



VELAMMAL
Medical College Hospital
& Research Institute

The Healing Touch

Ref No:60/VC1634/10/06/2024

To

Dr.M.Madeshwaran,
1/438 A, 7th Street, NGO Colony,
Satchiyapuram, Sivakasi,
Virudhunagar - 626124.

Dear Dr.M.Madeshwaran,

APPOINTMENT ORDER

Further to the interview you have had with us on 10/06/2024, we are pleased to appoint you as "Junior Resident" in the department of "Intensive Care Unit" in Velammal Medical College Hospital & Research Institute, Madurai - 625009.

Your Gross Salary will be of Rs.50,000/- per month. You are also eligible to get a retention amount of Rs.60000/- Per Year and completion of one year continuous services with Velammal Hospital. If you leave Institution within one year, you will not be eligible for the retention bonus whatever may be the reasons.

Your services are covered under the following terms and conditions:

1. You will at present be based on the location fixed initially. However, your services are liable to be transferred to any of the company's establishment / works / location or to another company in our group in India or outside as and when required. In such event, you will be required to join duty within the time as stipulated in such transfer order.
2. You will be covered with Employee Provident Fund and Employee State Insurance as per the respective acts and any other welfare benefits, medical facility and school connection as per the policy of the hospital.
3. You will be on probation for a period of three months from the date of joining. You will be considered for confirmation in your service after completion of the probationary period subject to your work, conduct and general performance was found satisfactory. Unit confirmation in writing, you will continue to be treated as a probationary employee.
4. If you are appointed as a trainee, you shall be under training for a period of three months and on successful completion of training you shall be on probation for three months.
5. You shall be attending duty with proper dress code, grooming standards as per the expectations and policy of the organization. If you are covered under the uniform policy of the organization, you shall attend duty only with proper and neat uniform.
6. You shall be eligible for leave as per the leave policy of the organization and absent from duty without prior info and permission shall lead to disciplinary action.
7. You shall report to your superior based on the nature of the job and as directed by the company.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India
Tel : +91 452 2510000, 7113333 Fax : +91 452 2510010. Toll Free No. 1800 425 00108
E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

An Initiative of Velammal Educational Trust

Dr. T. Thirunavukkarasu
Dr. T. THIRUNAVUKKARASU, M.D.D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.



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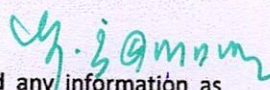
8. You shall devote your whole time, attention and ability towards the interests of the company and shall not take up any other employment or engage yourself in any other part time occupation, profession, consulting, retainer or job with any hospital, clinic, institution, any methods of profession whatsoever for gain or otherwise.
9. You shall not enter into any monetary transaction with any of our associates, patients, suppliers, dealers or any stakeholder and shall abide by all other lawful orders / instruction / direction of the management.
10. You shall not, either during the continuance of this employment or thereafter, disclose, divulge, or communicate to any other person or institutions whatsoever any information of the secret or confidential character relating to the trade or business of the company or the methods, process correspondence, patient details, drawings, and any other information and which may affect upon the goodwill of the institution.
11. You are expected to deliver your performance of the highest order and would be considered for any recognition only based on merits, not only in regard to specific performance expected from you, but also in your excellent relations with your colleagues, sub-ordinates, superiors and offering the best of your services to the patient of the hospitals.
12. Any discovery or invention of secret process or improvement in procedure made or discovered by you while in the service of the hospital shall forthwith be disclosed to hospital and shall belong to and be the absolute property of the organization.
13. You shall not misuse company properties, facilities, articles, information for your advantage or gain and you shall not attempt to disrupt, degrade, or interfere with the normal operation of any proceedings, information technology service or facilities.
14. On your resignation / retirement / termination in what so ever the manner, you shall return all the properties of hospital in your possession and correspondence which you may have conducted, whether semi-official or otherwise, in connection with the business of the hospital or on its behalf.
15. In the event of your failure to return to the company any of its property / assets referred above, you would be deemed to have committed the offence of criminal breach of trust and the hospital shall be free to initiate legal proceedings against you in an appropriate forum, besides claiming liquidated damages for withholding hospital properties / assets, intellectual property in an unauthorized and illegal manner.
16. If and when any information furnished by you in your application regarding your qualification, age, experience, compensation or other detail is found to be incorrect or untrue you will be liable for termination and / or such action as deemed fit, without any notice.
17. Any change in the communication address, personal details, qualification and any information as relevant, should be updated on time in HR dept.

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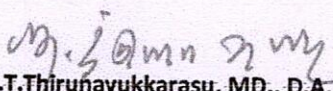


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

18. Your employment shall be governed by the rules and regulations of the company as may be in force from time to time. Breach on your part of any terms and conditions of this appointment and any other rules made applicable to you in respect of your employment with us will entail disciplinary action and / or termination of your employment without any notice.
19. Your services may be terminated at any time by either party giving three months notice in writing or three months salary in lieu of the notice. Management shall have the discretion either to insist you to serve during such notice period or to accept the notice pay in lieu.
20. During your service, if you are reported absent from duty for more than 7 days without obtaining prior permission in writing of your superior / management or if you proceed on leave without obtaining prior permission or overstay your services shall be liable for disciplinary action or for immediate termination without any further reference / notice to you.
21. During your service, for willful neglect of duty, serious misconduct, gross insubordination, mental unfitness, as applicable, your services shall be liable for immediate termination without any further notices.
22. The management reserves the right to change, modify or alter the compensation structure and other terms of service as may be communicated to you time to time. The matters relating to remuneration and other terms of employment are strictly personal and confidential between you and the company and should be treated as such.
23. The management shall insist you to take a medical examination to assess your fitness levels suitability for the position held as and when required. The continuity of your services shall depend on you being medically fit.
24. We expect that you are properly relieved from your previous employment and necessary certificates for relieving and experiences shall be submitted with us.

Kindly sign this letter as a token of your acceptance of the above terms and appointment
Wishing you a long and rewarding career in the organization

Velammal Medical College Hospital & Research Institute


Dr. T. Thirunavukkarasu, MD., D.A.,
Dean

I accept the above terms and conditions & the service rules of the hospital and agree to abide by the same.

Name: _____ Signature:  Date: 

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Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

Ref No: 97/VC1560/29/09/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.S.P.Mani Bharath,
3/210, Paravakadu, Tho. Pachudayam Palayam,
Namagiripettai, Rasipuram,
Namakkal - 637406.

29/09/2023

Dear Dr.S.P.Mani Bharath,

With reference to the discussions we had, your services with Velammal hospital Medical College Hospital & Research Institute and VMC specialty Hospital are renewed and revised with the following terms and conditions.

1. Engagement Term:

1.1.Velammal Hospital hereby agrees to engage the Consultant as "Senior Resident" in the department of "General Surgery" and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Three year commencing from your date of joining. The entire Three year period is a lock- in period for both the parties.

1.2.The Consultant warrants that, by entering into this Agreement and performing the obligations hereunder, the Consultant will not be in breach of any terms or obligations under any subsisting agreement, written or oral, with any third party.

1.3. Projected Business plan for the term period to be worked out in consultation with hospital management and will be form part of this engagement.

2. Duties and Responsibilities of Consultant:

2.1.As a "Senior Resident" you will have a primary objective of promoting and developing General Surgery program at Velammal Hospital located at Madurai.

2.2.The Consultant shall take care of General Surgery cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

2.3.The Consultant shall provide services and devote entire time and attention and abilities to the engagement of Velammal Hospital and shall use the best endeavors to promote and protect the general interest and welfare of Velammal Hospital's patients.

2.4.All Services to be provided by Consultant shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of a consultant with the background and experience that Consultant has represented he/she has.

2.5. The Consultant agrees to work with a team and will be actively involved in promotional and academic activities in addition to the patient care during the tenure with Velammal Hospital.

2.6. The Consultant shall Endeavour to create a specialist doctors team of his/her choice under his /her leadership in consultation with the Velammal Hospital management and he/ she shall continuously provide necessary training to his team for continuous functional requirements of the department of **General Surgery**.

2.7. Consultant shall perform his/her duties in accordance with such standards of professional ethics and practice as may be required from time to time be applicable during the term of his/her employment.

2.8. The Consultant shall advise Velammal Hospital on infrastructure and personal requirement as may be required in the department in order to perform the services suitably by submitting a feasible study.

