Applications are invited from Indian citizens who have retired from Indian Army for engagement in Central Industrial Security Force in the rank of SI(Exe.), ASI(Exe.), Head Constable/GD and Constable/GD on Contractual Basis. The engagement would be contractual and appointee shall be engaged for a period of 1 year initially which may be renewed on year to year basis for 2 more years. The renewal of contract will be subject to satisfactory performance of the person and functional requirement of the department.

2. It is proposed to engage 2000 ex-Army personnel not below the equivalent rank at the time of their retirement from the Army and are below the age of 50 years on the date of publication of this Notification:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Rank</th>
<th>Equivalent Rank in Army</th>
<th>No. of Posts</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>SI/Exe.</td>
<td>Subedar</td>
<td>63</td>
</tr>
<tr>
<td>2</td>
<td>ASI/Exe.</td>
<td>Naib Subedar</td>
<td>187</td>
</tr>
<tr>
<td>3</td>
<td>HC/GD</td>
<td>Havildar</td>
<td>424</td>
</tr>
<tr>
<td>4</td>
<td>Constable/GD</td>
<td>Sepoy</td>
<td>1326</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td></td>
<td>2000</td>
</tr>
</tbody>
</table>

3. Contractual Ex-Army personnel will be deployed at following CISF Units:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of CISF Unit</th>
<th>State</th>
<th>Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>CISF Unit South Eastern Coalfield Limited (SECL Bilaspur) CG</td>
<td>Chattisgarh</td>
<td>Central Sector</td>
</tr>
<tr>
<td>2</td>
<td>CISF Unit Anpara Thermal Power Project (ATPP Anpara) UP</td>
<td>UP</td>
<td>Eastern Sector</td>
</tr>
<tr>
<td>3</td>
<td>CISF Unit Obra Thermal &amp; Hydel Power Project (OTHPP Obra) UP</td>
<td>UP</td>
<td>Eastern Sector</td>
</tr>
<tr>
<td>4</td>
<td>CISF Unit Vindhyachal Super Thermal Power Project (VSTPP Sidhi) MP</td>
<td>MP</td>
<td>Eastern Sector</td>
</tr>
<tr>
<td>5</td>
<td>CISF Unit Oil and Natural Gas Commission (ONGC Nazira) Assam</td>
<td>Assam</td>
<td>North Eastern Sector</td>
</tr>
<tr>
<td>6</td>
<td>CISF Unit Feroz Gandhi Unchahar Thermal Power Project (FGUTPP Unchahar) UP</td>
<td>UP</td>
<td>North Sector</td>
</tr>
<tr>
<td>7</td>
<td>CISF Unit Harduaganj Thermal Power Project (HTPP Kasimpur) UP</td>
<td>UP</td>
<td>North Sector</td>
</tr>
<tr>
<td>8</td>
<td>CISF Unit National Aluminium Company Limited (NALCO Angul) Odisha</td>
<td>Odisha</td>
<td>South East Sector</td>
</tr>
<tr>
<td>9</td>
<td>CISF Unit Farakka Super Thermal Power Project (FSTPP Farakka) WB</td>
<td>WB</td>
<td>South East Sector</td>
</tr>
<tr>
<td>10</td>
<td>CISF Unit Garden Reach Shipbuilders &amp; Engineers Limited (GRSEL Kolkata) WB</td>
<td>WB</td>
<td>South East Sector</td>
</tr>
<tr>
<td>11</td>
<td>CISF Unit Neyveli Lignite Corporation Ltd. (NLC Neyveli) Tamilnadu</td>
<td>Tamilnadu</td>
<td>South Sector</td>
</tr>
<tr>
<td>12</td>
<td>CISF Unit Raichur Thermal Power Station (RTPS Raichur) Karnataka</td>
<td>Karnataka</td>
<td>South Sector</td>
</tr>
<tr>
<td>13</td>
<td>CISF Unit Ukai Thermal Power Station (UTPS Ukai) Gujarat</td>
<td>Gujarat</td>
<td>West Sector</td>
</tr>
</tbody>
</table>
04. The Ex-Army personnel employed shall be paid fixed lump-sum remuneration as under:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Rank</th>
<th>Fixed remuneration per month (in Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>SI/Exe.</td>
<td>40,000/-</td>
</tr>
<tr>
<td>2</td>
<td>ASI/Exe.</td>
<td>35000/-</td>
</tr>
<tr>
<td>3</td>
<td>HC/GD</td>
<td>30,000/-</td>
</tr>
<tr>
<td>4</td>
<td>Constable/GD</td>
<td>25,000/-</td>
</tr>
</tbody>
</table>

There shall be an annual increment @ of 5% of the consolidated wages in the 13th month i.e. after completion of one year period from the date of engagement.

