आयुध निर्माणी भंडारा
म्यूनिशन्स इंडिया लिमिटेड की इकाई
भारत सरकार का उद्यम
रक्षा मंत्रालय
भंडारा,महाराष्ट्र–441 906.

Ordnance Factory Bhandara
Unit of Munitions India Ltd.
Govt. of India Enterprise,
Ministry of Defence
Bhandara, Maharashtra – 441 906.

दूरभाषसं/ PHONE No. 07184-275742-49 Fax : 07184-275242 email:ofba@ord.gov.in

ENGAGEMENT OF DBW PERSONNEL ON TENURE BASIS

Full Advertisement/ Notification (No.GA/Hire/152/05/2026)

Offline applications are invited from the citizen of India fulfilling the requisite qualification/criteria for the post of **"DBW (Danger Building Worker) on Tenure basis"** to work in Ordnance Factory Bhandara, Maharashtra 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 performance.

1. **Name of the Post**: DBW(Danger Building Worker) Personnel on Tenure basis
2. **Pay/Emoluments**: Rs.19900 + DA
3. **Skill Level**: Skilled
4. **Vacancies: -**

Total Vacancies	UR	OBC (NCL)	SC	ST	EWS	#Ex-Serviceman
400	176	108	40	36	40	40 (Horizontal reservation)

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

5. **Essential Qualification**:

The minimum Qualification requirements and the corresponding skill levels 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:** AOCP (Attendant Operator Chemical Plant) **Feeder Trades :** IMCP, MMCP, LACP, Process Plant Operator, Fitter General, Machinist, Turner, Sheet Metal Worker, Electrician, Electronic Mechanic, Boiler Attendant ,Mechanic Industrial Electronics, Refrigeration and Air Conditioning Mechanic	Skilled

a. Candidates having AOCP Trade Apprentices of Ordnance Factories, AOCP Trade Apprentices from Govt./Private organization having affiliation from Government and other feeder trades as stated above from both Ordnance Factories and Govt./Private organizations having Govt. affiliation and from Govt. ITI shall be considered.

b. The priority shall accorded to AOCP Trade Apprentices of Ordnance Factories and AOCP 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.

c. 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 for preparing the merit list.

d. A common merit list will be prepared for AOCP Trade Apprentices of Ordnance Factories and AOCP Trade Apprentices from Government/Private Organizations having Government affiliation, and only if the required number of candidates is not available from these categories, merit list(s) of 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 prepared.

e. Feeder trade candidates upon selection will be engaged as DBW/CPW, a consent/undertaking shall be furnished before joining.

f. In case of engagement of candidates of feeder trades on Tenure Basis, they shall be imparted compulsory "ONE MONTH" training similar to those candidates with AOCP Trade from other Government affiliated institutes as per training program designed by OFILKH(i.e. "ONE MONTH" extensive in-house training w.r.t. Safe Handling of explosives, ammunitions, safety norms, Do's & Don'ts, etc.) The training will be conducted in-house by the O.F. Bhandara. On Successful completion of training the candidates will be imparted two months On-Job training thereafter they will be considered for specific job deployment.

6. **Age Limit: Between 18 and 40 years** as on last date of receipt of application i.e. **28/03/2026** for General Candidates. Age relaxation, as admissible will be given to SC/ST/OBC-NCL & 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

7. **Application Fees**–NIL

8. **How to Apply-**

(i) Candidates are required to download and print the Application Form and fill up the same in **BLOCK LETTERS** only. Candidate must go through detailed terms & conditions and also check regularly **MIL/DoO** website for any further updates.

(ii) The envelope must be clearly superscripted as "**APPLICATION FOR THE POST OF DBW Personnel on Tenure basis** ". Application along with other necessary enclosures & two extra photographs self -attested (in back of the photographs) are to be forwarded by post to the following address only:

The Chief General Manager,
Ordnance Factory Bhandara
District: Bhandara
Maharashtra, Pin-441906

9. Closing Date for Receipt of Application: **28-03-2026**

10. **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 Tenure based DBW 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 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 Employee's Compensation Act 1923, as per act and government guidelines.

11. Job Specification:

Manufacturing & handling of explosives and Hazardous chemicals.

