schedule Castes (SC), Scheduled Tribe (ST), Other Backward Class (OBC) Economically weaker Sections (EWS) and persons with disabilities (PWD) will be implemented as per Central Government orders. Candidates claiming reservation must submit valid certificated issued by Competent Authorities at the time of application.

1/6

Sl. No.	Trade	Total No.	Vertical Reservation					Horizontal Reservation				
			UR	SC @15 %	ST @7.5 %	OBC @ 27%	EWS @10 %	PwBDs @ 4 %				ESM @10 %
								(a)	(b)	(c)	(d)&(e)	
1	Examiner(Engg)	14	8	1	1	3	1					
2	Electroplater	1	1	-	-	-	-					
3	Machinist	3	3	-	-	-	-					
4	Heat Treatment Operator	3	3	-	-	-	-	-	1	1	-	3
5	Fitter General	2	2	-	-	-	-					
6	Electrician/Wireman	8	5	1	-	2	-					
7	Welder	4	3	-	-	1	-					
		35	25	2	1	6	1	-	1	1	-	3

6- Application Fees The candidates are required to pay a Fee of Rs. 100/ (Excepting SC/ST, Ex-Serviceman & Physically Handicap) through a Demand Draft in the name of **ORDNANCE FACTORY KANPUR.**

7- How to Apply- Candidates are required to download and print the Application Form and fill up the same in Block Letters only. Candidates must go through detail terms & conditions and also check regularly this website <https://aweil.in/notice> for any further updates. The envelope must be clearly super scripted as " APPLICATION FOR THE POST OF "Trades Name " ON CONTRACT BASIS". Application along with other necessary enclosure & two extra photographs self-attested (in back of photographs) are to be forwarded by post to the following address:-

The Chief General Manager,
Ordnance Factory Kanpur,
Kalpi Road, Kanpur, U.P.

8- Closing Date for Receipt of Application: 08/04/2026

9- Remuneration:

- i) Contractual Employees will be paid a consolidated monthly salary, inclusive of Basic pay (18000) as per 7th CPC Level-1 and Dearness Allowance as per gov. rules.
- ii) Remuneration will be calculated at the rate of 1/30th of the pay at, the basic of the relevant pay scale plus Dearness Allowance for work of 08 hours a day for all purpose. Proportionate deduction shall be made for unauthorized leave/ absence from duty etc. The engaged personnel will be eligible for Company Holidays at par with regular employees.

2/6

- iii) House Rent Allowance will be paid, if Quarter is not provided by units of AWEIL. Quarter must be vacated on date falls as per point 15(xvii). 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 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 employment. Individuals having performance rating poor or below will be given 03 months' time in writing to improve their performance. After 03 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 as per act and government guidelines.
- vii) Personnel engaged will come under purview of The Employees' Compensation Act, 1923.

10- Working Hours: Employees will work as per the production schedule, typically 08 Hours per day, 06 days per week, i.e. 48 Hours per week.

11- Job Specification: As per requirement of the post and unit.

12- 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 Kanpur based on the total marks secured in NCTVT.
- ii) Trade Test will be carried out by Ordnance Factory Kanpur.
- 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 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, Essential Qualification 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.

3/6

13- Rejection of Application/Cancellation of Candidature:

Application received after the closing date or not meeting eligibility criteria and Terms & Conditions of advertisement will be summarily rejected.

14- General Conditions:

- i) The self-attested copies of educational qualification certificate for age proof experience certificate from institution 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-1 of the application form.
- iii) Submission of false/incorrect/incomplete information and /or dubious/bogus documents shall disqualify the candidature.

- iv) Only short listed candidates will be informed through post/e-mail for Trade Test/ Practical Test in due course.
- v) Ordnance Factory Kanpur 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.

15- Other Benefits and Terms & Conditions:

- i) Working pattern of the Tenure based personnel will be 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 05 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 pay at the basic of the relevant pay scale plus Dearness Allowance.
- 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 provision under the Maternity Benefit Act 1961.
- viii) Engagement of Tenure based Personnel shall be on contract basis initially for a period of 01 year which may be extended up to a maximum period of 04 years from the date of engagement (including initial period) based on factory requirement and individual performance.

4/6

- ix) The Tenure based Engagement will not confer any right on the Personnel to claim the status of a regular employee of Company.
- x) The Tenure based Personnel will abide by various Company/Factory Rules & Regulation 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 entitle for the following:

- a) Promotions;
 - b) OT allowance
 - c) Loans, Advance & 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 benefit 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 half yearly basis.
- xv) 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.
- xvi) 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.
- xvii) Tenure based employee will not work on 1st July and 1st Jan of the year to ensure govt. policy. Further the employment is project to project basis which will be coterminous with project or maximum extendable term whichever is earlier.

16- 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.

17- Candidate 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.

18- 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 Trade Test 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 candidate should regularly check their email id for any correspondence from concerned unit regarding engagement.
 - 6) Resolution of Tie: The tie cases will be resolved in the following order of preference:
 - i) Ex-Trade Apprentice of Ordnance Factory Kanpur, FGK & SAF
 - ii) Ex-Trade Apprentice of Ordnance Factories other than mentioned at (i)
 - iii) Higher marks in NCTVT (Now NCVT)
 - iv) Date of Birth Elder candidate will be given preference.
 - 7) Admit card/Call letters will be forwarded to the candidates by post/e-mail.
 - 8) Any dispute with regard to the tenure based posts against this advertisement will be subject to courts/tribunals situated in Kanpur only.
 - 9) 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.
 - 10) The citizen of India who are fulfilling the requisite qualification as mentioned in the advertisement can apply for the post.
 - 11) Corrigendum or amendment if any will be available on website <https://aweil.in/notice>.
 - 12) In complete or unsigned application shall be rejected.
 - 13) Ordnance Factory Kanpur (A unit of AWEIL) reserves the right to increase or decrease the number of vacancies or cancel the recruitment process without assigning any reason.
- 19-** TA/DA will be paid to the SC/ST candidates for appearing in the Document Verification as per Govt. instructions.