2.9. The consultant shall share appropriate knowledge in his/her domain that will benefit promotional activities under Velammal Hospital banner.

2.10. The act of consultant should not be detrimental to the reputation, business, character, and standing of Velammal Hospital.

2.11. The Consultant shall have sufficient professional indemnity insurance cover that gives him/her a secure work environment.

2.12. The Consultant shall exercise due care of all the assets / equipments belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

2.13. The Consultant shall also exercise diligence on usage of consumables and medicines.

2.14. The Consultant shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

2.15. The Consultant shall actively engage in various internal clinical services, reviews and academic forums and external Continuing Medical Educational Programs under the brand of Velammal Hospital.

2.16. All the emergency calls encompassed with Velammal Hospital and outpatient services shall be under the Department headed by the consultant and it shall be his/her responsibility and moral duty to allocate doctors and ensured continuous and seamless service.

3. Service Conditions:

3.1. The Consultant shall be available from 8:00 AM to 04:00 PM on all days throughout the year. However in case of emergency cases the Consultant shall endeavor to be available at any time depending on the case.



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3.2. Leave Facilities:

3.2.1 Casual Leave- 12 Days and other leave as per hospital policy

3.2.2 National & Festival holidays – as per policy

3.3. Alternate arrangements to be made in case of availing CL, OD, attending conferences to take care of in patients and review patients.

4. Resignation from services:

4.1. Notwithstanding anything contained hereinabove, either of us may terminate this engagement / service at any time upon giving three months prior written notice to the other. Management shall have the discretion either to insist you to serve during such notice period or to accept the notice pay in lieu of notice period.

4.2. Financial implications of pre mature termination

Termination by Velammal Hospital due to Material Breach by Consultant contained in this agreement shall entitle Velammal hospital to claim liquidated damages from the Consultant equal to 3 months of professional fees of consultant as liquidated damages.

5. Professional services and fees

5.1. Components of professional fees:

a) Fixed retainer:

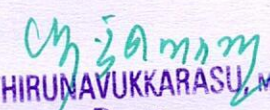
- I. An all inclusive Professional retainer fees of **Rs.100000/- (Rupees One Lakh Only)** per month has been fixed and the same will be credited into yours account subject to deduction of appropriate statutory taxes on a monthly basis.
- II. The nature of arrangement is rendering of professional medical services and hence the TDS will be deducted under section 194 J of Income Tax.

6. Non-compete:

6.1. During the period of engagement the Consultant shall not engage himself/ herself in any business or other activities which are, directly or indirectly, conflicts or competitive with the business activities of Velammal Hospital without prior written mutual consent from Velammal Hospital Management.

6.2. Any violation will be treated as Material Breach by the consultant.

6.3. Consultant agrees that after termination of this Agreement, Consultant shall not employ, solicit for employment, or recommend for employment any person employed by the Velammal Hospital, during the engagement Period.


Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
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7. Supersession

7.1. This agreement supersedes any prior or subsisting agreement, correspondence or arrangement including but not limited to any service agreement or contract of engagement (oral or otherwise), made between the Velammal Hospital and the Consultant in relation to the engagement.

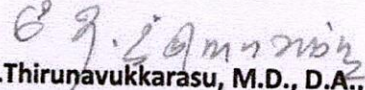
8. Communication.

All communication shall be given in writing by email or courier to the address as follows: Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009.

Address: 3/210, Paravakadu, Tho. Puchudayam Palayam Namagiripettai, Rasipuram, Namakkal - 637406.

Any change in the address to be given in writing to HR Department for their records

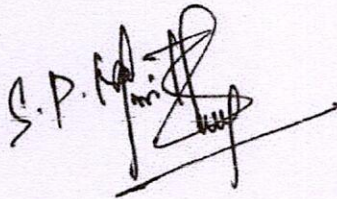
With Regards,


Dr. T. Thirunavukkarasu, M.D., D.A.,
Dean

Velammal Medical College Hospital & Research Institute and VMC Specialty Hospital
I have gone through and understood the above terms and conditions and I hereby accept the same.

Name: Dr. S. P. Mani Bharath

Signature:





Ref No: 109/VM180/18/10/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.M.Anitha,
B2/2, West First Cross Street,
TNHB, K.K Nagar,
Madurai - 625002.

18/10/2023

Dear Dr.M.Anitha,

With reference to the discussions we had, your services with Velammal hospital Medical College Hospital & Research Institute and VMC specialty Hospital are renewed and revised with the following terms and conditions.

1. Engagement Term:

1.1.Velammal Hospital hereby agrees to engage the Consultant as "Senior Resident" in the department of "Pharmacology" and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Three year commencing from your date of joining. The entire Three year period is a lock- in period for both the parties.

1.2.The Consultant warrants that, by entering into this Agreement and performing the obligations hereunder, the Consultant will not be in breach of any terms or obligations under any subsisting agreement, written or oral, with any third party.

1.3. Projected Business plan for the term period to be worked out in consultation with hospital management and will be form part of this engagement.

2. Duties and Responsibilities of Consultant:

2.1.As a "Senior Resident" you will have a primary objective of promoting and developing Pharmacology program at Velammal Hospital located at Madurai.

2.2.The Consultant shall take care of Pharmacology cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

2.3.The Consultant shall provide services and devote entire time and attention and abilities to the engagement of Velammal Hospital and shall use the best endeavors to promote and protect the general interest and welfare of Velammal Hospital's patients.

2.4.All Services to be provided by Consultant shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of a consultant with the background and experience that Consultant has represented he/she has.



2.5. The Consultant agrees to work with a team and will be actively involved in promotional and academic activities in addition to the patient care during the tenure with Velammal Hospital.

2.6. The Consultant shall Endeavour to create a specialist doctors team of his/her choice under his /her leadership in consultation with the Velammal Hospital management and he/ she shall continuously provide necessary training to his team for continuous functional requirements of the department of **Pharmacology**.

2.7. Consultant shall perform his/her duties in accordance with such standards of professional ethics and practice as may be required from time to time be applicable during the term of his/her employment.

2.8. The Consultant shall advise Velammal Hospital on infrastructure and personal requirement as may be required in the department in order to perform the services suitably by submitting a feasible study.

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3. Service Conditions:

3.1. The Consultant shall be available from 8:00 AM to 04:00 PM on all days throughout the year. However in case of emergency cases the Consultant shall endeavor to be available at any time depending on the case.

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3.2. Leave Facilities:

3.2.1 Casual Leave- 12 Days and other leave as per hospital policy

3.2.2 National & Festival holidays – as per policy

3.3. Alternate arrangements to be made in case of availing CL, OD, attending conferences to take care of in patients and review patients.

4. Resignation from services:

4.1. Notwithstanding anything contained hereinabove, either of us may terminate this engagement / service at any time upon giving three months prior written notice to the other. Management shall have the discretion either to insist you to serve during such notice period or to accept the notice pay in lieu of notice period.

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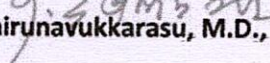
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With Regards,



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I have gone through and understood the above terms and conditions and I hereby accept the same.

Name: Dr.M.Anitha

Signature: M. Anitha


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Ref No: 82/VC1545/29/09/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.Kabilan @ Vetrivel.T,
47, Sivaji Street,
New Ramnad Road,
Madurai - 625009.

29/09/2023

Dear Dr.Kabilan @ Vetrivel.T,

With reference to the discussions we had, your services with Velammal hospital Medical College Hospital & Research Institute and VMC specialty Hospital are renewed and revised with the following terms and conditions.

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1.2.The Consultant warrants that, by entering into this Agreement and performing the obligations hereunder, the Consultant will not be in breach of any terms or obligations under any subsisting agreement, written or oral, with any third party.

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3.3. Alternate arrangements to be made in case of availing CL, OD, attending conferences to take care of in patients and review patients.

4. Resignation from services:

4.1. Notwithstanding anything contained hereinabove, either of us may terminate this engagement / service at any time upon giving three months prior written notice to the other. Management shall have the discretion either to insist you to serve during such notice period or to accept the notice pay in lieu of notice period.

4.2. Financial implications of pre mature termination

Termination by Velammal Hospital due to Material Breach by Consultant contained in this agreement shall entitle Velammal hospital to claim liquidated damages from the Consultant equal to 3 months of professional fees of consultant as liquidated damages.

