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Engagement of Medical Consultant (MC)
on contract basis with fixed hourly remuneration

Applications are invited from eligible candidates for preparing a panel to fill up 1 (one) post **(reserved for OBC)** of Medical Consultant on contract basis with fixed hourly remuneration for the Bank's dispensary at Dum Dum Staff Quarters, 1/B, B.K.Pal Lane, Dum Dum, Kolkata 700 030 so as to reach the Regional Director, Reserve Bank of India, Main Office Building, Human Resource Management Department, 15, Netaji Subhas Road, Kolkata – 700 001, not later than **three weeks from the date of advertisement** i.e. on or before April 8, 2016 by 5.00 PM.

Applicant should be a medical graduate of Indian or Foreign University recognized by the Medical Council of India.

1. Contract will be initially for a period of **three** years. This term can be extended on such terms and conditions which are mutually agreeable to both the parties.
2. Candidates should have a minimum of **2 years** experience in any hospital or as Medical Practitioner and his / her dispensary / residence should be within a radius of **3-5 Km.** from the Bank's dispensary at 1/B, B.K.Pal Lane, Dum Dum, Kolkata 700 030.
3. The remuneration of the Bank's Medical Consultant on contract basis will be fixed with reference to the actual duty hours as given below inclusive of all.

Sl. No.	Dispensary at	Working hours	Remuneration
1	Dum Dum Staff Quarters, 1/B, B.K.Pal Lane, Dum Dum, Kolkata 700 030	8.00am to 1.00 pm (Monday - Friday) and 8.00 am to 12 noon on Saturday. (i.e.29 hours per week)	₹750/- per hour for the first three years of contractual service and ₹950/- per hour after completion of three years of contractual service. Out of total monthly remuneration, a sum of ₹1000/- per month may be treated as conveyance expense. Reimbursement of mobile charges of ₹1000/- will also be provided.

4. The Bank reserves the right to review the rate of remuneration from time to time and alter the duty hours at its discretion in case it becomes expedient to suit administrative and operative requirements. The Bank also reserve the right to use the services of the Medical Consultant at its other dispensaries located at residential colonies/Main office Premises (MoP).

5. Application should be submitted in the attached format only. The application should be sent in a cover super scribed '**Application for the post of Medical Consultant (on contract basis) with fixed hourly remuneration**'.

6. The Bank will be conducting an interview for the short listed candidates. Apart from those who may be called for interview, Bank will not enter into any correspondence with the candidates who are not shortlisted for interview. Candidates selected for the post will be appointed subject to their being found medically fit and acceptance of Terms and Conditions of Contract as per Annex-I and Code of Conduct as per Annex -II.

Engagement of the services of Medical Consultant (on contract basis) with fixed hourly remuneration - Terms and Conditions of Contract

1. To attend to Banks' dispensary at Dum Dum Staff Quarters, 1/B, B.K.Pal Lane, Dum Dum, Kolkata-700 030 with above prescribed duty hours (or for longer periods as may be necessary) excluding Bank holidays except days declared as holidays for purposes of half yearly closing and annual closing subject to the condition that the dispensary will not be kept closed for two successive days. The Bank may use the services of the Medical Consultant at its other dispensaries located at residential colonies/Main office Premises on requirement.

2. To give advice free of charge, prescribe medicines and administer injections free of charge to the members of the staff including staff of the Bank on tour, the members of their families including dependent parents and retired employee members/their spouses who are members of the Medical Assistance Fund Scheme, who present themselves during the dispensary timings (duration may be changed as and when considered necessary by the Bank). You will be available for consultation at your private clinic in urgent cases in respect of employees of the Bank at any time with charges at the rate prescribed in the schedule. The Schedule of charges applicable to the Staff/Officers of the Bank would be made available on request.

3. To provide the facilities referred to in paragraph (2) above to the relatives of the employees who have been permitted to reside with them in the Staff Quarters and facilitate recovery of charges from the employees for credit to the bank's account at the rates prescribed by the Bank from time to time.

4. To perform duties similar to those of a General Medical Practitioner irrespective of whatever post-graduate or other medical qualifications you may possess / acquire in future. It shall be your responsibility to ensure that the qualifications you hold or acquire in future do not restrict you in any manner from rendering the services required of a General Medical Practitioner and as per any stipulations by the Indian Medical Association, the qualification you hold or acquire as the case may be comes into conflict with the Bank's requirements as indicated above, to work as a general practitioner, you will be required to ensure that no liability or responsibility on this account devolves on the Bank under any circumstances and shall indemnify and keep indemnified the Bank at all times against the same.

5. The duties at the RBI dispensary will also include, apart from other requirements as mentioned above:

(i) Treatment of minor and major illness for which the employees and their dependents may call on you.

