

ENGAGEMENT OF DBW (DANGER BUILDING WORKER) & CPW (CHEMICAL PROCESS WORKER) ON TENURE BASIS IN THE NON-EXECUTIVE GRADE

Full Advertisement / Notification
(No.1002/Tenure/DBW/PER(RC)/OFBL/2025)

Offline applications are invited from the citizen 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 Badmal, Odisha 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's performance.

2. Details of Name of Post, Basic Pay & Vacancies are as follows :

Name of the Post	Basic Pay	Skill Level	Total Vacancies = 49					
Tenure Based DBW	Rs. 19900 + DA	Skilled	UR	OBC (NCL)	SC	ST	EWS	Ex-Service Man
			06	20	11	05	07	07 (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 Badmal.

3. **Essential Qualification :** The minimum Qualification requirements and the corresponding skill level to which Personnel on Tenure Basis will be engaged are as follows :

Qualification	Skill Level
Certification : NCVT (i.e. Candidates having National Apprenticeship Certificate (NAC) from NCTVT now NCVT) Trade : AOC (Attendant Operator Chemical Plant) Feeder Trades : IMCP, MMCP, LACP, PPO, Fitter General, Machinist, Turner, Sheet Metal Worker, Electrician, Electronic Mechanic, Boiler Attendant, Mechanic Industrial Electronics, Refrigeration and Air Conditioning Mechanic	Skilled

- (i) Ex-Apprentice of AOCP (Attendant Operator Chemical Plant) Trade (NCVT) who are trained in Ordnance Factories under Munitions India Limited possesses skills, will be given preference.
- (ii) Candidates with AOCP (Attendant Operator Chemical Plant) Trade Apprentice from Government/Private Organisation having affiliation from Government, upon selection, will be given compulsory "ONE MONTH" extensive in-house training with respect to Safe Handling of Explosives, ammunitions, safety norms, DO's & Don'ts, etc. by Ordnance Factory Badmal. Only after successful completion of the training, they can be considered for specific job deployment.
- (iii) Other Feeder Trade (IMCP, MMCP, LACP, PPO, Fitter General, Machinist, Turner, Sheet Metal Worker, Electrician, Electronic Mechanic, Boiler Attendant, Mechanic Industrial Electronics, Refrigeration and Air Conditioning Mechanic) candidates from both Ordnance Factory Apprentice and Government/Private Organisations having Government affiliation and from Government ITI, upon selection will be given compulsory "ONE MONTH" extensive in-house training with respect to Safe Handling of Explosives, ammunitions, safety norms, DO's & Don'ts, etc. by Ordnance Factory Badmal. On successful completion of training the candidates will be imparted "TWO MONTHS" On-Job training thereafter they will be considered for specific job deployment. Before their engagement as DBW/CPW in O F Badmal, a consent/undertaking that they will be engaged as DBW/CPW shall be furnished before joining.
- (iv) A common merit list will be prepared for Ex-Apprentice of Ordnance Factories and other candidates based on the selection criteria. Marks of NAC mark sheet shall be considered while preparing the merit list.

4. **Age Limit** : Between 18 and 40 years as on the last date of receipt of application for General Candidates. Age relaxation, as admissible will be given to SC/ST, OBC-NCL & Ex-Serviceman candidates as under :-

(i)	For SC/ST Candidates	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

5. **Application Fees** : NIL

6. **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 the 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 the back side of the photographs) are to be forwarded by post to the following address only :

The Chief General Manager
Ordnance Factory Badmal
PO - Badmal
District - Balangir
Pin - 767070
ODISHA

Note : Candidates can also submit their application by hand at Central Registry, Ordnance Factory Badmal on or before 21 days from the date of publication of advertisement in Employment News/Newspaper.

7. Closing Date for Receipt of Application : 30 days from the date of publication of advertisement in Employment News/Newspaper.

8. Remuneration :

- (i) Remuneration will be paid at the rate of 1/30th of the pay at the basis of the relevant pay scale plus dearness allowance for work of 8 hours a day. 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.
- (ii) Central DA as prevalent will be applicable.
- (iii) House Rent Allowance as per classification of Cities (where 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% (rounded off to the next ten rupees only) during the tenure shall be admissible on the Basic Pay, subject to Satisfactory Performance.
- (v) The Tenure based DBW/CPW 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.
- (vi) The Tenure based DBW/CPW shall be deployed in Night Shift only in case of exigency of production work and not as a regular practice. These employees shall be eligible for Night Duty Allowance at par with regular employees as per extant rules.
- (vii) 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.
- (viii) 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.
- (ix) Personnel engaged on fixed term basis are eligible to 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 (NAC) 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 Badmal based on the total Marks secured in NCTVT.
- (ii) Merit list will be prepared based on combined marks secured in NCTVT Exam and Trade Test/Practical Test.

