

B.P.KOIRALA INSTITUTE OF HEALTH SCIENCES (BPKIHS)

**(A Government of India Aided Project)
DHARAN, NEPAL**

Requires Indian Professor on short-term contract under
Government of India Assistance Programme(Terms &
conditions are attached herewith)

Interested candidates are required to submit application &
bio-data to rector@bpkihs.edu at the earliest.

Faculty requirement for the department of Ophthalmology & Pathology.

Pathology:

S. No.	Designation	Number
1	Professor	1
2	Associate Professor	1
3	Assistant Professor	2

Ophthalmology:

S. No.	Designation	Number
1	Professor	1
2	Associate Professor	1
3	Assistant Professor	2

TERMS AND CONDITIONS OF *SHORT-TERM CONTRACT*
(Three months to less than one year)
FOR INDIAN FACULTY UNDER GOI ASSISTANCE PROGRAM
AT BPKIHS, DHARAN, NEPAL

This deed of contract for the post of _____ is made on _____ between B.P. Koirala Institute of Health Sciences, Dharan, Nepal (Employer), herein after called BPKIHS.

and

Dr. _____ (Employee), a resident of _____ upon agreeing the following terms and conditions from both parties.

1. Tenure of contract

The tenure of contract in the post as mentioned above will be effective from _____ and will be for a period of less than one year.

2. Working hours

The continuous active working hours in general is from 8:00 am to 5:00 pm with one hour lunch break (1:00 to 2:00 PM). The concerned authorities may instruct the candidate to work over and above the normal working hours, and it shall be the duty of candidate to abide by the rules of the Institute and the instructions of the authorities. The candidate shall also be required to do other duties as per the need and schedule of the Institute.

3. Duties and responsibilities

3.1 Duties and responsibilities of the candidate shall be fixed by the Institute from time to time and the candidate shall be required to perform such works as may be needed in the legitimate interest of the patient care, teaching, mentoring research and other academic programs of the Institute.

3.2 The candidate shall carry out all the duties and responsibilities required of him/her to be performed and undertaken by the Institute where he/she will be placed in the discharge of patient care and maintenance of records and such clinical and technical duties as well as teaching assignment to him/her by the concerned authorities from time to time in the interest of the efficient patient care, running of the hospital and academic programs of the Institute.

4. Leave

a. The candidate is entitled to get following leave upon completion of each month service period:

1.	Home leave	2.5 days
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2.	Sick leave	1.25 days
3.	Casual leave	0.50 day
4.	Festival leave	0.25 day

b. The candidate is entitled to use earned leave only. Advance leave shall not be provided.

5. Medical Examination

The candidate must submit the certificate of medical board of the Institute for physical fitness.

6. Traveling allowances

Candidate will be provided single economy class air fare by shortest route from his/her home town to Bagdogra/Biratnagar & cost of surface transportation from there to Dharan would be available & released accordingly. The reimbursement will be made only after completion of three months of service & it will be recovered in case he/she does not complete stipulated tenure of service at the Institute. The taxi fare including cost of baggage or luggage and incidentals from the Bagdogra/Biratnagar to Dharan will be reimbursed as per actual. The reimbursement will not be done if related supporting documents (tickets, receipt etc.) are not produced. The faculty will be entitled to carry up to 30 kgs as accommodated baggage inclusive of the free allowance by the airlines.

7. Salary & other benefits (Consolidated):

SN	Designation	Salary (IRs.) per month
1.	Professor	2,00,000/00
2.	Additional Professor	1,75,000/00
3.	Associate Professor	1,50,000/00
4.	Assistant Professor	1,25,000/00

Medical benefit @ 5% of salary per month after completion of service period.

8. Non Practicing Institute

Candidate will not be allowed private practice, tuition or any salaried or non-salaried work outside the Institute.

9. Income Tax

No Income Tax will be deducted by Govt. of Nepal. Income Tax Liability in India would be as relevant to NRI's.

10. Joining Time

Actual traveling time will be admissible as joining time.