- No HRA would be payable.
- Contractual appointee shall avail medical facility as available to them under the scheme of Ministry of Defence for Ex-defence personnel.

5. **ELIGIBILITY CRITERIA REQUIRED FOR THE POSTS.**

<table>
<thead>
<tr>
<th>Category</th>
<th>SI/Exe. &amp; ASI/Exe.</th>
<th>HC/GD</th>
<th>Const/GD</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>Eligible Rank at the time of discharge from the Army</td>
<td>Subedar and above</td>
<td>Naib Subedar and above</td>
</tr>
<tr>
<td>b)</td>
<td>Age</td>
<td>Below the age of 50 years on the date of publication of this notification.</td>
<td></td>
</tr>
<tr>
<td>c)</td>
<td>Medical Standard</td>
<td>Medical Fitness Certificate by any Government Doctor.</td>
<td></td>
</tr>
<tr>
<td>d)</td>
<td>Physical Standards</td>
<td>For SI/Exe. and ASI/Exe. physical standards as mentioned below</td>
<td>For HC/GD and Constable/GD physical measurement will only be recorded.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Category</th>
<th>Height (in cm)</th>
<th>Chest (in cm)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Unexpanded</td>
<td>Expanded</td>
</tr>
<tr>
<td></td>
<td>SI/Exe.</td>
<td>&amp; ASI/Exe.</td>
</tr>
<tr>
<td>(i)</td>
<td>170</td>
<td>80</td>
</tr>
<tr>
<td>(ii)</td>
<td>165</td>
<td>80</td>
</tr>
<tr>
<td>(iii)</td>
<td>162.5</td>
<td>77</td>
</tr>
</tbody>
</table>

- All candidates except those mentioned at Sl. No. (ii) and (iii) below
- Candidates belonging to Hill areas of Garhwal, Kumaon, Himachal Pradesh, Gorkhas, Dogras, Marathas, Kashmir Valley, Leh&Ladakh regions of J&K, North-Eastern States and Sikkim
- All candidates belonging to Scheduled Tribes
6. **Accommodation :-** Contractual persons will be provided barrack accommodation as provided to regular personnel. However, they will not be entitled to reduced HRA or Family accommodation.

7. **Allowances -** No other allowance is payable except TA/DA which will be admissible when such personnel are deputed on duty to travel to other offices/Units/locations. This shall apply only after joining on selection.

8. **How to Apply :-**

   The application on the Proforma as per Annexure “I” should be filled and sent to the concerned application receiving authorities prescribed below alongwith the self-attested copies of following documents through E-Mail only duly endorsed in capital letters “APPLICATION FOR ENGAGEMENT OF Ex-ARMY PERSONNEL ON CONTRACTUAL BASIS IN CISF” as subject of the said e-mail.

   The said e-mail should contain the following attachments:-

   (A) Attachment -1

   (a) Filled in application form. (in PDF Format)

   (B) Attachment-2 - (a to g in single PDF)

   (a) Pension Payment Order (PPO)
   (b) Date of Birth Certificate
   (c) Service/Discharge Certificate
   (d) Certificate of Educational Qualification
   (e) Copy of identification card issued by the Indian Army on retirement
   (f) Medical Fitness certificate by any Government Doctor.
   (g) Filled-in Questionnaire Form as per Annexure ‘II’.

   (C) Attachment -3

   (a) 1 recent passport size colour photograph. (in JPEG Format and size between 50-100 KB)

   **Note-** Attachments 1 & 2 in PDF format should not be more than 25 MB and attachment 3 should be in JPEG format and size between 50 to 100 KB.

The candidates can give up to three preferences from the locations advertised (where candidates would like to render service after selection) and as far as practicable, the preferred location will be allotted upon selection. He should opt up to three choices from among the advertised locations where he is interested to join in the event of his selection. **It is not necessary to fill up all the 3 preferences. He may fill only those units where he is willing to serve. His candidature will not be considered for any other unit over and above options exercised by him.** If he is interested in only one choice then he should fill only one choice and so on.

The application for contractual appointment will be addressed to the Sector IG of the Controlling Sector for the unit given as the 1st preference by the candidate. **For example** if a candidate gives his 1st, 2nd and 3rd preference to CISF Unit SECL Bilaspur, CISF Unit ATPP Anpara and CISF Unit OTHPP Obra respectively, he will address his application to IG Central Sector, Bhilai since his 1st preference unit SECL Bilaspur falls under IG (CS) Bhilai.
9. **SELECTION PROCESS/METHOD OF SELECTION**

It will be the responsibility of the candidate to submit all required documents along with his application as per Annexure –I as mentioned at Para-8 above. All eligible candidates applying for the contractual engagement will be issued admit cards by the concerned Sector under whose jurisdiction his first preference unit is located.