(ii) Treatment of emergency cases brought to the dispensary or in the departments or in the Bank's premises or outside the Bank's premises and reference to appropriate Hospitals whenever called upon to attend even when such necessity arises outside your normal working hours.

(iii) Administration of all types of injections - The responsibility for administering all types of injections rests with you for any untoward reaction. As a rule, administration of injections by the Pharmacists in your absence is to be discouraged. You will be required to train the Pharmacists to administer routine and simple type of injections when the work is heavy.

(iv) Handling the important dressings and minor surgeries.

6. To visit any member of the Bank's Staff staying in the Quarters whenever required to do so by the Bank and submit a report on their health. For such visits you will be paid visit fees as per the schedule of rates fixed by the Bank.

7. To issue certificate in support of leave on medical grounds wherever necessary and countersign the certificates produced by the employees from other qualified medical practitioners, if you are satisfied about the genuineness of the case.

8. To attend the officers and members of their family at their residence when required by them and will be entitled to charge them a visit fee or consultation fee, as fixed by the Bank having regard to the local conditions. The visit fee/consultation fee, so fixed, will be inclusive of charges for administration of injections, etc. No other charges should be levied by you for such visits.
9. If and when required to do so, you will certify in such form as may be prescribed by the Bank from time to time as to the state of health and / or fitness for service of any employee or any prospective employee who may be selected for appointment at any Office of the Bank.
10. To issue order forms (prescribed) on the approved chemists of the Bank for supply of special/costly drugs or injections required for curative purpose to the Bank's staff and forward copies thereof the Bank for payment of the relative bills.
11. To use your good offices for securing hospital facilities in case the employees of the Bank or their families (for indoor hospitalization under Direct Settlement facility) require such facilities in the hospital.
12. To inspect the office premises/Staff Quarters and Officers' Quarters once a month and report whether they are kept in a sanitary and hygienic condition.
13. To do prophylactic inoculations for typhoid, etc. and vaccination for small-pox whenever necessary.
14. To submit an annual report as on the 30th June in the prescribed form on the general health of the staff.
15. Responsibilities for the proper storage of medicines and their distribution and you will arrange the maintenance of all necessary records for the purpose.
16. To advise on drug indents, and to counter-check the drug stock-balance and consumption.
17. To give professional opinion including reasonableness of the cost of treatment pertaining to the various items of medical claims as and when the same are referred to you.
18. To attend to any other work assigned by the Bank from time to time relating to administration of Bank's Medical Facilities Scheme and Medical Assistance Fund Scheme including dispensary facility as are generally performed / required to be performed by a General Medical Practitioner.
19. The remuneration is fixed at **₹ 750/- per hour for the initial 3 years of contract**. The fixed remuneration is payable on a monthly basis. Further, no superannuation benefits viz. Pension, Provident Fund or Gratuity will be payable. No leave would be admissible. No perquisites/facilities also would be made available. If required to attend to the Dispensary on any public holiday, compensation @ ₹750/- per hour would be paid.
20. In the event of your absents from duty, you shall be required to make substitute arrangements acceptable to the Bank viz. in terms of qualification and experience at your own risk and cost.
21. You will be under the administrative control of the Regional Director, Reserve Bank of India, Kolkata.
22. Your contract will be valid for a period of three (3) years from the date of engagement subject to your accepting the above terms and conditions and observing the code of conduct of the Bank as given in Annex-II. The contract will be reviewed every year.
23. The engagement under the contract is temporary. No claim shall lie for regular employment on that basis at any stage or for pay and perks payable to regular employees.
24. The contract will be terminable during the period of contract, on three months' notice on either side or three months' remuneration in lieu thereof.

Code of Conduct for Medical Consultants whose services are engaged on contract on hourly basis with fixed remuneration