5. Professional services and fees

5.1. Components of professional fees:

a) Fixed retainer:

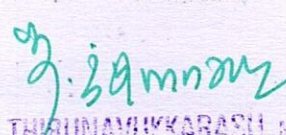
- I. An all inclusive Professional retainer fees of **Rs.100000/- (Rupees One Lakh Only)** per month has been fixed and the same will be credited into yours account subject to deduction of appropriate statutory taxes on a monthly basis.
- II. The nature of arrangement is rendering of professional medical services and hence the TDS will be deducted under section 194 J of Income Tax.

6. Non-compete:

6.1. During the period of engagement the Consultant shall not engage himself/ herself in any business or other activities which are, directly or indirectly, conflicts or competitive with the business activities of Velammal Hospital without prior written mutual consent from Velammal Hospital Management.

6.2. Any violation will be treated as Material Breach by the consultant.

6.3. Consultant agrees that after termination of this Agreement, Consultant shall not employ, solicit for employment, or recommend for employment any person employed by the Velammal Hospital, during the engagement Period.


Prof. T. THIRUNAVUKKARASU, M.D., D.A.
Dean

Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.



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7. Supersession

7.1. This agreement supersedes any prior or subsisting agreement, correspondence or arrangement including but not limited to any service agreement or contract of engagement (oral or otherwise), made between the Velammal Hospital and the Consultant in relation to the engagement.

8. Communication.

All communication shall be given in writing by email or courier to the address as follows: Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009.

Address: 47, Sivaji Street New Ramnad Road, Madurai - 625009.

Any change in the address to be given in writing to HR Department for their records

With Regards,

E. J. S. Annam
Dr.T.Thirunavukkarasu, M.D., D.A.,
Dean

Velammal Medical College Hospital & Research Institute and VMC Specialty Hospital

I have gone through and understood the above terms and conditions and I hereby accept the same.

Name: Dr.Kabilan @ Vetrivel.T

Signature: *Kaly. T.*

E. J. S. Annam
Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.



Ref No: 99/VC1550/29/09/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.R.Krithika,
Nagireddiyur,
Mallikuttai Post,
Salem - 636502.

29/09/2023

Dear Dr.R.Krithika,

With reference to the discussions we had, your services with Velammal hospital Medical College Hospital & Research Institute and VMC specialty Hospital are renewed and revised with the following terms and conditions.

1. Engagement Term:

1.1.Velammal Hospital hereby agrees to engage the Consultant as "Senior Resident" in the department of "Radiology" and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Three year commencing from your date of joining. The entire Three year period is a lock- in period for both the parties.

1.2.The Consultant warrants that, by entering into this Agreement and performing the obligations hereunder, the Consultant will not be in breach of any terms or obligations under any subsisting agreement, written or oral, with any third party.

1.3.Projected Business plan for the term period to be worked out in consultation with hospital management and will be form part of this engagement.

2. Duties and Responsibilities of Consultant:

2.1.As a "Senior Resident" you will have a primary objective of promoting and developing Radiology program at Velammal Hospital located at Madurai.

2.2.The Consultant shall take care of Radiology cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

2.3.The Consultant shall provide services and devote entire time and attention and abilities to the engagement of Velammal Hospital and shall use the best endeavors to promote and protect the general interest and welfare of Velammal Hospital's patients.

2.4.All Services to be provided by Consultant shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of a consultant with the background and experience that Consultant has represented he/she has.



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- 2.5. The Consultant agrees to work with a team and will be actively involved in promotional and academic activities in addition to the patient care during the tenure with Velammal Hospital.
- 2.6. The Consultant shall Endeavour to create a specialist doctors team of his/her choice under his /her leadership in consultation with the Velammal Hospital management and he/ she shall continuously provide necessary training to his team for continuous functional requirements of the department of **Radiology**.
- 2.7. Consultant shall perform his/her duties in accordance with such standards of professional ethics and practice as may be required from time to time be applicable during the term of his/her employment.
- 2.8. The Consultant shall advise Velammal Hospital on infrastructure and personal requirement as may be required in the department in order to perform the services suitably by submitting a feasible study.
- 2.9. The consultant shall share appropriate knowledge in his/her domain that will benefit promotional activities under Velammal Hospital banner.
- 2.10. The act of consultant should not be detrimental to the reputation, business, character, and standing of Velammal Hospital.
- 2.11. The Consultant shall have sufficient professional indemnity insurance cover that gives him/her a secure work environment.
- 2.12. The Consultant shall exercise due care of all the assets / equipments belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.
- 2.13. The Consultant shall also exercise diligence on usage of consumables and medicines.
- 2.14. The Consultant shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.
- 2.15. The Consultant shall actively engage in various internal clinical services, reviews and academic forums and external Continuing Medical Educational Programs under the brand of Velammal Hospital.
- 2.16. All the emergency calls encompassed with Velammal Hospital and outpatient services shall be under the Department headed by the consultant and it shall be his/her responsibility and moral duty to allocate doctors and ensured continuous and seamless service.

3. Service Conditions:

- 3.1. The Consultant shall be available from 8:00 AM to 04:00 PM on all days throughout the year. However in case of emergency cases the Consultant shall endeavor to be available at any time depending on the case.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
Tamil Nadu, India. Tel : +91 452 2510000. Fax : +91 452 2510010. Toll Free No. 1800 425 00108
E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

An Initiative of Velammal Educational Trust

Prof. T. THIRUNAVUKARASU, M.D., D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

3.2. Leave Facilities:

3.2.1 Casual Leave- 12 Days and other leave as per hospital policy

3.2.2 National & Festival holidays – as per policy

3.3. Alternate arrangements to be made in case of availing CL, OD, attending conferences to take care of in patients and review patients.

4. Resignation from services:

4.1. Notwithstanding anything contained hereinabove, either of us may terminate this engagement / service at any time upon giving three months prior written notice to the other. Management shall have the discretion either to insist you to serve during such notice period or to accept the notice pay in lieu of notice period.

4.2. Financial implications of pre mature termination

Termination by Velammal Hospital due to Material Breach by Consultant contained in this agreement shall entitle Velammal hospital to claim liquidated damages from the Consultant equal to 3 months of professional fees of consultant as liquidated damages.

5. Professional services and fees

5.1. Components of professional fees:

a) Fixed retainer:

- I. An all inclusive Professional retainer fees of **Rs.150000/- (Rupees One Lakh Fifty Thousand Only)** per month has been fixed and the same will be credited into your account subject to deduction of appropriate statutory taxes on a monthly basis.
- II. The nature of arrangement is rendering of professional medical services and hence the TDS will be deducted under section 194 J of Income Tax.

6. Non-compete:

6.1. During the period of engagement the Consultant shall not engage himself/ herself in any business or other activities which are, directly or indirectly, conflicts or competitive with the business activities of Velammal Hospital without prior written mutual consent from Velammal Hospital Management.

6.2. Any violation will be treated as Material Breach by the consultant.

6.3. Consultant agrees that after termination of this Agreement, Consultant shall not employ, solicit for employment, or recommend for employment any person employed by the Velammal Hospital, during the engagement Period.


Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean

**Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.**



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7. Supersession

7.1. This agreement supersedes any prior or subsisting agreement, correspondence or arrangement including but not limited to any service agreement or contract of engagement (oral or otherwise), made between the Velammal Hospital and the Consultant in relation to the engagement.

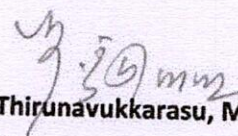
8. Communication.

All communication shall be given in writing by email or courier to the address as follows: Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009.

Address: Nagireddiur Mallikuttai Post, Salem - 636502.

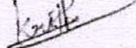
Any change in the address to be given in writing to HR Department for their records

With Regards,


Dr. T. Thirunavukkarasu, M.D., D.A.,
Dean

Velammal Medical College Hospital & Research Institute and VMC Specialty Hospital
I have gone through and understood the above terms and conditions and I hereby accept the same.

Name: Dr. R. Krithika

Signature: 


Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

Ref No: 106/VC1564/04/10/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.G.Nithin Ragav,
451/2, Jai Nagar, Nagaramalai Road,
Alagapuram,
Salem - 606016.

