

ANNEXURE - I

TERMS AND CONDITIONS OF OFFER OF APPOINTMENT

NAME OF THE POST : SENIOR ENGINEER

1. Your appointment will be subject to your being found "MEDICALLY FIT" by our Medical Authorities. Your services are liable to be terminated subject to usual notice in case you are at any time found "MEDICALLY UNFIT" for being continued in employment.
2. Your appointment will be subject to satisfactory verification of your testimonials.
3. You will be on probation for a period of ONE YEAR (from the date of your appointment) in the first instance and this period may be extended if considered necessary by the Company. You will be deemed as confirmed in the post only if you are intimated to that effect in writing and not by mere efflux of time. As long as you are on probation, you will be termed as Probationer. A 'Probationer' is one who is provisionally employed to fill a permanent vacancy in the post and has not completed that probationary period. A Probationer shall be closely watched in regard to his conduct, ability and adaptability to the job assigned to him/her and if he/she does not measure up to the requirements, his/her services will be terminated without notice during or at the end of the probationary period.
4. During the period of your probation, your services will be terminable without notice and without any compensation in lieu of notice on either side. After the probationary period, when your services are confirmed, your services will be terminable by three months notice in writing on either side or three months salary (Basic + DA) in lieu of notice.
5. You shall subscribe to the Contributory Provident Fund and be subject to the rules of the Fund laid down from time to time. Increments will be granted as per the prescribed rules of the Company.
6. Your duties will be allocated by the Management from time to time. You should be prepared to serve in any position and in any department of the Company and in shifts allotted to you from time to time subject to provisions of Factory Legislations. You will be liable to serve in any BEL Unit /Office and BEL Customer Locations/ Sites anywhere in India/ Abroad at the discretion of the Management.
7. Where a doubt arises as to your correct date of birth, the Company may at any time at its discretion require you to undergo Medical examination by the Company's Medical Authorities whose opinion as to your age shall be final and binding on you.
8. You are required to reside in Company's quarters on payment of the prescribed rent. Any residential accommodation allotted to you by the Company should be vacated immediately on termination of your services with the Company.

9. You will have to observe all Rules and Regulations regarding Leave, Discipline, Dress etc., as may be in force and applicable to the Executives of this Company.
10. You are required to state in writing whether you have applied for appointment/scholarship elsewhere. If you have, you must arrange to withdraw all such applications, endorsing copies of such withdrawal communications to us for records. You need to do so only after you receive our intimation accepting you for appointment. You are also required to give an undertaking at the time of joining that you will not apply for any appointment/scholarship elsewhere without first obtaining permission in writing from the Competent Authority of this Company.
11. You are also required to declare in writing whether you are related and/or connected in any way to any of the DIRECTOR of BHARAT ELECTRONICS LIMITED, in the enclosed format. The list containing the names of Directors is enclosed for your information. Any contravention of such declaration will result in the termination of your services from the Company apart from recovery of all the monies received by way of salary received by you from the date of your appointment.
12. In the case of candidates belonging to SC/ST/OBC community and PHP, this appointment is provisional and is subject to the Caste/Tribe/OBC/PHP Certificate being verified through the proper channels and if the verification reveals that the claim to belong to SC/ST/OBC/PHP as the case may be, is false, the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false certificates.
13. **Age of retirement:**
- Subject to your permanent appointment in the Company, your retirement age as per present rules shall be 60 years, but the Company may retire you at any time after you attain the age of 50 years, on three months' notice or three months' Salary (Basic + DA) in lieu thereof in accordance with Company Rules.
- 15.0 During your employment, you will be governed by the rules, regulations of service and Conduct, Discipline & Appeal (BEL CDA) Rules of the Company now in force and which may be amended, altered or extended from time to time.
- 16.0 In consideration of salary hereafter paid to you by Bharat Electronics Limited, you shall assign to the Company or its assignees, every right, title and interest in and to any invention that you may make during or as a result of your employment relating to the Company's products and methods of manufacture. You shall also agree to sign any papers and to do acts which the Company may consider necessary to secure the Company or its successors or assignees all rights relating to such inventions and improvements, including patents in foreign countries.
- 17.0 Your acceptance of this offer carries with it your agreement to obey all terms and conditions contained in this offer/order, as also any other Rules, Regulations and BEL CDA Rules now in force and to be promulgated in future as applicable to the Executives of this Company, from time to time.