



ENGAGEMENT OF TENURE BASED DANGER BUILDING WORKER
Full Advertisement/Notification
(Advt No 03/GA/RC/Tenure/DBW/06/2026)

Offline applications are invited from the citizens of India fulfilling the requisite qualification/criteria against the vacancies of **Tenure based DBW (Danger Building Worker)** 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	Remuneration	Skill Level	Total Vacancies - 350					Ex-Service Man
			UR	OBC (NCL)	SC	ST	EWS	
Tenure Based DBW	Rs. 19900 + DA	Skilled	141	52	52	70	35	35 (Horizontal)

Note: (i) 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.
(ii) The number of vacancies may increase or decrease depending upon requirement of Ordnance Factory Khamaria.

2) **Essential Qualification:**

Certification: NCVT (i.e. candidates having National Apprenticeship Certificate (NAC) from NCTVT now NCVT)

Trade: AOCPC (Attendant Operator Chemical Plant)

The candidates from feeder trade such as "Instrument Mechanic Chemical Plant (IMCP), Mechanical Maintenance Chemical Plant (MMCP), Laboratory Assistance Chemical Plant (LACP), Process Plant Operator (PPO), Fitter General, Machinist, Turner, Sheet Metal Worker, Electrician, Electronic Mechanic, Boiler Attendant, Mechanic Industrial Electronics, Refrigeration and Air Conditioning Mechanic" may also apply against above mentioned trade. Upon selection, the candidates from feeder grades will also be engaged as Tenure based DBW for which they have to submit a consent/undertaking in the prescribed format enclosed with application form as APPENDIX-I.

CIN No. U29190PN2021GOI203505

पंजीकृत पता: गोला बारूद निर्माणी खडकी, पुणे - 411 003 (महाराष्ट्र)

Regd. Address: Ammunition Factory, Khadki, Pune - 411003 (Maharashtra).

निगमित कार्यालय पता: दूसरी मंजिल, न्याति यूनिट्री, नगर रोड, येरवडा, पुणे - 411 006 (महाराष्ट्र)

Corporate Office Address: 2nd Floor, Nyati Unitree, Nagar Road, Yerwada, Pune - 411 006 (Maharashtra)

दूरभाष सं/Phone No. 020-67080400, Email - mil-pune@munitionsindia.in Website: <https://munitionsindia.in>

Priority shall be accorded to AOCF Trade apprentices of Ordnance Factories and AOCF Trade apprentices from Government/Private Organizations having Government affiliation, and only if the required number of candidates is not available from these categories, candidates from other feeder stream (viz. IMCP, MMCP, PPO, Fitter, Machinist, Turner, etc) Trade Apprentices of Ordnance Factories and Government/Private Organizations having Government affiliation will be considered, strictly adhering to the prescribed order of preference.

After hiring, the AOCF personnel not having apprentice from Ordnance Factories will be given compulsory 'ONE MONTH' extensive in-house training w.r.t Safe Handling of explosives, ammunitions, safety norms, Do's & Don'ts, etc. by OFK and only after successful completion of the training these personnel will be considered for specific job deployment.

Similarly the personnel from other feeder grades will also be imparted compulsory 'ONE MONTH' extensive in-house training as mentioned above. On successful completion of above training the feeder grades candidates will further be imparted two months On-Job training thereafter they will be considered for specific job deployment.

3) **Age Limit:** Between 18 and 40 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:

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

6) **Closing Date for Receipt of Application:** 21 days from the date of publication of advertisement in Employment News.

