



**Reserve Bank of India, Bengaluru  
Human Resource Management Department  
Recruitment Section**

Advertisement No.1 / 2016-2017

**Appointment of Bank's Medical Consultant on Contract basis  
with fixed hourly remuneration**

**(Reserved for OBC Category candidates only)**

Reserve Bank of India, Bengaluru invites applications from candidates belonging to OBC category, possessing MBBS degree of any recognized University in the allopathic system of medicine and/or having post graduate degree in General Medicine with at least 2 years' experience in any hospital or as Medical Practitioner, for one (1) post of Part time Bank's Medical Consultant on contract basis for dispensary at RBI Staff Quarters, Osborne Road, Bengaluru – 560042. Details of Terms and Conditions and format of Application Form are available with "Recruitment Section, Human Resource Management Department, Reserve Bank of India, No.10/3/8, Nrupathunga Road, P.B.No.5467, Bengaluru – 560001", and/or on the website of Bank [www.rbi.org.in](http://www.rbi.org.in) from **May 08, 2017**. The last date for submission of application is **June 02, 2017**.

Regional Director



**Reserve Bank of India, Bengaluru  
Human Resource Management Department  
Recruitment Section**

**Notification**

**Engagement of the services of Part-Time Medical Consultant – on contract basis  
with fixed hourly remuneration – Reserved for OBC category candidates only**

Applications are invited from eligible candidates belonging to OBC category for preparing a panel to fill up one post of Bank's Medical Consultant (BMC) on contract basis, with fixed hourly remuneration for dispensary of RBI Staff Quarters, Osborne Road, Bengaluru – 560042, so as to reach the Regional Director, Reserve Bank of India, No.10/3/8, Nrupathunga Road, P.B.No.5467, Bengaluru – 560001 **on or before June 02, 2017 by 05:30 p.m.**

1. Applicant should possess MBBS degree of any university recognized by the Medical Council of India in the allopathic system of medicine.
2. Applicants having post graduate degree in General Medicine can also apply.
3. The Applicant should have a minimum of 02 years' experience in any hospital or as Medical Practitioner.
4. The applicants residing in Bengaluru and having their own private dispensary or place of residence within a radius of 5 kms from the Officer's / Staff Quarter's dispensaries, will be given preference.
5. The remuneration of Medical Consultant on contract basis will be fixed with reference to the actual duty hours performed and will be all inclusive.
6. The Contract for engagement will be initially for a period of three years subject to review every year, which can be extended on such terms and conditions which are mutually agreeable to both the parties.
7. The rate of remuneration and the duty hours are tabulated below:

<b>Dispensary</b>	<b>Working hours</b>	<b>Remuneration</b>
RBI Staff Quarters Osborne Road Bengaluru – 560042	From 07:00 a.m. to 10:00 a.m. (Monday to Saturday) i.e.18 hours per week	1. Rs.750/- per hour for the first three years of contractual service and Rs.950/- per hour after completion of three years of contractual service. 2. Out of total monthly remuneration a sum of Rs.1000/- will be treated as conveyance expenses. 3. Reimbursement of mobile charges of Rs.1000/- will also be provided.

8. The Reserve Bank of India reserves the right to review the rate of remuneration from time to time and alter the duty hours and location of dispensary at its discretion in case it becomes expedient to suit administrative and operative requirements.
9. Interested and eligible candidates may please make an Application in the prescribed format as at Annex-IV. The application should be sent in a cover superscribed '**Application for the post of Part-Time Medical Consultant on Contract Basis**'.

#### **Selection Procedure**

10. The Bank will be conducting an interview for the shortlisted candidates. The Bank reserves the right to raise the minimum eligibility standards etc. in order to limit the number of candidates to be called for interview. The decision of the Bank in this regard will be final. Apart from those who may be called for interview, the Bank will not entertain any correspondence with the applicants who are not being called for the interview.
11. Candidates selected for the post will be appointed subject to acceptance of **Terms and Conditions of Contract as per Annex-I and Code of Conduct as per Annex-II**.
12. The selected applicant has to sign an agreement for contract with the Bank before engagement of the services of Part-Time Medical Consultant (BMC) (on contract basis) with fixed hourly remuneration.

