

**TERMS AND CONDITIONS TO ENGAGE SERVICES OF DOCTOR IN
RFCL, RAMAGUNDAM ON CONTRACT BASIS**

- 1) The services of the Contract appointee will be purely on temporary basis for an initial period of one year. Based on the requirement/performance, the period of engagement may be extended on yearly basis but will not exceed more than 03 years in any case.
- 2) The Contract appointee will be initially paid fixed contractual amount of Rs. 60,000/- per month (26 working days) for one year with 3% annual increase for further extended year. **Duty hours will be Morning OPD timings i.e. from 8:30am to 1:00 PM & Evening OPD timings from 2.00pm to 5.30pm on all working days. In case of full duty performed by the doctor on weekly off/ NH/GH, compensation will be paid on proportionate basis.**
- 3) Contract appointee shall be provided suitable Company accommodation (Type-B or India House Room) in RFCL Township on payment of normal license fee at par with RFCL employees, on 11 months lease basis as per company's rule, if required. **Water and Electricity charges will be charged as applicable to Non-RFCL employees.**
- 4) Contract appointee shall be entitled to casual leave on pro-rata basis at the rate of one day per month (maximum 12 days during one-year contract), in addition to weekly offs and closed holidays. **In case he/ she avails more than entitled leave at any time during his / her period of contact, an amount on proportionate basis will be deducted from the monthly payment due to him/her.**
- 5) Contract appointee will attend the RFCL Hospital during regular OPD hours in person and will not be allowed to depute his/her representative, in any case. **However, he/she will be required to attend emergency duties, as and when required.**
- 6) Contract appointed will have to make his/her own arrangement for visiting RFCL Site Office as well as PHC at RFCL, Township and no transport facility will be provided for this purpose by RFCL.
- 7) The contract can be terminated by either side at any time with one month's prior notice. However, Management of RFCL reserves the right to terminate the contract at any time without any notice or assigning any reasons thereof, in case the performance / conduct of the Contract appointee is not found satisfactory at any stage.
- 8) The management of RFCL will be under no obligation what so ever to provide regular appointment to contract appointee or preference in employment for any vacancy in the company at any time.
- 9) The Income Tax as applicable shall be deducted at source, while releasing the monthly payment to contract appointee.
- 10) Peddapalli Court shall have exclusive jurisdiction, in case of any dispute in relation with the said Contract Appointee.
- 11) **Selection procedure:** Candidates meeting the prescribed eligibility criteria shall be eligible for appearing in personal interview. However, final selection will be purely based on their performance in the personal interview.
- 12) Contract appointee will not be eligible for any other benefits that are given to regular employee such as PF, Pension, Medical Attendance Treatment etc.