04/10/2023

Dear Dr.G.Nithin Ragav,

With reference to the discussions we had, your services with Velammal hospital Medical College Hospital & Research Institute and VMC specialty Hospital are renewed and revised with the following terms and conditions.

1. Engagement Term:

1.1.Velammal Hospital hereby agrees to engage the Consultant as "Senior Resident" in the department of "ENT" and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Three year commencing from your date of joining. The entire Three year period is a lock- in period for both the parties.

1.2.The Consultant warrants that, by entering into this Agreement and performing the obligations hereunder, the Consultant will not be in breach of any terms or obligations under any subsisting agreement, written or oral, with any third party.

1.3. Projected Business plan for the term period to be worked out in consultation with hospital management and will be form part of this engagement.

2. Duties and Responsibilities of Consultant:

2.1.As a "Senior Resident" you will have a primary objective of promoting and developing ENT program at Velammal Hospital located at Madurai.

2.2.The Consultant shall take care of ENT cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

2.3.The Consultant shall provide services and devote entire time and attention and abilities to the engagement of Velammal Hospital and shall use the best endeavors to promote and protect the general interest and welfare of Velammal Hospital's patients.

2.4.All Services to be provided by Consultant shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of a consultant with the background and experience that Consultant has represented he/she has.


Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean

**Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.**

2.5. The Consultant agrees to work with a team and will be actively involved in promotional and academic activities in addition to the patient care during the tenure with Velammal Hospital.

2.6. The Consultant shall Endeavour to create a specialist doctors team of his/her choice under his /her leadership in consultation with the Velammal Hospital management and he/ she shall continuously provide necessary training to his team for continuous functional requirements of the department of ENT.

2.7. Consultant shall perform his/her duties in accordance with such standards of professional ethics and practice as may be required from time to time be applicable during the term of his/her employment.

2.8. The Consultant shall advise Velammal Hospital on infrastructure and personal requirement as may be required in the department in order to perform the services suitably by submitting a feasible study.

2.9. The consultant shall share appropriate knowledge in his/her domain that will benefit promotional activities under Velammal Hospital banner.

2.10. The act of consultant should not be detrimental to the reputation, business, character, and standing of Velammal Hospital.

2.11. The Consultant shall have sufficient professional indemnity insurance cover that gives him/her a secure work environment.

2.12. The Consultant shall exercise due care of all the assets / equipments belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

2.13. The Consultant shall also exercise diligence on usage of consumables and medicines.

2.14. The Consultant shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

2.15. The Consultant shall actively engage in various internal clinical services, reviews and academic forums and external Continuing Medical Educational Programs under the brand of Velammal Hospital.

2.16. All the emergency calls encompassed with Velammal Hospital and outpatient services shall be under the Department headed by the consultant and it shall be his/her responsibility and moral duty to allocate doctors and ensured continuous and seamless service.

3. Service Conditions:

3.1. The Consultant shall be available from 8:00 AM to 04:00 PM on all days throughout the year. However in case of emergency cases the Consultant shall endeavor to be available at any time depending on the case.



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3.2. Leave Facilities:

3.2.1 Casual Leave- 12 Days and other leave as per hospital policy

3.2.2 National & Festival holidays – as per policy

3.3. Alternate arrangements to be made in case of availing CL, OD, attending conferences to take care of in patients and review patients.

4. Resignation from services:

4.1. Notwithstanding anything contained hereinabove, either of us may terminate this engagement / service at any time upon giving three months prior written notice to the other. Management shall have the discretion either to insist you to serve during such notice period or to accept the notice pay in lieu of notice period.

4.2. Financial implications of pre mature termination

Termination by Velammal Hospital due to Material Breach by Consultant contained in this agreement shall entitle Velammal hospital to claim liquidated damages from the Consultant equal to 3 months of professional fees of consultant as liquidated damages.

5. Professional services and fees

5.1. Components of professional fees:

a) Fixed retainer:

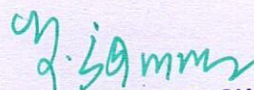
- I. An all inclusive Professional retainer fees of **Rs.100000/- (Rupees One Lakh Only)** per month has been fixed and the same will be credited into yours account subject to deduction of appropriate statutory taxes on a monthly basis.
- II. The nature of arrangement is rendering of professional medical services and hence the TDS will be deducted under section 194 J of Income Tax.

6. Non-compete:

6.1. During the period of engagement the Consultant shall not engage himself/ herself in any business or other activities which are, directly or indirectly, conflicts or competitive with the business activities of Velammal Hospital without prior written mutual consent from Velammal Hospital Management.

6.2. Any violation will be treated as Material Breach by the consultant.

6.3. Consultant agrees that after termination of this Agreement, Consultant shall not employ, solicit for employment, or recommend for employment any person employed by the Velammal Hospital, during the engagement Period.


Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
Dean

Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

7. Supersession

7.1. This agreement supersedes any prior or subsisting agreement, correspondence or arrangement including but not limited to any service agreement or contract of engagement (oral or otherwise), made between the Velammal Hospital and the Consultant in relation to the engagement.

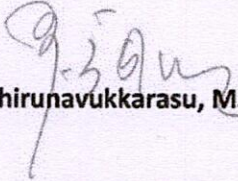
8. Communication.

All communication shall be given in writing by email or courier to the address as follows:
Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi,
Madurai - 625009.

Address: 451/2, Jai Nagar, Nagaramalai Road, Alagapuram, Salem - 606016.

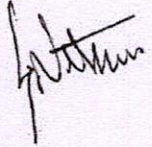
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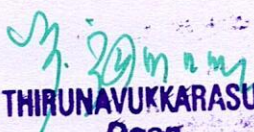
With Regards,


Dr. T. Thirunavukkarasu, M.D., D.A.,
Dean

Velammal Medical College Hospital & Research Institute and VMC Specialty Hospital
I have gone through and understood the above terms and conditions and I hereby accept the same.

Name: Dr. G. Nithin Ragav

Signature: 


Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.



Ref No: 101/VC1548/29/09/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.T.Nevathitha,
13/A, Kamala 1st Street,
Chinna Chokkikulam,
Madurai - 625002.

29/09/2023

Dear Dr.T.Nevathitha,

With reference to the discussions we had, your services with Velammal hospital Medical College Hospital & Research Institute and VMC specialty Hospital are renewed and revised with the following terms and conditions.

1. Engagement Term:

1.1.Velammal Hospital hereby agrees to engage the Consultant as "Senior Resident" in the department of "Anesthesiology" and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Three year commencing from your date of joining. The entire Three year period is a lock- in period for both the parties.

1.2.The Consultant warrants that, by entering into this Agreement and performing the obligations hereunder, the Consultant will not be in breach of any terms or obligations under any subsisting agreement, written or oral, with any third party.

1.3.Projected Business plan for the term period to be worked out in consultation with hospital management and will be form part of this engagement.

2. Duties and Responsibilities of Consultant:

2.1.As a "Senior Resident" you will have a primary objective of promoting and developing Anesthesiology program at Velammal Hospital located at Madurai.

2.2.The Consultant shall take care of Anesthesiology cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

2.3.The Consultant shall provide services and devote entire time and attention and abilities to the engagement of Velammal Hospital and shall use the best endeavors to promote and protect the general interest and welfare of Velammal Hospital's patients.

2.4.All Services to be provided by Consultant shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of a consultant with the background and experience that Consultant has represented he/she has.

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean

**Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
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- 2.5. The Consultant agrees to work with a team and will be actively involved in promotional and academic activities in addition to the patient care during the tenure with Velammal Hospital.
- 2.6. The Consultant shall Endeavour to create a specialist doctors team of his/her choice under his /her leadership in consultation with the Velammal Hospital management and he/ she shall continuously provide necessary training to his team for continuous functional requirements of the department of **Anesthesiology**.
- 2.7. Consultant shall perform his/her duties in accordance with such standards of professional ethics and practice as may be required from time to time be applicable during the term of his/her employment.
- 2.8. The Consultant shall advise Velammal Hospital on infrastructure and personal requirement as may be required in the department in order to perform the services suitably by submitting a feasible study.
- 2.9. The consultant shall share appropriate knowledge in his/her domain that will benefit promotional activities under Velammal Hospital banner.
- 2.10. The act of consultant should not be detrimental to the reputation, business, character, and standing of Velammal Hospital.
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- 2.16. All the emergency calls encompassed with Velammal Hospital and outpatient services shall be under the Department headed by the consultant and it shall be his/her responsibility and moral duty to allocate doctors and ensured continuous and seamless service.