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

1. You shall attend to the Staff Quarters' dispensary with duty hours from 07:00 a.m. to 10:00 a.m. (Monday to Saturday).  
The duty hours are as mentioned above (or for longer period 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 also use your services depending on necessity.
2. You will give advice free of charge, prescribe medicines and administer injections free of charge to the members of the staff including touring staff of the Bank, 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 that time (the timings and / or 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.
3. You will 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. You will be required 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 if 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 circumstance and shall indemnify and keep indemnified the Bank at all times against the same
5. Your duties at the RBI dispensary will 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) The important dressings and minor surgeries are to be handled only by you. If you are convinced that the Pharmacists, have the requisite competence routine dressings may be handled by them.
6. You will be required 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. You will be required 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. You will be required to attend on 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. You will be required 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 to the Bank for payment of the relative bills.
11. You will be required 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. You will be required 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. You will be required to do prophylactic inoculations for typhoid, etc and vaccination for small – pox whenever necessary.
14. You will be required to submit an annual report as on the 30<sup>th</sup> June in the prescribed form on the general health of the staff.
15. You will be responsible for the proper storage of medicines and their distribution and you will arrange the maintenance of all necessary records for the purpose.
16. You will also be required to advise on drug indents, and to counter-check the drug stock-balance and consumption.
17. You will be required 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. You will be required 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 Assistant Fund Scheme including dispensary facility as are generally performed / required to be performed by a General Medical Practitioner.
19. For the services rendered by you, you will be paid Rs.750/- per hour for the first 3 years of contractual service and Rs.950/- per hour after completion of 3 years of contractual service. The fixed remuneration is payable on a monthly basis. Out of the total monthly remuneration so payable, a sum of Rs.1000/- per month will be treated as conveyance expenses. In addition, reimbursement of Mobile charges of Rs.1000/- per month will be provided / extended. If you are required to attend to the Dispensary on any public holiday, you will be compensated at Rs.750/- per hour. Further, no superannuation benefits viz. Pension, Provident Fund or Gratuity will be payable. No leave would be admissible. No perquisites / facilities would be made available. Taxes on the income would be deducted at sources as per extant rates and Government notifications.
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, Bengaluru.
22. You will be required to adhere to the Code of Conduct as given in Annex-II to these Terms and Conditions.
23. Your contract will be valid for a period of three 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.
24. 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.
25. The contract will be terminable during the period of the contract, on three months' notice on either side or three months' remuneration calculated on the basis of per month in lieu thereof.

**Code of Conduct for Part-Time Medical Consultant whose services are engaged on contract basis with fixed hourly 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 / her by any person or persons under whose jurisdiction, superintendence or control he / she 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/her duties.
3. Every Medical Consultant shall serve the Bank honestly and faithfully and shall use his / her utmost endeavors 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 / her possession in his / her 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 / her duties without the permission from the Bank and without making alternate arrangement acceptable to the Bank during his / her absence. Such alternate arrangement shall not exceed five days at a time.
9. A Medical Consultant shall not outsource his / her service to the Bank.
10. A Medical Consultant will:
  - i) strictly abide by any law relating to intoxicating drinks or drugs in force in any area in which he / she may, for the time being, happen to be;
  - ii) not be under the influence of any intoxicating drink or drug while on duty and shall also take care that performance of his / her duties at any time is not affected in any way by the influence of such drink or drug;
  - iii) refrain from consuming, in a public place, any intoxicating drink or drug;
  - iv) not appear in a public place in a state of intoxication;
  - v) 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:

- i) physical contact and advances,
- ii) demand or request for sexual favours,
- iii) sexually coloured remarks,
- iv) showing pornography,
- v) 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 / her 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.



**Eligibility Criteria and terms and conditions of engagement**

Reserve bank of India, Bengaluru Office, invites applications for engaging the services of Part-Time Medical Consultant (Reserved for OBC category candidates only) on Contract basis with fixed remuneration on the following terms and conditions:

1. Applicant should be a medical graduate (MBBS) of any recognized University in the allopathic system of medicine and should, in addition, possess at least 2 years' experience in any hospital or as Medical Practitioner.
2. Candidates with previous hospital experience (at least 2 years) and who have their private dispensaries or places of residence near (within a radius of 5kms) the Staff Quarters dispensary of the Bank will, other things being equal, be given preference.
3. The Medical Consultant will be paid remuneration at the fixed rate of Rs.750/- per hour for the first three years of contractual service and Rs.950/- per hour after completion of three years of satisfactory contractual service on renewal of the contract. Out of the total monthly remuneration so payable, a sum of Rs.1000/- per month will be treated as conveyance expenses. In addition reimbursement of Rs.1000/- p.m. of mobile charges will be provided.
4. 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 of the Bank.
5. The Bank reserves the right to enhance the rate of remuneration reviewed from time to time and change the duty hours at its discretion in case it becomes expedient to suit administrative and operational requirements.
6. The candidates should submit applications in the prescribed format (Annex-IV). The application should be sent in a cover superscribed "**Application for the post of Part-Time Medical Consultant on contract basis**". The Bank will not entertain any correspondence with the candidates not found eligible / not considered eligible for interviews.
7. The services rendered by the Medical Consultants will not confer any right on them for any temporary or permanent post in the Bank's service.
8. The Bank reserves the right to terminate the contract of Medical Consultant during the period of contract, on three months' notice on either side or three month's remuneration in lieu thereof or in case a Medical Consultant commits a breach of the code of conduct of the Bank 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.
9. Whenever necessity arises they will be required to work in any of the Bank's dispensary at Bengaluru during the working hours of that dispensary.



8.	Particulars of any other course in medicine completed by the applicant				
9.	Details of experience ( Only Experience gained after graduation should be stated)				
Sr. No.	Experience	From	To	Period	
				Years	Months
(a)	In Hospital (As a Physician)				
(b)	As General Practitioner				
10.	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 information is incorrect or false or if any material information or particular has been suppressed or omitted therefrom, my services are liable to be terminated without notice of compensation in lieu of notice.

(Signature of the applicant)

Place:

Date:

#### Instructions

1. All the details in this form must be filled by the applicant.
2. Applications which do not contain the full particulars called for are liable to be rejected.
3. Attested copies of certificates regarding age, educational qualifications, etc. should accompany the application.
4. If the candidate is working as a Medical Officer for any institution, the details thereof and working hours therein should also be indicated.