12. Mode of Selection:

i) Selection of the candidates shall be done based on the Marks of NAC Mark sheet and Trade Test/ Practical test only, in the order of Merit. O.F. Bhandara can decide the cut off percentage for calling candidates for Trade test, based on the Marks secured in NAC issued by NCVT.

ii) 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).

iii) At the time of document verification candidates are required to bring (a) Original Documents for document verification, (b) Character Certificate from two Gazetted officers (as per format in advertisement). (c) Police Clearance Certificate from respective Police Station (i.e. Police Station under whose jurisdiction where the candidate is presently staying)

iv) Trade Test will be carried out at Ordnance Factory Bhandara. Trade Test/ Practical test will be of 100 marks.

v) Merit list will be prepared based on combine marks secured in NCTVT (NAC) Exam and Trade Test/Practical Test only.

vi) Weightage of Marks in NCTVT (NAC) Exam and Trade test/Practical test will be 80% and 20% respectively.

vii) A common merit list will be prepared for AOCP Trade Apprentices of Ordnance Factories and AOCP Trade Apprentices from Government/Private Organizations having Government affiliation, and only if the required number of candidates is not available from these categories, merit list(s) of 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 prepared.

viii) 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.

ix) 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.

x) After document verification, the provisionally selected candidates may be directed to bring medical certificate of fitness from Government Hospital. Ordnance Factory Bhandara may also conduct medical examination before joining. Candidates without proper medical certificate from Government Hospital or candidates found Unfit during medical examination conducted by Ordnance Factory Bhandara the candidate will not be considered as eligible for joining.

13. 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.

14. General Conditions:

i) The Self-attested copies of educational qualifications, certificate for age proof, experience certificate from institutions, Central Caste Certificate (for SC/ST/OBC Candidates), EWS Certificate (For EWS Candidate), Proof of Ex-Servicemen (For Ex-Servicemen 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 form at 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) If the SC/ST/OBC (Non Creamy Layer)/EWS certificate has been issued in a language other than English/Hindi, the candidate will be required to submit a certified translated copy of the same either in English or Hindi.

v) **Valid EWS/OBC-NCL Certificate as on closing date of application is required at the time of Document Verification.**

vi) SC/ST Candidates appearing for Trade test/ Practical test will have to travel on their own expenses.

vii) No correspondence/enquiry through Phone/messenger will be entertained. All communications will be done through E-Mail only.

viii) Canvassing in any form will lead to disqualification.

ix) Mere submission of application form does not guarantee issue of "Call Letter" for Trade Test/Practical Test. Mere issue of Call letter/Admit Card to the candidate for the Trade Test /document verification will not imply that his/her candidature has been finally accepted by O.F. Bhandara.

x) **Only shortlisted candidates will be informed through E-mail for Trade Test/Practical Test and Document Verification.**

xi) **Ordnance Factory Bhandara will not be responsible for late/non-receipt of filled-in application/Call letters, etc., due to postal delay or any other reasons. Non-Checking of E-Mail Id by Individual. Please ensure valid E-Mail Id to be filled, all communication will be made through E-Mail. Id only.**

xii) Email 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) 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 applicable Rules and Terms & Conditions.

iii) Personnel engaged on Tenure Basis will be entitled for One Day Casual Leave (CL) for each complete month in the calendar year, further Personnel joining between 1st & 15th day of the month will be granted one day Casual Leave (CL) for that month also.

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 competent authority 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. The tenure will come to an end automatically on completion of four years period from the date of joining, without any further notice.

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) 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 this advertisement.

xiii) Tenure based personnel will be eligible for Company Quarters/ Accommodation, **wherever available**. License fee for Quarters will be deducted at the rates as applicable to regular Workmen.

xiv) The Tenure based Personnel will not be entitled for any Allowances or Benefits other than those indicated in this Scheme.

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 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.

xvii) The contract engagement will come to an end automatically on completion of one-year period from the date of joining, if not extended, without any further notice. This engagement can also be terminated at any time during the period of engagement by giving one month's notice by either party or payment of one-month Basic Pay+DA components only as indicated in the Consolidated Remuneration in lieu of the Notice.

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. 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.

18. Other Information to the Candidates:

i) The admission to all the stages of the selection procedure will be purely Provisional subject to satisfying the prescribed eligibility conditions.

ii) Verification of eligibility conditions with reference to original documents will be done only at the time of document verification in the factory.

iii) The candidates should regularly check their email id for any correspondences from O.F. Bhandara regarding engagement.

19. Resolution of Tie:
The resolution of tie (if NAC Marks and Practical Test marks are equal) will be settled as under:

(i)Ex-Trade Apprentice of O.F. Bhandara
(ii) Ex-Trade Apprentice of other Ordnance Factories.
(iii) Date of Birth- Older candidate will be given preference

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

21. The Competent Authority reserves the right to adopt any alternative lawful mode of selection in part or in whole, in case of contingency.

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

23. Chairman & Managing Director, Munitions India Limited (CMD MIL) may, for reasons to be recorded in writing, relax any of the subject provisions of the subject Advertisement in case of special cases.

अपर महाप्रबंधक/एचआर
कृते मुख्य महाप्रबंधक
आयुध निर्माणी भंडारा

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 DehuRoad	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
NAC - National Apprenticeship Certificate
OFBA - Ordnance Factory Bhandara
DA - Dearness Allowance
OT - Overtime
LTC - Leave Travel Concession