3. Service Conditions:

- 3.1. The Consultant shall be available from 8:00 AM to 04:00 PM on all days throughout the year. However in case of emergency cases the Consultant shall endeavor to be available at any time depending on the case.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
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E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

An Initiative of Velammal Educational Trust


Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.



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3.2. Leave Facilities:

3.2.1 Casual Leave- 12 Days and other leave as per hospital policy

3.2.2 National & Festival holidays – as per policy

3.3. Alternate arrangements to be made in case of availing CL, OD, attending conferences to take care of in patients and review patients.

4. Resignation from services:

4.1. Notwithstanding anything contained hereinabove, either of us may terminate this engagement / service at any time upon giving three months prior written notice to the other. Management shall have the discretion either to insist you to serve during such notice period or to accept the notice pay in lieu of notice period.

4.2. Financial implications of pre mature termination

Termination by Velammal Hospital due to Material Breach by Consultant contained in this agreement shall entitle Velammal hospital to claim liquidated damages from the Consultant equal to 3 months of professional fees of consultant as liquidated damages.

5. Professional services and fees

5.1. Components of professional fees:

a) Fixed retainer:

I. An all inclusive Professional retainer fees of Rs.100000/- (Rupees One Lakh Only) per month has been fixed and the same will be credited into yours account subject to deduction of appropriate statutory taxes on a monthly basis.

II. The nature of arrangement is rendering of professional medical services and hence the TDS will be deducted under section 194 J of Income Tax.

6. Non-compete:

6.1. During the period of engagement the Consultant shall not engage himself/ herself in any business or other activities which are, directly or indirectly, conflicts or competitive with the business activities of Velammal Hospital without prior written mutual consent from Velammal Hospital Management.

6.2. Any violation will be treated as Material Breach by the consultant.

6.3. Consultant agrees that after termination of this Agreement, Consultant shall not employ, solicit for employment, or recommend for employment any person employed by the Velammal Hospital, during the engagement Period.


Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
Dean

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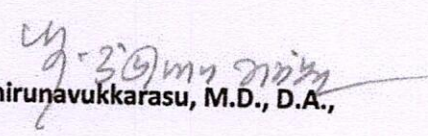
8. Communication.

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Address: 13/A, Kamala 1st Street Chinna Chokkikulam, Madurai - 625002.

Any change in the address to be given in writing to HR Department for their records

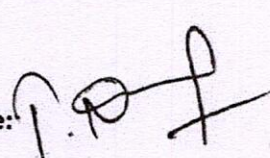
With Regards,


Dr.T.Thirunavukkarasu, M.D., D.A.,
Dean

Velammal Medical College Hospital & Research Institute and VMC Specialty Hospital

I have gone through and understood the above terms and conditions and I hereby accept the same.

Name: Dr.T.Nevathitha

Signature: 


Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
Dean

**Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
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E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

An Initiative of Velammal Educational Trust



Ref No: 102/VC1549/29/09/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.R.Ramji,
302/3rd, Floor Madurai Citi Tower Apartments,
Kamarajar Salai,
Madurai - 625009.

29/09/2023

Dear Dr.R.Ramji,

With reference to the discussions we had, your services with Velammal hospital Medical College Hospital & Research Institute and VMC specialty Hospital are renewed and revised with the following terms and conditions.

1. Engagement Term:

1.1.Velammal Hospital hereby agrees to engage the Consultant as "Senior Resident" in the department of "Anesthesiology" and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Three year commencing from your date of joining. The entire Three year period is a lock-in period for both the parties.

1.2.The Consultant warrants that, by entering into this Agreement and performing the obligations hereunder, the Consultant will not be in breach of any terms or obligations under any subsisting agreement, written or oral, with any third party.

1.3.Projected Business plan for the term period to be worked out in consultation with hospital management and will be form part of this engagement.

2. Duties and Responsibilities of Consultant:

2.1.As a "Senior Resident" you will have a primary objective of promoting and developing Anesthesiology program at Velammal Hospital located at Madurai.

2.2.The Consultant shall take care of Anesthesiology cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

2.3.The Consultant shall provide services and devote entire time and attention and abilities to the engagement of Velammal Hospital and shall use the best endeavors to promote and protect the general interest and welfare of Velammal Hospital's patients.

2.4.All Services to be provided by Consultant shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of a consultant with the background and experience that Consultant has represented he/she has.



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- 2.5. The Consultant agrees to work with a team and will be actively involved in promotional and academic activities in addition to the patient care during the tenure with Velammal Hospital.
- 2.6. The Consultant shall Endeavour to create a specialist doctors team of his/her choice under his /her leadership in consultation with the Velammal Hospital management and he/ she shall continuously provide necessary training to his team for continuous functional requirements of the department of **Anesthesiology**.
- 2.7. Consultant shall perform his/her duties in accordance with such standards of professional ethics and practice as may be required from time to time be applicable during the term of his/her employment.
- 2.8. The Consultant shall advise Velammal Hospital on infrastructure and personal requirement as may be required in the department in order to perform the services suitably by submitting a feasible study.
- 2.9. The consultant shall share appropriate knowledge in his/her domain that will benefit promotional activities under Velammal Hospital banner.
- 2.10. The act of consultant should not be detrimental to the reputation, business, character, and standing of Velammal Hospital.
- 2.11. The Consultant shall have sufficient professional indemnity insurance cover that gives him/her a secure work environment.
- 2.12. The Consultant shall exercise due care of all the assets / equipments belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.
- 2.13. The Consultant shall also exercise diligence on usage of consumables and medicines.
- 2.14. The Consultant shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.
- 2.15. The Consultant shall actively engage in various internal clinical services, reviews and academic forums and external Continuing Medical Educational Programs under the brand of Velammal Hospital.
- 2.16. All the emergency calls encompassed with Velammal Hospital and outpatient services shall be under the Department headed by the consultant and it shall be his/her responsibility and moral duty to allocate doctors and ensured continuous and seamless service.

3. Service Conditions:

- 3.1. The Consultant shall be available from 8:00 AM to 04:00 PM on all days throughout the year. However in case of emergency cases the Consultant shall endeavor to be available at any time depending on the case.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
Tamil Nadu, India. Tel : +91 452 2510000. Fax : +91 452 2510010. Toll Free No. 1800 425 00108
E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

An Initiative of Velammal Educational Trust

Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009



3.2. Leave Facilities:

3.2.1 Casual Leave- 12 Days and other leave as per hospital policy

3.2.2 National & Festival holidays – as per policy

3.3. Alternate arrangements to be made in case of availing CL, OD, attending conferences to take care of in patients and review patients.

4. Resignation from services:

4.1. Notwithstanding anything contained hereinabove, either of us may terminate this engagement / service at any time upon giving three months prior written notice to the other. Management shall have the discretion either to insist you to serve during such notice period or to accept the notice pay in lieu of notice period.

4.2. Financial implications of pre mature termination

Termination by Velammal Hospital due to Material Breach by Consultant contained in this agreement shall entitle Velammal hospital to claim liquidated damages from the Consultant equal to 3 months of professional fees of consultant as liquidated damages.

5. Professional services and fees

5.1. Components of professional fees:

a) Fixed retainer:

- I. An all inclusive Professional retainer fees of **Rs.100000/- (Rupees One Lakh Only)** per month has been fixed and the same will be credited into yours account subject to deduction of appropriate statutory taxes on a monthly basis.
- II. The nature of arrangement is rendering of professional medical services and hence the TDS will be deducted under section 194 J of Income Tax.

6. Non-compete:

6.1. During the period of engagement the Consultant shall not engage himself/ herself in any business or other activities which are, directly or indirectly, conflicts or competitive with the business activities of Velammal Hospital without prior written mutual consent from Velammal Hospital Management.

6.2. Any violation will be treated as Material Breach by the consultant.

6.3. Consultant agrees that after termination of this Agreement, Consultant shall not employ, solicit for employment, or recommend for employment any person employed by the Velammal Hospital, during the engagement Period.



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7. Supersession

7.1. This agreement supersedes any prior or subsisting agreement, correspondence or arrangement including but not limited to any service agreement or contract of engagement (oral or otherwise), made between the Velammal Hospital and the Consultant in relation to the engagement.