For screening and document verification, candidate will report to his 1st preference CISF Unit.

A. **Screening –cum-Selection Committee** - A Screening – cum-Selection Committee for selection of the candidates will be constituted by CISF.

B. **Sequence of Selection** :

   i) **Document Verification**: Scrutiny of Application Form and detailed verification of documents with original documents provided by candidates. The candidates are required to produce the following documents in original for screening:

   (a) Filled-in Application Form, as per Annexure -I in original.
   (b) Pension Payment Order (PPO)
   (c) Date of Birth Certificate
   (d) Service/Discharge Certificate
   (e) Certificate of Educational Qualification.
   (f) Copy of identification card issued by the Indian Army on retirement
   (g) Medical Fitness certificate by any Government Doctor.
   (h) Filled-in Questionnaire Form as per Annexure ‘II’.

   ii) **Physical Standard Test**: Ex-Army personnel applying for the post of SI/Exe or ASI/Exe are required to fulfil the physical standards prescribed in this notification. Physical measurement shall be taken for record purpose only in respect of candidates appearing for the post of HC/GD or Constable/GD.
iii) **After PST, awarding of marks based on Discharge Certificate :** For the purpose of selection, a **qualitative assessment** will be done based on the grading in the discharge certificate. The discharge certificate issued indicates the character by grading as Exemplary, Good, Fair, Indifferent and Bad. Marks will be awarded out of 10 marks i.e. **Exemplary -10 marks, Good -7 marks, Fair-5 marks, Indifferent- 0 marks (not qualified) and Bad-0 marks (not qualified)**

iv) **Medical Examination** as per SHAPE (Psychological Hearing Appendages Physical and Eye Sight) Medical Category:-Selected personnel will be required to appear in the Medical Examination as per SHAPE policy of CISF and only SHAPE-1 candidates will be considered. Prescribed format for Medical Examination may be seen on CISF recruitment website (www.cisfrectt.in).

v) **Drawing of merit list**- Based on the marks scored by the candidates, the merit will be drawn. In case of tie in the grading as per the discharge certificate:
   (a) The candidate younger in age will be given preference i.e. kept higher in merit.
   (b) If tie still persists, same shall be resolved by comparing the height. Candidates with more height will be placed higher in the merit list.

vi) **Waiting list**:- All the candidates who qualify in the selection process, but could not figure in the merit list shall be kept in the waiting list. A waiting list of the candidates shall also be published along with the main list. The waiting list will be valid for six months from the date of publication of result, in case if a candidate does not join after selection.

10. **General Terms and Conditions for contractual engagement shall be as under :**

1) The contractual engagement would be initially for a period of 1 year, which may be renewed on year to year basis for 2 more years. The renewal of contract should be subject to satisfactory performance.
2) The contract can be terminated by appointing authority by giving one month’s notice or one month’s salary in lieu thereof.
3) The police verification of the antecedents of the candidate selected for contractual engagement may be done by the appointing authority in official way. However, if anything of adverse nature in respect of antecedents of the appointee comes to the notice during contract period, the contractual engagement shall be terminated forthwith.
4) The contractually engaged personnel would be required to undergo 15 days’ training in the unit where they would be posted.
5) The contractual appointee would be required to maintain high standards of discipline and conduct as applicable to CISF personnel.
6) If any contractual appointee is found indulging in any undesirable or corrupt practice, his contract shall be terminated with immediate effect without any notice.
7) Contractual appointee shall abide by instructions/directions issued by his superiors from time to time.
8) The contractual appointee will perform duty in the prescribed uniform which will also carry a unique identification.
9) Contractual appointee shall avail medical facility as available to them under the scheme of Ministry of Defence for Ex-defence personnel.
10) Contractual appointee may be asked to perform duty in shift of 8 hours including night shift.
11) Un-authorised absence may entail annulling of contract apart from proportionate deduction of wages.
12) Contractual Appointee would be entitled to 15 days’ paid leave in a calendar year.
13) The contractually engaged persons will not be eligible for any benefit/absorption/regularisation of service in this Department.
14) CISF Act 1968 or Rules shall not apply to the personnel taken on contractual basis who shall be governed by terms and conditions of the contract.
FORM OF APPLICATION FOR ENGAGEMENT OF Ex-ARMY PERSONNEL ON CONTRACT BASIS IN CISF

(TO BE SENT THROUGH E-MAIL ONLY)

ROLL NO. ____________________________ (To be filled by the Selection Board)

1. Post applied for : ____________________________

2. Name (in block letters): ____________________________

3. Father’s Name : ____________________________

4. Permanent address :
   __________________________________________
   __________________________________________
   __________________________________________
   __________________________________________