1. Every Medical Consultant shall observe, comply with and obey all orders and directions which may from time to time be given to him by any person or persons under whose jurisdiction, superintendence or control he may for the time being be placed.
 2. Every Medical Consultant shall maintain the strictest secrecy regarding the Bank's affairs and the affairs of its constituents and shall not divulge, directly or indirectly, any information of a confidential nature either to a member of the public or of the Bank's Staff, unless compelled to do so by judicial or other authority, or unless instructed to do so by a superior officer in the discharge of his duties.
 3. Every Medical Consultant shall serve the Bank honestly and faithfully and shall use his utmost endeavor to promote the interests of the Bank, and shall show courtesy and attention in all transactions.
 4. No Medical Consultant shall take an active part in politics or in any political demonstration, or stand for election as member for a Municipal Council, District Board or any Legislative Body.
 5. No Medical Consultant shall become or continue to be a member or office-bearer of, or be otherwise directly or indirectly associated with, any trade union or a federation of such trade union or resort to, or in any way abet, any form of strike or participate in any violent, unseemly or indecent demonstration in connection with any matter pertaining to his/her terms and conditions of contract.
 6. No Medical Consultant may contribute to the press anything relating to the affairs of the Reserve Bank of India without the prior sanction in writing from the Bank or publish any document, paper, or information which may come into his possession in his capacity as Medical Consultant of the Bank.
 7. A Medical Consultant shall not solicit or accept any gift from any employee.
 8. A Medical Consultant shall not absent from his duties without the permission from the Bank and making alternate arrangement acceptable to the Bank during his absence. Such alternate arrangement shall not exceed five days at a time.
 9. A Medical Consultant shall not outsource his service to the Bank.
 10. A Medical Consultant will -
 - a) strictly abide by any law relating to intoxicating drinks or drugs in force in any area in which he may, for the time being, happen to be;
 - b) not be under the influence of any intoxicating drink or drug while on duty and shall also take care that performance of his duties at any time is not affected in any way by the influence of such drink or drug;
 - c) refrain from consuming, in a public place, any intoxicating drink or drug;
 - d) not appear in a public place in a state of intoxication;
 - e) not use any intoxicating drink or drug to excess.
- Explanation** : The term "public place" would include clubs even exclusively meant for members where it is permissible for the members to invite non-members as guests, bars and restaurants, public conveyances and all other places to which the public have or are permitted to have access, whether on payment or otherwise".
11. No Medical Consultant shall indulge in any act of sexual harassment of any woman employee at work place.

Explanation: For this purpose, "Sexual Harassment" shall include such unwelcome sexually determined behaviour, whether directly or by implication as:-

- a) Physical contact and advances,
- b) demand or request for sexual favours,
- c) sexually coloured remarks,
- d) showing pornography,
- e) Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature besides, all such definition/interpretation as applicable in the statute/laws.

12. The contract is liable to be terminated if a Medical Consultant is arrested for debt or on a criminal charge or is detained in pursuance of any process of law.

13. Medical Consultant shall not give, solicit or receive nor shall offer to give solicit or receive, any gift, gratuity, commission or bonus in consideration of or return for the referring, recommending or procuring of any patient for medical, surgical or other treatment. He/She shall not directly or indirectly, participate in or be a party to act of division, transference, assignment, subordination, rebating, splitting or refunding of any fee for medical, surgical or other treatment.

14. The provision at 13 above shall apply with equal force to the referring, recommending or procuring by him or any person, specimen or material for diagnostic purposes or other study/work.

15. The contract is liable to be terminated in case a Medical consultant commits a breach of the code of conduct of the Bank mentioned above or the terms and conditions of the contract accepted by him/her, displays negligence, inefficiency or indolence, or knowingly does anything detrimental to the interests of the Bank or in conflict with its instructions or is guilty of any other act of misconduct.



APPLICATION FORM

Application for Engagement of Medical consultant On contract basis with fixed hourly remuneration at RBI, Kolkata

Fix recent
passport size
photograph

1. Name in full : Shri/Smt./Kum _____
(to be given in block letter, Surname to be stated first)

2. Father/Husband's Name: _____

3. (a) Address : Residence Dispensary

(b) Phone No. Mobile No.

E-mail address:

(c) Approximate distance from the Bank's
Dispensary at Dum Dum Staff Quarters
1/B,B.K.Pal Lane, Dum Dum
Kolkata 700 030.

4. Date of Birth and age as
on April 1, 2016 : :

5. Place of birth and domicile : :

6. Nationality : :

7. Whether belongs to SC/ST/OBC/UR (General): SC / ST /OBC / UR (Gen)

8. Educational Qualifications :
(indicate degree/diploma obtained, in the order of highest to least)

Degree/Diploma	University/Board	Year of passing	Class/Rank

9. Particulars of any other
Courses in medicine completed
by the applicant :

10. Details of experience
(Experience after graduation should only be stated):

Experience	From	To	Period	
			Year/s	Month/s
In Hospital (as a Physician)				
As General Practitioner				

11. Any other factors which the
Applicant would like to bring
into account for considering
his/her Application :

I hereby declare that the information and particulars given by me in this form are true and correct. I also note that if any of the above statements are incorrect or false or if any material information or particulars has been suppressed or omitted therefrom, my engagement is liable to be terminated without notice or compensation in lieu thereof.

Date:

Place:

(Signature of the applicant)

INSTRUCTIONS

1. All the details in the Application Form are to be filled up completely by the applicant, as incomplete Forms are liable to be rejected.
2. Attested copies of relevant certificates regarding age, educational qualifications, caste, experience etc. should be attached with the Application Form.
4. If the candidate is working as a Medical Officer for any institution the details thereof and working hours therein should be indicated.