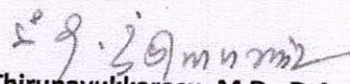
8. Communication.

All communication shall be given in writing by email or courier to the address as follows: Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009.

Address: 302/3rd, Floor Madurai Citi Tower Apartments Kamarajar Salai, Madurai - 625009.

Any change in the address to be given in writing to HR Department for their records

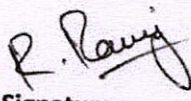
With Regards,

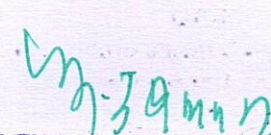

Dr. T. Thirunavukkarasu, M.D., D.A.,
Dean

Velammal Medical College Hospital & Research Institute and VMC Specialty Hospital

I have gone through and understood the above terms and conditions and I hereby accept the same.

Name: Dr. R. Ramji


Signature:


Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
Dean

Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

Ref No: 104/VC1563/02/10/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.T.Sundareswari,
3/368, Karuppasamy Nagar,
Aviyur, Kariappatti (Tk),
Virudhunagar - 626106.

02/10/2023

Dear Dr.T.Sundareswari,

With reference to the discussions we had, your services with Velammal hospital Medical College Hospital & Research Institute and VMC specialty Hospital are renewed and revised with the following terms and conditions.

1. Engagement Term:

1.1.Velammal Hospital hereby agrees to engage the Consultant as "Senior Resident" in the department of "Ophthalmology" and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Three year commencing from your date of joining. The entire Three year period is a lock- in period for both the parties.

1.2.The Consultant warrants that, by entering into this Agreement and performing the obligations hereunder, the Consultant will not be in breach of any terms or obligations under any subsisting agreement, written or oral, with any third party.

1.3. Projected Business plan for the term period to be worked out in consultation with hospital management and will be form part of this engagement.

2. Duties and Responsibilities of Consultant:

2.1.As a "Senior Resident" you will have a primary objective of promoting and developing Ophthalmology program at Velammal Hospital located at Madurai.

2.2.The Consultant shall take care of Ophthalmology cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

2.3.The Consultant shall provide services and devote entire time and attention and abilities to the engagement of Velammal Hospital and shall use the best endeavors to promote and protect the general interest and welfare of Velammal Hospital's patients.

2.4. All Services to be provided by Consultant shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of a consultant with the background and experience that Consultant has represented he/she has.

Prof. T. THIRUNAVUKKARASU, M.D., D.A.
Dean

**Velammal Medical College Hospital
& Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.**



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- 2.5. The Consultant agrees to work with a team and will be actively involved in promotional and academic activities in addition to the patient care during the tenure with Velammal Hospital.
- 2.6. The Consultant shall Endeavour to create a specialist doctors team of his/her choice under his /her leadership in consultation with the Velammal Hospital management and he/ she shall continuously provide necessary training to his team for continuous functional requirements of the department of **Ophthalmology**.
- 2.7. Consultant shall perform his/her duties in accordance with such standards of professional ethics and practice as may be required from time to time be applicable during the term of his/her employment.
- 2.8. The Consultant shall advise Velammal Hospital on infrastructure and personal requirement as may be required in the department in order to perform the services suitably by submitting a feasible study.
- 2.9. The consultant shall share appropriate knowledge in his/her domain that will benefit promotional activities under Velammal Hospital banner.
- 2.10. The act of consultant should not be detrimental to the reputation, business, character, and standing of Velammal Hospital.
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- 2.16. All the emergency calls encompassed with Velammal Hospital and outpatient services shall be under the Department headed by the consultant and it shall be his/her responsibility and moral duty to allocate doctors and ensured continuous and seamless service.
- 3. Service Conditions:**
- 3.1. The Consultant shall be available from 8:00 AM to 04:00 PM on all days throughout the year. However in case of emergency cases the Consultant shall endeavor to be available at any time depending on the case.



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3.2. Leave Facilities:

- 3.2.1 Casual Leave- 12 Days and other leave as per hospital policy
- 3.2.2 National & Festival holidays – as per policy

3.3. Alternate arrangements to be made in case of availing CL, OD, attending conferences to take care of in patients and review patients.

4. Resignation from services:

4.1. Notwithstanding anything contained hereinabove, either of us may terminate this engagement / service at any time upon giving three months prior written notice to the other. Management shall have the discretion either to insist you to serve during such notice period or to accept the notice pay in lieu of notice period.

4.2. Financial implications of pre mature termination

Termination by Velammal Hospital due to Material Breach by Consultant contained in this agreement shall entitle Velammal hospital to claim liquidated damages from the Consultant equal to 3 months of professional fees of consultant as liquidated damages.

5. Professional services and fees

5.1. Components of professional fees:

a) Fixed retainer:

- I. An all inclusive Professional retainer fees of **Rs.100000/- (Rupees One Lakh Only)** per month has been fixed and the same will be credited into yours account subject to deduction of appropriate statutory taxes on a monthly basis.
- II. The nature of arrangement is rendering of professional medical services and hence the TDS will be deducted under section 194 J of Income Tax.

6. Non-compete:

6.1. During the period of engagement the Consultant shall not engage himself/ herself in any business or other activities which are, directly or indirectly, conflicts or competitive with the business activities of Velammal Hospital without prior written mutual consent from Velammal Hospital Management.

6.2. Any violation will be treated as Material Breach by the consultant.

6.3. Consultant agrees that after termination of this Agreement, Consultant shall not employ, solicit for employment, or recommend for employment any person employed by the Velammal Hospital, during the engagement Period.


Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
Dean

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and Research Institute
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7. Supersession

7.1. This agreement supersedes any prior or subsisting agreement, correspondence or arrangement including but not limited to any service agreement or contract of engagement (oral or otherwise), made between the Velammal Hospital and the Consultant in relation to the engagement.

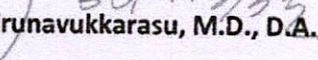
8. Communication.

All communication shall be given in writing by email or courier to the address as follows: Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009.

Address: 3/368, Karuppasamy Nagar, Aviyur, Kariappatti (Tk), Virudhunagar - 626106.

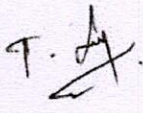
Any change in the address to be given in writing to HR Department for their records

With Regards,


Dr. T. Thirunavukkarasu, M.D., D.A.,
Dean

Velammal Medical College Hospital & Research Institute and VMC Specialty Hospital
I have gone through and understood the above terms and conditions and I hereby accept the same.

Name: Dr. T. Sundareswari

Signature: 



Ref No: 113/VM181/01/11/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.B.Balakumaran,
3A, Balaranjani Nilayam,
Ganesh Nagar, Surya Nagar, K.Pudur,
Madurai - 625007.

01/11/2023

Dear Dr.B.Balakumaran,

With reference to the discussions we had, your services with Velammal hospital Medical College Hospital & Research Institute and VMC specialty Hospital are renewed and revised with the following terms and conditions.

1. Engagement Term:

1.1.Velammal Hospital hereby agrees to engage the Consultant as "Senior Resident" in the department of "Community Medicine" and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Three year commencing from your date of joining. The entire Three year period is a lock- in period for both the parties.

1.2.The Consultant warrants that, by entering into this Agreement and performing the obligations hereunder, the Consultant will not be in breach of any terms or obligations under any subsisting agreement, written or oral, with any third party.

1.3.Projected Business plan for the term period to be worked out in consultation with hospital management and will be form part of this engagement.

2. Duties and Responsibilities of Consultant:

2.1.As a "Senior Resident" you will have a primary objective of promoting and developing Community Medicine program at Velammal Hospital located at Madurai.

2.2.The Consultant shall take care of Community Medicine cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

2.3.The Consultant shall provide services and devote entire time and attention and abilities to the engagement of Velammal Hospital and shall use the best endeavors to promote and protect the general interest and welfare of Velammal Hospital's patients.

2.4.All Services to be provided by Consultant shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of a consultant with the background and experience that Consultant has represented he/she has. **Prof. T. THIRUNAVUKKARASU, M.D.,D.A., Dean**

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.

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Madurai-Tuticorin Ring Road
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2.5. The Consultant agrees to work with a team and will be actively involved in promotional and academic activities in addition to the patient care during the tenure with Velammal Hospital.