5. Present residential :
   __________________________________________
/ Correspondence :
   __________________________________________
Address :
   __________________________________________
   __________________________________________
   __________________________________________
   __________________________________________

6. Religion : __________________ 7. Date of Birth : __________________

8. Age as on date of publication of this notice. _______ Years _______ Months _______ Days

9. Highest Educational qualifications: ____________________________

10. Nationality : ______________

11. Physical Measurements : a)Height _____ Cms  b) Chest : ___ Cms ___ (Cms) (Normal ) (Expansion)

   c)Weight _____ Kgs

12. Whether belongs to Gen/EWS/SC/ST/OBC : ____________________________

13. Visible Identification marks : 1) ____________________________

   2) ____________________________

14. Aadhar Card Number : ____________________________

   If Aadhar Card not available, any other photo ID Proof issued by Govt. : Type of Card ____________ No________

15. Phone number, if any, with STD code : ____________ Mobile No. ____________

   E-mail Id (mandatory)________________________________

16. Service particulars of Army :

   a) Army No. : ____________________________

   b) Rank : ____________________________

   c) PPO No. & date : ________________

   d) Date of Appointment : ________________

   e) Date of Discharge : ________________

   e) Last unit from where retired : ____________________________

Affix your recent coloured passport size self-attested photograph
f) Grading in Discharge
   certificate: __________________________

g) Medical category on retirement: __________________

h) Id. Card no. issued by the Dept. on retirement: ________________

17. Preference for location where candidate would like to serve after selection:

   1st - ________________________________

   2nd - ________________________________

   3rd - ________________________________

(Candidates can opt up to 3 locations in their application form as per their preference. But the application for contractual appointment will be addressed to Sector Hqrs., who is the controlling IG of the candidate’s 1st preference (Unit). (Through e-mail only). It is not necessary to fill up all the 3 preferences. He may fill only those units where he is willing to serve. His candidature will not be considered for any other unit over and above options exercised by him.

   DECLARATION

   (To be signed by all the candidates compulsorily)

1. I hereby certify and declare that all statements made in this application are true, complete and correct to the best of my knowledge and belief. In the event of any information or part thereof being found false or detected incorrect during the process of contractual recruitment or at any stage thereafter and that I am not satisfying the eligibility criteria prescribed in this notice, my candidature/appointment is liable to be cancelled/terminated automatically without any notice to me and action can be taken against me by the CISF.

2. I have read the provisions in the Notice of the selection process carefully and I hereby undertake to abide by them.

3. I further declare that I fulfill the conditions of eligibility regarding age limit, educational qualification etc prescribed for admission to the process of contractual engagement. I have enclosed photocopies of Pension Payment Order (PPO), Date of Birth certificate, Service/Discharge Certificate, Certificate of Educational Qualifications, Copy of Identification Card issued by the Indian Army on retirement and Medical Fitness Certificate etc.

4. I also declare that, I do not stand debarred from Government service as on date and have never been convicted by any court of law.

5. I have not submitted any other application for this contractual engagement. I am aware that if I contravene this rule, my application will be rejected summarily.

   Place: ______________________

   Date: ________________

   Signature of the candidate

( TO BE FILLED BY OFFICE )
QUESTIONNAIRE FORM

1. Have you ever been convicted by any court of law or any other judicial Institution?  
   Yes ☐  No ☐

2. Is there any case pending against you in any court of law?  
   Yes ☐  No ☐

3. Has any FIR been lodged and case is pending against you?  
   Yes ☐  No ☐

4. Was any FIR ever lodged against you in the past?  
   Yes ☐  No ☐
   a) If yes, case No. and sections under which FIR was lodged ?
   b) Name of Police Station where FIR was lodged ?
   c) Was the case charge sheeted or returned in FR ?
   d) If case was charge sheeted, what was the outcome in court ?
      i) Convicted
      ii) Acquitted
      iii) Compromised
      iv) Compounded
      v) Any other, please specify

5. Have you ever been dismissed from any service under the Central or State Govt.?  
   Yes ☐  No ☐

6. Have your services ever been terminated while on probation?  
   Yes ☐  No ☐

   If the answer to any of the above is YES then please provide complete details on a separate sheet.

UNDERTAKING

I _____________________________ declare that the above information is true to the best of my knowledge and belief. I understand that in case the information is found to be false or incorrect my candidature is liable to be cancelled apart from any departmental or legal proceedings that may be initiated against me.

Signature of the Candidate

Place ______________________________
Date ______________________________
Name ______________________________
Fathers Name ______________________________
Address ______________________________

DAVP 19113/11/0002/2021