

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

- 1) The services of the Contract Appointee (Medical Officer) will be purely on temporary basis for period of one year from the date of joining RFCL Ramagundam Site. The contract will automatically cease to exist on expiry of the period of contract or on the date of attainment the age of 64 years and for this, no separate notice would be served. The offer of engagement shall not confer any right for regular Appointment in RFCL.
- 2) The Contract Appointee (Medical Officer) will be initially paid fixed contractual amount / honorarium of Rs. 85,000/- per month (For 26 working days) for one year.
- 3) The duty timings of Contract Appointee (Medical Officer) will be in General Shift; however, Contract Appointee (Medical Officer) may also require to perform duties in shifts as desired by the management from time to time. In case of full duty performed by the Contract Appointee (Medical Officer) on weekly off/ as per RFCL Holiday List, compensation will be paid on proportionate basis.
- 4) The Contract Appointee (Medical Officer) shall be provided suitable Company accommodation (Type-B or India House, as the case may be) 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 RFCL employees, to the Contract Appointee (Medical Officer).
- 5) The Contract Appointee (Medical Officer) 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 period), in addition to weekly offs and RFCL 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.
- 6) The Contract Appointee (Medical Officer) will attend the RFCL Hospital/First Aid Center/PHC as the case may be in person and will not be allowed to depute his/her representative, in any case. Also, the Contract Appointee (Medical Officer), will be required to attend emergency duties also, as and when required.
- 7) The Contract Appointee (Medical Officer) will have to make his/her own arrangement for visiting RFCL Hospital/OHC/PHC and no transport facility will be provided for this purpose by RFCL.
- 8) The period of engagement of The Contract Appointee (Medical Officer) is liable to be terminated at any time without assigning any reason thereof after giving one month's notice on either side or on payment of one month's consolidated contractual amount / honorarium in lieu thereof.
- 9) The Management of RFCL will be under no obligation what so ever to provide regular appointment to Contract Appointee (Medical Officer) or preference in employment for any vacancy in the company at any time.

- 10) The Income Tax as applicable shall be deducted at source, while releasing the monthly payment to Contract Appointee (Medical Officer).
- 11) Peddapalli Court shall have exclusive jurisdiction, in case of any dispute in relation with the said Contract Appointee (Medical Officer).
- 12) Contract Appointee (Medical Officer) appointed are eligible only for contractual amount / honorarium. They are not eligible for retiral benefits like Gratuity, PF, Post-retiral medical benefits for the period of their engagement with RFCL as Contract Appointee (Medical Officer).
- 13) The appointment of Contract Appointee (Medical Officer) shall be subject to Medical Fitness.
- 14) Contract Appointee (Medical Officer) shall maintain all information/documents/materials/gathered during the course of engagement in strict confidence. They shall not copy or make notes of such information/documents/materials except in connection to the work of RFCL. They will not divulge to anyone outside the RFCL or use any of the information/documents/materials gathered during the course of engagement for their own or anyone else's benefit, either during or after the term of engagement with the RFCL. The aforesaid obligation shall also apply to proprietary/ confidential information/documents of third parties received by them or the RFCL in the normal course of the engagement with the RFCL.
- 15) The contract appointee shall maintain the discipline and decorum both at the office and township .
- 16) Contract Appointee (Medical Officer) shall not engage in private practice during their period of engagement in the RFCL.
- 17) **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.