2.6. The Consultant shall Endeavour to create a specialist doctors team of his/her choice under his /her leadership in consultation with the Velammal Hospital management and he/ she shall continuously provide necessary training to his team for continuous functional requirements of the department of **Community Medicine**.

2.7. Consultant shall perform his/her duties in accordance with such standards of professional ethics and practice as may be required from time to time be applicable during the term of his/her employment.

2.8. The Consultant shall advise Velammal Hospital on infrastructure and personal requirement as may be required in the department in order to perform the services suitably by submitting a feasible study.

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3. Service Conditions:

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3.2. Leave Facilities:

3.2.1 Casual Leave- 12 Days and other leave as per hospital policy

3.2.2 National & Festival holidays – as per policy

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4. Resignation from services:

4.1. Notwithstanding anything contained hereinabove, either of us may terminate this engagement / service at any time upon giving three months prior written notice to the other. Management shall have the discretion either to insist you to serve during such notice period or to accept the notice pay in lieu of notice period.

4.2. Financial implications of pre mature termination

Termination by Velammal Hospital due to Material Breach by Consultant contained in this agreement shall entitle Velammal hospital to claim liquidated damages from the Consultant equal to 3 months of professional fees of consultant as liquidated damages.

5. Professional services and fees

5.1. Components of professional fees:

a) Fixed retainer:

- I. An all inclusive Professional retainer fees of **Rs.100000/- (Rupees One Lakh Only)** per month has been fixed and the same will be credited into yours account subject to deduction of appropriate statutory taxes on a monthly basis.
- II. The nature of arrangement is rendering of professional medical services and hence the TDS will be deducted under section 194 J of Income Tax.

6. Non-compete:

6.1. During the period of engagement the Consultant shall not engage himself/ herself in any business or other activities which are, directly or indirectly, conflicts or competitive with the business activities of Velammal Hospital without prior written mutual consent from Velammal Hospital Management.

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6.3. Consultant agrees that after termination of this Agreement, Consultant shall not employ, solicit for employment, or recommend for employment any person employed by the Velammal Hospital, during the engagement Period.


Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean

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7. Supersession

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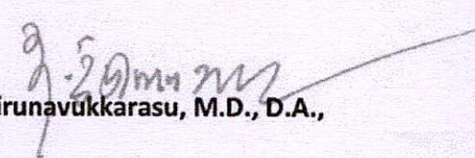
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Address: 3A, Balaranjani Nilayam Ganesh Nagar, Surya Nagar, K.Pudur, Madurai - 625007.

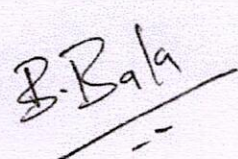
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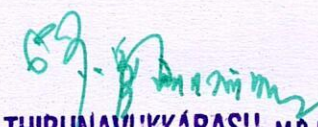
With Regards,


Dr.T.Thirunavukkarasu, M.D., D.A.,
Dean

Velammal Medical College Hospital & Research Institute and VMC Specialty Hospital
I have gone through and understood the above terms and conditions and I hereby accept the same.

Name: Dr.B.Balakumaran

Signature: 


Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
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HR/App.Lt.VC1260/01/08/2020

To

Dr.K.Bawapoorni,
119, Vallalar Street,
Indra Nagar 1st Cross Street,
Namakkal - 637001.

01/08/2020

Dear Dr.K.Bawapoorni,

APPOINTMENT ORDER

Further to the interview you have had with us on 01/08/2020, we are pleased to appoint you as "Junior Resident" in the department of "Nephrology" in Velammal Medical College Hospital & Research Institute, Madurai - 625009.

Your Gross Salary will be of Rs.35,000/- per month. You are also eligible to get a retention bonus of Rs.60000/- Per Year and completion of one year continuous services with Velammal Hospital. If you leave Institution within one year, you will not be eligible for the retention bonus whatever may the reasons.

Your services are covered under the following terms and conditions:

1. You will at present be based on the location fixed initially. However, your services are liable to be transferred to any of the company's establishment / works / location or to another company in our group in India or outside as and when required. In such event, you will be required to join duty within the time as stipulated in such transfer order.
2. You will be covered the Employee Provident Fund and Employee State Insurance as per the respective acts and any other welfare benefits, medical facility and school connection as per the policy of the hospital.
3. You will be on probation for a period of three months from the date of joining. You will be considered for confirmation in your service after completion of the probationary period subject to your work, conduct and general performance was found satisfactory. Unit confirmation in writing, you will continue to be treated as a probationary employee.
4. If you are appointed as a trainee, you shall be under training for a period of three months and on successful completion of training you shall be on probation for three months.
5. You shall be attending duty with proper dress code, grooming standards as per the expectations and policy of the organization. If you are covered under the uniform policy of the organization, you shall attend duty only with proper and neat uniform.
6. You shall be eligible for leave as per the leave policy of the organization and absent from duty without prior info and permission shall lead to disciplinary action.
7. You shall report to your superior based on the nature of the job and as directed by the company.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.

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8. You shall devote your whole time, attention and ability towards the interests of the company and shall not take up any other employment or engage yourself in any other part time occupation, profession, consulting, retainer or job with any hospital, clinic, institution, any methods of profession whatsoever for gain or otherwise.
9. You shall not enter into any monetary transaction with any of our associates, patients, suppliers, dealers or any stakeholder and shall abide by all other lawful orders / instruction / direction of the management.
10. You shall not, either during the continuance of this employment or thereafter, disclose, divulge, or communicate to any other person or institutions whatsoever any information of the secret or confidential character relating to the trade or business of the company or the methods, process correspondence, patient details, drawings, and any other information and which may affect upon the goodwill of the institution.
11. You are expected to deliver your performance of the highest order and would be considered for nay recognition only based on merits, not only in regard to specific performance expected from you, but also in your excellent relations with your colleagues, sub-ordinates, superiors and offering the best of your services to the patient of the hospitals.
12. Any discovery or invention of secret process or improvement in procedure made or discovered by you while in the service of the hospital shall forthwith be disclosed to hospital and shall belong to and be the absolute property of the organization.
13. You shall not misuse company properties, facilities, articles, information for your advantage or gain and you shall not attempt to disrupt, degrade, or interfere with the normal operation of any proceedings, information technology service or facilities.
14. On your resignation / retirement / termination in what so ever the manner, you shall return all the properties of hospital in your possession and correspondence which you may have conducted, whether semi-official or otherwise, in connection with the business of the hospital or on its behalf.
15. In the event of your failure to return to the company any of its property / assets referred above, you would be deemed to have committed the offence of criminal breach of trust and the hospital shall be free to initiate legal proceedings against you in an appropriate forum, besides claiming liquidated damages for withholding hospital properties / assets, intellectual property in an unauthorized and illegal manner.
16. If and when any information furnished by you in your application regarding your qualification, age, experience, compensation or other detail is found to be incorrect or untrue you will be liable for termination and / or such action as deemed fit, without any notice.
17. Any change in the communication address, personal details, qualification and any information as relevant, should be updated on time in HR dept.

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Dean

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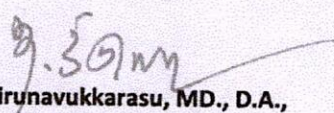
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18. Your employment shall be governed by the rules and regulations of the company as may be in force from time to time. Breach on your part of any terms and conditions of this appointment and any other rules made applicable to you in respect of your employment with us will entail disciplinary action and / or termination of your employment without any notice.
19. Your services may be terminated at any time by either party giving three months notice in writing or three months salary in lieu of the notice. Management shall have the discretion either to insist you to serve during such notice period or to accept the notice pay in lieu.
20. During your service, if you are reported absent from duty for more than 7 days without obtaining prior permission in writing of your superior / management or if you proceed on leave without obtaining prior permission or overstay your services shall be liable for disciplinary action or for immediate termination without any further reference / notice to you.
21. During your service, for willful neglect of duty, serious misconduct, gross insubordination, mental unfitness, as applicable, your services shall be liable for immediate termination without any further notices.
22. The management reserves the right to change, modify or alter the compensation structure and other terms of service as may be communicated to you time to time. The matters relating to remuneration and other terms of employment are strictly personal and confidential between you and the company and should be treated as such.
23. The management shall insist you to take a medical examination to assess your fitness levels suitability for the position held as and when required. The continuity of your services shall depend on you being medically fit.
24. We expect that you are properly relieved from your previous employment and necessary certificates for relieving and experiences shall be submitted with us.