7) **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.
- iv) An annual increase of 3% (rounded off to the next ten rupees only) 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 will be covered under Employees' Compensation Act, 1923 [as amended through EC(Amendment) Act, 2017] as per act and government guidelines.
 - vii) Personnel engaged on fixed term basis are eligible to Bonus (if applicable) as per Bonus Act 1965 amended time to time.
 - viii) Personnel engaged shall be deployed in Night Shift in case of exigency of production work and shall be eligible for Night Duty Allowance at par with regular employees as per extant rules.
 - ix) Personnel engaged shall be entitled for Risk Allowance for similar type of work where regular employees are entitled. They will be paid Risk Allowance at par with regular employees as per extant rules.
- 8) **Job Specification:** Manufacturing and handling military explosive and ammunitions.
- 9) **Mode of Selection:**
- i) Selection of the candidates shall be done based on the Marks scored in the NCTVT (NAC) and Trade Test/Practical test only, in the order of Merit.
 - ii) Priority shall be accorded to AOCF Trade apprentices of Ordnance Factories and AOCF Trade apprentices from Government/Private Organizations having Government affiliation, and only if the required number of candidates is not available from these categories, candidates from other feeder stream (viz. IMCP, MMCP, PPO, Fitter, Machinist, Turner, etc) Trade Apprentices of Ordnance Factories and Government/Private Organizations having Government affiliation will be considered, strictly adhering to the prescribed order of preference.
 - iii) While preparing merit list the preference will be given as under :
 - (a) First preference will be given to AOCF Trade apprentices of Ordnance Factories and AOCF Trade apprentices from Government/Private Organizations having Government affiliation.
 - (b) Second preference will be given to the feeder trade (viz. IMCP, MMCP, PPO, Fitter, Machinist, Turner, etc) candidates who have experience of working as DBW/CPW on tenure basis and have certificate of 03 months training (ONE month extensive in-house w.r.t. Safe Handling of explosives, ammunitions, safety norms, Do's & Don'ts, etc and TWO months On-Job training) from any MIL group of Ordnance Factories.
 - (c) Third preference will be given to the candidates from feeder trade (viz. IMCP, MMCP, PPO, Fitter, Machinist, Turner, etc) Trade Apprentices of Ordnance Factories and Government/Private Organizations having Government affiliation but don't have certificate of 03 months training.
 - iv) Cut off percentage for calling candidates for Trade test will be decided by the Ordnance Factory Khamaria based on the Marks secured in NCTVT (NAC).
 - v) Merit list will be prepared based on combine marks secured in NCTVT Exam and Trade test/Practical Test.
 - vi) Weightage of Marks in NCTVT (NAC) Exam and Trade test/Practical test will be 80% and 20% respectively.

- vii) Candidates having NAC issued by NCVT in AOCPT Trade & Feeder Trades shall be considered for engagement on Tenure basis. Marks of NAC mark sheet shall be considered while preparing the merit list.
- viii) Candidates qualifying in the NCTVT (NAC) 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).
- ix) 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.
- x) If the candidates in the Merit List found ineligible during any stage of engagement or fails to report within the stipulated date/period, a candidate wait listed and belonging to the same category will be considered instead.

10) **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.

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-II 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 Govt 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 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.

12) **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 the Rules and Terms & Conditions applicable to the regular employee as notified from time to time.

- iii. Personnel engaged will be entitled for One Day Casual Leave (CL) for each complete month in the calendar year. Casual Leave shall be granted on a calendar-year basis to tenure-based employees. Any unavailed CL shall lapse at the end of the calendar year.
- iv. 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.
- 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.
- 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 year from the date of engagement (including initial period) based on factory requirement and individual performance.
- ix. The Tenure Based 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. License fee for Quarters will be deducted at the rates as applicable to regular Workmen.
- xiii. Tenure based personnel 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.
- xiv. The Tenure based Personnel will not be entitled for any Allowances or Benefits other than those indicated in this advertisement.
- xv. Performance of the Personnel would be assessed on a half yearly basis.
- xvi. 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.
- 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.

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.

14) **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.

15) **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.
4. The candidates should regularly check their email id for any correspondences from OFK regarding engagement.

16) **Resolution of Tie:** The tie cases will be resolved in the following order of preference:

- (i) Ex-Trade Apprentice of AOCPT Trade.
- (ii) Ex-Trade Apprentice of Ordnance Factories.
- (iii) Higher marks in NAC issued from NCTVT (now NCVT).
- (iv) Date of Birth – Elder candidate will be given preference

17) Admit card/Call letters will be forwarded to the candidates by e-mail.

18) Any dispute with regard to the tenure based DBW (Skilled) against this advertisement will be subject to courts/tribunals situated in Jabalpur only.

19) 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.

Sd/-
(Avinash Shankar, I.O.F.S.)
Senior Manager
For Chief General Manager

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

S.No.	Name of Factories	Abbreviation
1	Ammunition Factory Khadki	AFK
2	Cordite Factory Aruvankadu	CFA
3	High Explosive Factory, Khadki	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
IMCP	-	Instrument Mechanic Chemical Plant
MMCP	-	Mechanic Maintenance Chemical Plant
LACP	-	Laboratory Assistant Chemical Plant
PPO	-	Process Plant Operator
DBW	-	Danger Building Worker
NCVT	-	National Council for Vocational Training
OFK	-	Ordnance Factory Khamaria
DA	-	Dearness Allowance
OT	-	Overtime
LTC	-	Leave Travel Concession