

Engagement of the services of Bank's Medical Consultant (on contractual basis) with fixed hourly remuneration, Reserve Bank Staff College (RBSC), Reserve Bank of India (RBI), Chennai

Terms and Conditions of Contract

1. To attend to the dispensary at the Reserve Bank Staff College, Reserve Bank of India, No. 359, Anna Salai, Teynampet, Chennai – 600 018, for duty hours as mentioned in the Notice Inviting Applications (NIA) or for longer periods as may be necessary, excluding Bank holidays subject to the condition that the dispensary will not be kept closed for two successive days;
2. To give advice free of charge, prescribe medicines and administer injections free of charge to the trainee officers of the College and members of the staff including touring staff of the College / 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 the prescribed time (the timings and / or duration may be changed as and when considered necessary by the Bank). To be available for consultation at private clinic in urgent cases in respect of employees of the College / Bank at any time with charges at the rate prescribed in schedule. The schedule of charges applicable to staff / officer 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 opted for dispensary facilities from the College dispensary and facilitate recovery of charges from the employees, if any;
4. To perform duties similar to those of a General Medical Practitioner irrespective of whether post-graduate or other medical qualifications possessed / acquired in future. To ensure that the qualifications held or acquired by the Bank's Medical Consultant (BMC) in future shall not restrict the BMC in rendering services required of a General Medical Practitioner. If as per any stipulations by the Indian Medical Association, the qualification held or acquired by the BMC comes into conflict with the College's requirements as indicated above, to work as a General Medical Practitioner, it may be ensured that no liability or responsibility on this account devolves on the College under any circumstances and shall indemnify and keep indemnified the College at all times against the same;
5. The duties of the Medical Consultant at the College will also include the following, apart from other requirements as mentioned above:
 - i. Treatment of minor and major illness of the trainee officers, employees and their dependents, retired staff enrolled with the College dispensary;

- ii. Treatment of the trainee officers, employees and their dependents, retired staff in emergency cases brought to the dispensary or in the departments or in the College's premises or outside the College's premises and reference to appropriate Hospitals whenever called upon to attend, even when such necessity arises outside normal working hours;
 - iii. Administration of all types of injections - The responsibility for administering all types of injections rests with the BMC for any untoward reaction. As a rule, administration of injections by the Pharmacists in BMC's absence is to be discouraged. Training the Pharmacists to administer routine and simple type of injections when the work is heavy; and
 - iv. Important dressings and minor surgeries are to be handled only by the BMC. In case, the pharmacist has the requisite competence, routine dressings may be handled by him / her.
- 6. To visit any member of the staff / trainee officers staying in the Flats / Hostel whenever required and submit a report on their health. For such visits, the BMC will be paid as per the schedule of the 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 satisfied about the genuineness of the case.
 - 8. To attend to 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 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 for such visits.
 - 9. If and when required to do so, a certificate to be issued in such form as may be prescribed by the Bank / College 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 College for supply of special / costly drugs or injections required for curative purpose to the staff and forward copies thereof for payment of the relative bills.

11. To facilitate in securing hospital facilities, in case the employees of the College or their dependents (for indoor hospitalization under Direct Settlement facility) require such facilities in the hospital.
12. In case of cardio-vascular or other major emergencies and accidents, to accompany the patient to the hospital, if the BMC is available at the location.
13. To inspect the College premises / Officers' Flats / Officers' Lounge once a fortnight and report whether they are kept in a sanitary and hygienic condition.
14. To do prophylactic inoculations for typhoid, etc., and vaccination for small-pox whenever necessary.
15. To submit an annual report as on the 31st March in the prescribed form on the general health of the staff.
16. Responsible for the proper storage of medicines and their distribution and arrangement for maintenance of all necessary records for the purpose.
17. To advise on drug indents prepared by the pharmacists and to counter-check the drug stock-balance and consumption on a weekly basis.
18. 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.
19. To attend to any other work assigned by the College 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.
20. The remuneration is fixed at Rs.1000/- per hour of duty for the entire 3 years of contract. The fixed remuneration is payable on a monthly basis. Further, no superannuation benefits, viz., Pension, Provident Fund or Gratuity, etc., will be payable. No leave would be admissible. No perquisites / facilities would also be made available. If required to attend to the Dispensary on any public holiday, compensation at Rs.1000/- per hour would be paid. Taxes on the income would be deducted at sources as per extant rates and Government Notifications.

21. In the event of BMC's absents from duty, substitute arrangements, acceptable to the College in terms of qualification and experience, shall be made by the BMC at his / her own risk and cost.
22. To adhere to the Code of Conduct for Medical Consultants of the College as given in Annex - II of this terms and conditions.
23. The administrative control of the BMC will be with The Principal, Reserve Bank Staff College, Reserve Bank of India, Chennai.
24. The contract will be valid for a period of three years from the date of engagement, subject to accepting the terms and conditions in Annex I and adhering to the code of conduct of the College as given in Annex - II.
25. The engagement under the contract is temporary. No claim by the BMC, on the basis of this contract, for regular employment in the Bank or for pay and perks payable to regular employees of the Bank, shall be entertained, at any stage.
26. The College 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.
27. The contract is terminable during the period of the contract, upon three months' notice by either side or payment of three months remuneration calculated on the basis of hours per month in lieu thereof.
28. Any dispute arising on account of the contract shall be subject to the jurisdiction of the Courts in Chennai.