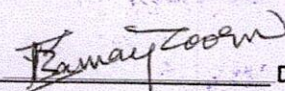
Kindly sign this letter as a token of your acceptance of the above terms and appointment
Wishing you a long and rewarding career in the organization

Velammal Medical College Hospital & Research Institute


Dr. T. Thirunavukkarasu, MD., D.A.,
Dean

I accept the above terms and conditions & the service rules of the hospital and agree to abide by the same.

Name: Dr. K. Bawaiporni

Signature: 

Date: 01/08/2020

Prof. T. THIRUNAVUKKARASU, MD., D.A.,
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HR/App.Lt.VC1404/27/11/2021

To

Dr.G.Mohanamball,
M.Olaipatty, Manathal (PO),
Thalasampatty Via, Omalur (Tk),
Salem - 636503.

27/11/2021

Dear Dr.G.Mohanamball,

APPOINTMENT ORDER

Further to the interview you have had with us on 27/11/2021, we are pleased to appoint you as "Junior Resident" in the department of "Speciality (4th Floor)" in Velammal Medical College Hospital & Research Institute, Madurai - 625009.

Your Gross Salary will be of Rs.35,000/- per month. You are also eligible to get a retention bonus of Rs.60000/- Per Year and completion of one year continuous services with Velammal Hospital. If you leave Institution within one year, you will not be eligible for the retention bonus whatever may be the reasons.

Your services are covered under the following terms and conditions:

1. You will at present be based on the location fixed initially. However, your services are liable to be transferred to any of the company's establishment / works / location or to another company in our group in India or outside as and when required. In such event, you will be required to join duty within the time as stipulated in such transfer order.
2. You will be covered the Employee Provident Fund and Employee State Insurance as per the respective acts and any other welfare benefits, medical facility and school connection as per the policy of the hospital.
3. You will be on probation for a period of three months from the date of joining. You will be considered for confirmation in your service after completion of the probationary period subject to your work, conduct and general performance was found satisfactory. Unit confirmation in writing, you will continue to be treated as a probationary employee.
4. If you are appointed as a trainee, you shall be under training for a period of three months and on successful completion of training you shall be on probation for three months.
5. You shall be attending duty with proper dress code, grooming standards as per the expectations and policy of the organization. If you are covered under the uniform policy of the organization, you shall attend duty only with proper and neat uniform.
6. You shall be eligible for leave as per the leave policy of the organization and absent from duty without prior info and permission shall lead to disciplinary action.
7. You shall report to your superior based on the nature of the job and as directed by the company.

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8. You shall devote your whole time, attention and ability towards the interests of the company and shall not take up any other employment or engage yourself in any other part time occupation, profession, consulting, retainer or job with any hospital, clinic, institution, any methods of profession whatsoever for gain or otherwise.
9. You shall not enter into any monetary transaction with any of our associates, patients, suppliers, dealers or any stakeholder and shall abide by all other lawful orders / instruction / direction of the management.
10. You shall not, either during the continuance of this employment or thereafter, disclose, divulge, or communicate to any other person or institutions whatsoever any information of the secret or confidential character relating to the trade or business of the company or the methods, process correspondence, patient details, drawings, and any other information and which may affect upon the goodwill of the institution.
11. You are expected to deliver your performance of the highest order and would be considered for nay recognition only based on merits, not only in regard to specific performance expected from you, but also in your excellent relations with your colleagues, sub-ordinates, superiors and offering the best of your services to the patient of the hospitals.
12. Any discovery or invention of secret process or improvement in procedure made or discovered by you while in the service of the hospital shall forthwith be disclosed to hospital and shall belong to and be the absolute property of the organization.
13. You shall not misuse company properties, facilities, articles, information for your advantage or gain and you shall not attempt to disrupt, degrade, or interfere with the normal operation of any proceedings, information technology service or facilities.
14. On your resignation / retirement / termination in what so ever the manner, you shall return all the properties of hospital in your possession and correspondence which you may have conducted, whether semi-official or otherwise, in connection with the business of the hospital or on its behalf.
15. In the event of your failure to return to the company any of its property / assets referred above, you would be deemed to have committed the offence of criminal breach of trust and the hospital shall be free to initiate legal proceedings against you in an appropriate forum, besides claiming liquidated damages for withholding hospital properties / assets, intellectual property in an unauthorized and illegal manner.
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[Signature]
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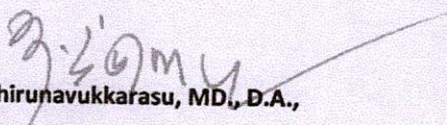


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Kindly sign this letter as a token of your acceptance of the above terms and appointment
Wishing you a long and rewarding career in the organization

Velammal Medical College Hospital & Research Institute


Dr. T. Thirunavukkarasu, MD., D.A.,
Dean

I accept the above terms and conditions & the service rules of the hospital and agree to abide by the same.

Name: Dr. G. Moharambale Signature: Deep Date: 28/04/2021

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Anuppanadi, Madurai-625 009, T.N.

HR/App.Lt.VC1301/04/01/2021

To

Dr.G.Vaishnavi,
E.22, Dharani Quarters, Dharani Nagar,
Aathuvazhi (PO), Sivagiri (Tk), Vasudevanallur,
Tenkasi - 627760.

Dear Dr.G.Vaishnavi,

04/01/2021

APPOINTMENT ORDER

Further to the interview you have had with us on 04/01/2021, we are pleased to appoint you as "Junior Resident" in the department of "Speciality (5th Floor)" in Velammal Medical College Hospital & Research Institute, Madurai - 625009.

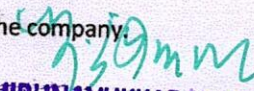
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2. You will be covered the Employee Provident Fund and Employee State Insurance as per the respective acts and any other welfare benefits, medical facility and school connection as per the policy of the hospital.
3. You will be on probation for a period of three months from the date of joining. You will be considered for confirmation in your service after completion of the probationary period subject to your work, conduct and general performance was found satisfactory. Unit confirmation in writing, you will continue to be treated as a probationary employee.
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8. You shall devote your whole time, attention and ability towards the interests of the company and shall not take up any other employment or engage yourself in any other part time occupation, profession, consulting, retainer or job with any hospital, clinic, institution, any methods of profession whatsoever for gain or otherwise.
9. You shall not enter into any monetary transaction with any of our associates, patients, suppliers, dealers or any stakeholder and shall abide by all other lawful orders / instruction / direction of the management.
10. You shall not, either during the continuance of this employment or thereafter, disclose, divulge, or communicate to any other person or institutions whatsoever any information of the secret or confidential character relating to the trade or business of the company or the methods, process correspondence, patient details, drawings, and any other information and which may affect upon the goodwill of the institution.
11. You are expected to deliver your performance of the highest order and would be considered for nay recognition only based on merits, not only in regard to specific performance expected from you, but also in your excellent relations with your colleagues, sub-ordinates, superiors and offering the best of your services to the patient of the hospitals.
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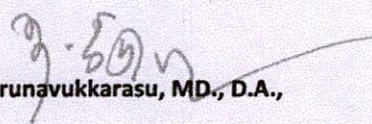
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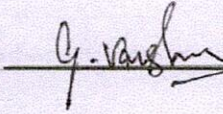
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Velammal Medical College Hospital & Research Institute


Dr. T. Thirunavukkarasu, MD., D.A.,
Dean

I accept the above terms and conditions & the service rules of the hospital and agree to abide by the same.

Name: Dr. G. Vairamani Signature:  Date: 04/01/2021

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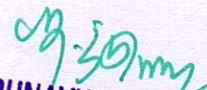
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INDIRA GANDHI INSTITUTE OF MEDICAL SCIENCES
 SHEIKHPURA, PATNA-800 014
 STUDENT IDENTITY CARD NO. 758123



Name Dr. Imansk
 Course MD-Respiratory Med.
 Session 2022-25
 Dept. Respiratory Medicine
 Valid upto 2025

Authorised Signature [Signature]


 Prof. T. THIRUNAVUKKARASU, M.P.D.A.,
 Dean
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