

Ms.Rincy Sandy
Anugrah,
Eachur(po),
Kannur,
Kerala-670591

Fixed Term Employment Contract

This Fixed Term Employment Contract [hereinafter referred to as "Agreement"] is entered on the date **04-02-2023**.

With reference to the subsequent discussions with us, we are happy to inform you that your engagement under Fixed Term Employment Contract for the period of **20-02-2023** to **31-03-2024** as **Staff Nurse** with Meitra Hospital [A unit of Premium Medical & Health Care Providers Pvt Ltd, Coimbatore] has been conceptualized with the following terms and conditions.

Validity

This Agreement shall come into force and effect from the date as mentioned above and shall remain in effect during the contract period. A detailed Job Description will be issued to you at the time of joining.

Employment Terms & Conditions

- Your monthly wages will be **Rs 26,800/-** it will be paid as a lump sum amount by the end of every month against your attendance.
- Your working days would be 6 days in a week as per the department's duty schedule and you are eligible for a week off against such duties.
- You will be eligible for one day paid leave in a month during the contract period. You are not eligible for any other benefits during the above stated contract period.
- Your Agreement as stated above is for a specific period (**20-02-2023** to **31-03-2024**) No notice or pay in lieu thereof or retrenchment compensation will be payable to you by the Management on the completion of the term mentioned in this agreement,
- Since the Agreement is being made for a specific period as mentioned above, you will not have any right or lien on the job assignment held by you at Meitra Hospital.
- As a fixed-term Employee and contractual employee, you are also not eligible to claim, by right, regular employment at Meitra Hospital even if there is such a vacancy for the post held by you or otherwise.
- Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time as **Staff Nurse** of Meitra Hospital, you will maintain a high standard of loyalty, efficiency, integrity, confidentiality and will liaise with all clinical, non-clinical staff, consultants and employees associated with the Meitra Hospital.

- Your engagement is being made on the basis of your particulars such as qualification experience etc. as given by you in your application for this agreement and in case any information as given by you is found false or incorrect, your engagement will be deemed void and is liable for termination without any notice or salary in lieu thereof,
Your address, as indicated in your application for contract employment shall be deemed to be correct for sending any communication to you with respect to your assignment /engagement at the given address and shall be deemed to have been served upon you. If there is any change of present address, the same please to be notified to VP-People and culture of Meitra Hospital within 3 [three] days of such change.
- It is a condition of this agreement to ensure secrecy and confidentiality of all documents, process and techniques of Meitra Hospital and Meitra Hospital's client and use such information only in connection with the services and assignments provided persistently by Meitra Hospital.
- You will be responsible for carrying out your work as per the job description and Key Result Areas assigned to you to the entire satisfaction of the Management of the Meitra Hospital.
- You will be punctual and regular in your duties and will not absent yourself or overstay your sanctioned leave other than the eligible leave without prior permission of your Reporting Manager at Meitra Hospital.
- Your services are liable to be terminated in case you are incapacitated by reasons of illness, accident or any other cause and cannot perform your duties and assignments given to you by Meitra Hospital within the specific period. If you are found suffering from any infectious/contagious disease also, Meitra Hospital will at its discretion to terminate your service.
- The Agreement with Meitra Hospital shall be subject to the condition that you are found to be physically, medically and mentally fit for carrying out your assignments as per requirement of Meitra Hospital. You are liable to present yourself for medical examination as and when required by the Meitra Hospital or its Management.
- The Agreement with Meitra Hospital, during the aforesaid period shall be subject to the condition that you are to be found professionally fit.
- The terms and conditions of this Agreement supersede any prior oral or written understanding regarding the terms and conditions of your prior assignment with the Meitra Hospital.
- In addition to the terms and conditions of this Agreement, there may be other policies and procedures that apply to your Agreement for the efficient and fair administration with other business matters, policies and procedures that has been formulated for Meitra hospital. You must diligently comply with the Meitra Hospital's policies and procedures, as amended from time to time and notified to you. You will be bound by the rules, regulations and office orders in force and framed by the Meitra Hospital from time to time in relation to your service conditions, which will form part of your service conditions and your terms of engagement,



- Absence for a continuous period of 7 [seven] days during your assignment without prior approval of your Meitra assigned Reporting Manager would be deemed to be abandonment of this Agreement by you whereby you have relinquished your rights and claims on this agreement. In such circumstances, your services would automatically come to an end without any notice or intimation.
- At the end of your tenure of the contract period as specified above or on termination of this Agreement with the Meitra Hospital for any reason, you must return all items and documents, if any, failing which you will be held guilty and suitable legal action can be taken against you.
- In case of any breach of the terms and conditions stipulated in this contract agreement, the Management of the Meitra Hospital reserves its right to terminate your engagement with immediate effect without further notice to you.
- As per the necessity or requirement the Agreement may be extended for an additional term, it will be at the sole discretion of Management.

Notice for Termination

Either party can terminate this contract agreement by issuing 30[Thirty] days' notice in writing to the other party by narrating the reasons thereof. Each party shall settle their accounts/promises before handing over as promised in the scope of this agreement. Be it clearly understood and agreed that if your contract service is terminated before the mentioned period, the Meitra Hospital Management will not be liable to pay any compensation or to meet any claim of any kind for any unexpired period of the contract tenure mentioned above.

In case the above terms and conditions are acceptable to you, you are requested to sign the duplicate of this Agreement for having understood and having accepted the same and return the same.

For **MEITRA HOSPITAL**
[A UNIT OF PREMIUM MEDICAL AND HEALTHCARE PROVIDERS PVT LTD]



Kapil Gupta
VP -People and Culture

Declaration:

I accept the terms and conditions mentioned in the aforesaid letter.

Name.....