11. Pension Contribution:

Pension contribution and contribution to GPF, CGEIS etc., to the parent organization shall be the responsibility of the candidate.

12. Accommodation/Furniture

- a. Candidate shall be provided suitable partly furnished accommodation inside the campus.
- b. The candidate eating meals (breakfast, lunch, & dinner) at BPKIHS guest house shall be charged at the existing rates for the meals. The candidates who wish to cook their food will be provided kitchen with cooking utensils & gas connection. The electricity charges of the room either at BPKIHS guest house or at a separate accommodation if provided, will have to be borne by the candidates.
- c. Candidate must handover the accommodation and other possessions of the house while leaving the Institute. In case of damage or mishandling, candidate must have to pay the necessary compensation levied by the Institute.
- d. Candidate will have to abide by all the rules of the residence/accommodation of the Institute.
- e. Candidate will have to vacate the accommodation given within 7 days of the expiry of the term and earlier in the event of early termination of contract.
- f. The Institute will take action for eviction in case candidate fails or neglects to vacate such accommodation and delivery of peaceful possession thereof to the Institute.

13. Code of conduct

Candidate must abide by the rules, circulars, decisions of the Institute; and code of conduct as per BPKIHS rules.

14. Registration with Nepal Medical Council

The candidate must register his/her name with Nepal medical council within one week of the joining the Institute. It shall be the responsibility of candidate to pay registration fee and other necessary charges as per the rules of NMC. The Institute will facilitate the registration process.

15. Teaching activities

The candidate shall also perform the following duties:

- A. Service duties at the Hospital as mentioned in the contract.
- B. Teaching activities such as tutorial, practical, demonstrations, bed side teaching, seminar, Structured Interactive Session(SIS) and tutorial Problem Based Learning(PBL) etc.
- C. Community outlet: BPKIHS being a community oriented medical school. Candidate will also be involved in community teaching and service to work in rural setting.

16. Involvement in research activities

Candidate is expected to do / guide/ supervise/ facilitate research without hampering the service activities of the hospital and duties assigned to him/her.

17. Mentorship

Being an experienced and senior faculty from India, it shall be the responsibility of the candidate to train the Nepalese faculty working in the Department.

18. Growth and Development

The candidate is expected to play a catalytic role to lead the faculty to understand and contribute to the future development of the concerned department and liaise with the administrative authority to facilitate optimal development of the department and the Institute in a harmonious manner.

19. Termination of contract

The contract may be terminated in any of the following condition

- 19.1** If the candidate is found to be unfit for given jobs and duties as per the requirement of the Institute.
- 19.2** If the candidate absents from duties without information & prior permission of the competent concerned authority.
- 19.3** Upon serving one month notice from either side.
- 19.4** Misconduct, unbecoming conduct of his/her status, insubordination, intemperance or in the longer interest of the Institute without assigning any reason.
- 19.5** In case of not serving, one month notice, either side shall have to pay one month's salary including compensatory allowance. However, the Institute will not pay one month's salary or provide compensation in the following conditions:
 - a. If the termination has been done for the reasons mentioned in clause 19.4 or any breach of non-performance of any provisions of the contract or of any rules pertaining to the Institute.
 - b. In case of termination on disciplinary ground.
 - c. In case of termination for being absent, the candidate will have to provide compensation to the Institute as mentioned above.

20. Monitoring

The Vice Chancellor, BPKIHS would closely monitor your performance during your tenure at BPKIHS and report to the Institute Advisory Authority.

21. Matters not mentioned in the contract

The matters other than mentioned in the contract shall be on the basis of BPKIHS rules and the decision of the IAA, and it shall be binding to the candidate.

22. Not Exhaustive

The terms and conditions given above are by no means exhaustive, and are rather within the general framework BPKIHS/GON Rules/ Norms and regulations and are further subject to rules/ guidelines as formulated by BPKIHS/IAA from time to time.

On behalf of BPKIHS

Signature

Signature

Name

Name

Address

Address

Tel.No.

Tel.No.

Date

Date