- (iii) Weightage of Marks in NCTVT Exam and Trade Test/Practical Test will be 80% and 20% respectively.
- (iv) Candidates having NAC issued by NCVT in AOCP Trade & Feeder Trades shall be considered for engagement on Tenure Basis. Marks of NAC mark sheet shall be considered while preparing the merit list.
- (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 of 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.
- (vii) 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.

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 (if any), Caste Certificate (for SC/ST/OBC Candidates), EWS Certificate (For EWS Candidates), Proof of Ex-serviceman (for Ex-serviceman Candidates) 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) No correspondence enquiry through Phone/messenger will be entertained.
- (v) Canvassing in any form will lead to disqualification.
- (vi) Mere submission of application form does not guarantee issue of "Call Letter" for Trade Test/Practical Test.
- (vii) Only short listed candidates will be informed through post and e-mail for Trade Test/ Practical Test in due course.
- (viii) Ordnance Factory Badmal will not be responsible for late / non-receipt of filled-in application / Call letters, etc., due to postal delay or any other reasons.
- (ix) 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 applicable to the regular employees as notified from time to time.

- (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 circumstances employer can give relaxation in availing leave not more than 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 years from the date of engagement (including initial period) based on factory requirement and individual's 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. License Fee for Quarters will be deducted at the rates as applicable to regular workmen.
- (xii) 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
- (xiii) The Tenure based Personnel will not be entitled for any Allowances or Benefits other than those indicated in this advertisement.
- (xiv) Performance of the Personnel would be assessed on half yearly basis.
- (xv) The engagement will be on full time basis. Absence from duty other than on authorized 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) The Tenure based Personnel will be governed under Conduct & Discipline Rules framed & formulated for them by the Company.

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 :**

- (i) Their admission to all the stages of the selection procedure will be purely provisional subject to satisfying the prescribed eligibility conditions.
- (ii) 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 Ordnance Factory Badmal.
- (iii) Verification of eligibility conditions with reference to original documents will be done only at the time of document verification in the factory.
- (iv) The candidates should regularly check their email ID for any correspondences from O F Badmal regarding engagement.

17. **Resolution of Tie :** The tie cases will be resolved in the following order of preference:-

- (i) Ex-Trade Apprentice of Ordnance Factory Badmal.
- (ii) Ex-Trade Apprentice of Ordnance Factories other than O F Badmal.
- (iii) Higher marks in NCTVT (now NCVT).
- (iv) Date of Birth - Elder candidate will be given preference.

18. Admit Card / Call Letters will be forwarded to the candidates by post and e-mail.

19. Any dispute with regard to the tenure based DBW (Skilled) against this advertisement will be subject to Courts / Tribunals situated in Odisha 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.

21. Ordnance Factory Badmal reserves the right to amend content of this advertisement as and when situation warrants & can issue corrigendum i.r.o rules and regulations.

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

-----Sd-----
Works manager
For Chief General Manager
Ordnance Factory Badmal

Ammunition and Explosive Group of Ordnance Factories
under Munitions Indian Limited

Sl. No.	Name of Factories	Abbreviation
1	Ammunition Factory Kirkee	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 Badmal	OFBL

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
PWD- Person with Disability
AOCP- Attendant Operator Chemical Plant
DBW- Danger Building Worker
NCVT- National Council for Vocational Training
DA- Dearness Allowance
OT- Overtime
LTC- Leave Travel Concession
OFBL- Ordnance Factory Badmal

APPLICATION FOR TENURE BASED DBW ON CONTRACT BASIS

To be forwarded by post
(Ref Advt No.1002/PER(RC)/Tenure/DBW/OFBL/2025)

To
The Chief General Manager
Ordnance Factory Badmal
Dist- Balangir
Odisha- 767070

Place for recent
passport size
photo of the
applicant (self
attested in front)
to be firmly
pasted (not to be
stapled)

(TO BE FILLED UP IN BLOCK LETTERS ONLY)

01	Post Applied for	DANGER BUILDING WORKER (TENURE BASED ON CONTRACT BASIS)		
02	ITI Trade			
03	Apprenticeship Trade			
04	Name in Block Letters (as mentioned in 10 th Certificate)			
05	Gender			
06	Father's / Husband's Name			
07	Date of Birth (as mentioned in 10 th Certificate)	Day (DD)	Month (MM)	Year (YYYY)
08	Age (as on closing date of receipt of application)			
09	Nationality			
10	Category [UR/SC/ST/OBC-NCL/EWS]			
11	Whether Ex-Serviceman or Not, if yes please mention details	Yes/No		
12	Whether Person with Disability or Not, if yes please mention details	Yes/No		
13	Complete postal Address & Pin code for communication	STATE : PIN:		
14	Mobile / Phone Number	(1) (2)		
15	E-mail ID			
16	Two Prominent & Visible identification mark	1. 2.		
17	Medium of Trade Test	English / Hindi		

18. Details of educational and other qualifications starting from X standard / SSLC :

Name of School / College	Name of Recognized University / Board of Examination	Examination Passed	Year of Passing

19. Details of Passing ITI (NCTVT) in AOCP Trade :

Name of Institution	Training Period		NCTVT Batch No.	Year of Passing	Certificate No. & Date of issue
	From	To			

20. Details of Apprenticeship training in AOCP Trade :

Name of Trade	Name of Ordnance Factory / Organisation	Training Period		NCTVT Bath No.	Year of Passing	Certificate No. & Date of Issue
		From	To			

21. Details of present employment / previous experience, if any :

Company / Organisation Details	Designation	Period From	Period To	Nature of Duties

22. Check List of Enclosures:

Sl. No.	ENCLOSURES	YES/NO
1	Proof of Date of Birth	
2	Educational Qualification Certificate	
3	NCTVT (NTC or NAC) certificate in AOCP Trade	
4	Apprenticeship Certificate of Ordnance Factories or Other Organisation	
5	Experience Certificate, if any	
6	Caste & Category Certificate: (SC/ST/OBC-NCL/EWS) – in prescribed Proforma	
7	Declaration by OBC-NCL/Ex-SM Candidates-Appendix-I / Appendix-II	
8	Whether all above documents/certificates are self-attested	
9	Two copies of photographs(one pasted on application form) and one extra photograph (Name and Date of Birth should be written on backside of photograph)	

DECLARATION

I, Shri/Smt/Kum_____ have read the instructions carefully before sending this application. I hereby declare that all the statements made in this application are correct to the best of my knowledge and belief. I understand that any discrepancy found in the information will lead to cancellation of my candidature / debarment at any time.

Date:

Place:

(Name & Signature of the Candidate)

DECLARATION BY OBC-NCL CANDIDATES ONLY

(Similar endorsement should be given in the caste certificate from the Competent Authority)

I..... Son/Daughter of
Shri.....
Resident..... of village/town/city.....
District..... State..... hereby declare that I belong to
the community which is recognized as a backward class
by the Government of India for the purpose of reservation in services as the orders
contained in DOPT OM No.36012/22/93-Estt.(SCT) dated 08-09-1993 and as amended.

It is also declared that I do not belong to persons / sections (Creamy Layer)
mentioned in Column 3 of the Schedule to the above referred Office Memorandum dated
08-09-1993 and as amended.

Date :

(Name & Signature of the Candidate)

**FORM OF UNDERTAKING TO BE GIVEN BY CANDIDATES APPLYING
FOR CIVIL POSTS UNDER EX-SERVICEMEN CATEGORY**

I understand that, if selected on the basis of the recruitment / examination to which this application relates, my appointment will be subject to my producing documentary evidence to the satisfaction of the Appointing Authority that I have been duly released/retired/discharged from the Armed forces that I am entitled to the benefits admissible to Ex-Servicemen in terms of the Ex-Servicemen (Re-employment in Central Civil Services and posts) Rules, 1979, as amended from time to time.

I also understand that I shall not be eligible to be appointed to a vacancy reserved for Ex-Servicemen in regard to the recruitment covered by this examination, if I have at any time prior to such appointment, secured any employment on the civil side (including Public Sector Undertakings, Autonomous Bodies/Statutory Bodies, Nationalized Banks etc.) by availing of the concession of reservation of vacancies admissible to Ex-Servicemen.

Date :

(Name & Signature of the Candidate)